



*When I graduated from law school, there was only one place I wanted to work — James Scott Farrin.*

*For years, I have admired the firm for its values and service to others. It is an honor to work here.”*

*Are You Ready to Change Lives?*

---

LAW OFFICES OF

**JAMES SCOTT FARRIN**

**Inc.  
5000**



*"The best part of James Scott Farrin are the people that are working there. They really care about you."*

Arylla P., happy client

*Like many companies,* our beginnings were humble — growing from just me and one other employee (who would soon quit) to a statewide powerhouse. Since those humble beginnings, we've recovered more than \$1.4 billion in total compensation for more than 55,000 clients. And counting. Those numbers don't include the \$1.25 billion we helped recover against the U.S. government for 18,400 claimants in a historic class action case.



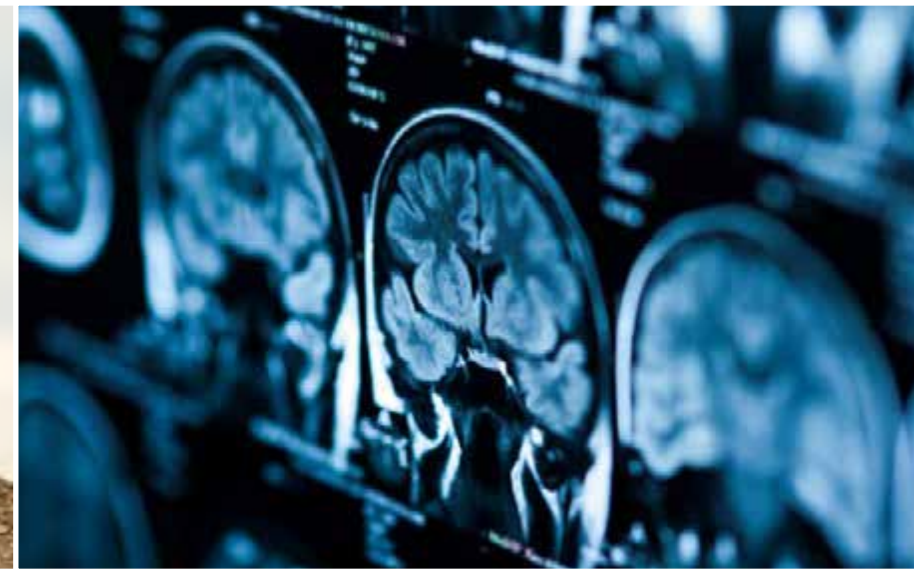
What has allowed us to achieve so much? The exceptional quality of our attorneys. We have a group of highly talented, dedicated advocates who are passionate about doing whatever it takes for our clients.

Our successes to date have given us a platform to build upon and do even more great things. But to achieve even more and fulfill our potential, we must continue to hire exceptionally skilled team members — creative, passionate, and fearless attorneys who insist on working towards audacious goals. There is no cap on the continued growth we envision.

We've written this booklet to give you an idea of what it's like to work at our firm — to give you a glimpse into who we are and what we are looking for. But there's one more thing that you should know about us. Besides looking for highly-skilled attorneys, we're also looking for good people. People with character, strong values, who are good teammates, fun to be around. And kind. Our employees genuinely care for our clients and for each other.

I'm biased of course, but I believe this is a special place to work, and I feel privileged to work alongside such quality people who have helped our firm achieve so many remarkable things. If you want to help clients while being part of one of the most powerful firms in the state and beyond, please consider joining us.

James Scott Farrin



## *Practice Areas*

Our firm handles a huge array of case types and fights for individuals, groups, and small businesses.

- Accounting Malpractice
- Aircraft Injuries
- Amusement Park & Water Park Accidents
- Antitrust Cases
- Bad Faith Insurance Claims
- Bicycle Accidents
- Boating Accidents
- Business Litigation
- Car Accidents
- Catastrophic Injuries
- Civil Rights
- Class Actions
- Construction Defects
- Consumer Law
- Crime Victims
- Cruise Ship Accidents
- Defamation
- Defective Drugs & Products
- Diminished Value Claims
- Dog Bite Injuries
- Electrocution Injuries
- Eminent Domain
- Employment Rights and Disputes
- Environmental Contamination
- Hurricane Damage
- Legal Malpractice
- Mass Torts
- Medical Malpractice
- Motorcycle Accidents
- Negligent Security
- Nursing Home Abuse and Neglect
- Overtime Pay & Unpaid Wages
- Personal Injury
- Sexual Abuse & Assault
- Social Security Disability
- Train Accidents
- Trucking Accidents
- Unfair & Deceptive Trade Practices
- Unfair Debt Collection
- Wage & Hour Claims
- Whistleblower (Qui Tam)
- Workers' Compensation
- Workplace Discrimination
- Workplace Harassment
- Wrongful Death
- Wrongful Termination





# *Purpose & Vision*

Our **purpose** is to provide quality legal services to as many people as possible by combining quality work and volume. Many firms do well in one or the other. But to do both well is rare.

Our **vision** is to be the most successful law firm in North Carolina.



## Who We Serve

Our services are focused on representing individuals and small business owners, as opposed to corporations or large organizations.



## Working As a Team

We achieve our mission by working as a high-performance team. A high-performance team combines individual accountability, goal-orientation, individual egos being subsumed for the betterment of the whole, and an atmosphere of positivity.



## How We Serve

For us to be successful, it isn't enough just to provide quality work; we have to have exceptional client service. This does not mean "the customer is always right," but it does mean all clients must be afforded consideration and respect.



## Staying Ahead of the Curve

To meet and exceed our goals, we utilize superior marketing and technology. That's being an innovative, well-run business. The best businesses combine superior marketing, technology, and information with great people.



## Awards

Super Lawyers®  
2022



### Our Litigation Department

Our firm has a true trial focus and can litigate any type of case. We go to court — often — to try to get better results for our clients and to show our adversaries that we mean business.

Our attorneys have faced many large entities in their careers, **including banks, manufacturers, major oil companies, Fortune 500 companies, and the U.S. government.**

### North Carolina State Bar Board Certified Specialists

Do you want to work with and be challenged by the best? Less than 5%\* of attorneys licensed to practice in North Carolina are State Bar Board Certified Specialists, and **we have 11 of them** right here.



## Our Attorneys

Our attorneys are recognized experts. We have an elite team that makes a difference while working on unique and newsworthy cases.

\*Figures provided by North Carolina State Bar as of 1/11/2022.

### LEADERSHIP POSITIONS AND PROFESSIONAL RENOWN

Our 60+ attorneys hold some remarkable credentials. On our team you'll find:

- A former state senator
- A past president of the North Carolina Advocates for Justice
- A graduate of Gerry Spence's legendary Trial Lawyers College
- A law school valedictorian
- Two law professors
- Former federal law clerks
- Two Fellows of the American Bar Foundation
- Members of the Southern Trial Lawyers Association
- More than 17 attorneys who have authored manuals and/or taught Continuing Legal Education courses
- Four former Assistant Attorneys General for the North Carolina Department of Justice
- Former Deputy Commissioners for the North Carolina Industrial Commission
- A multi-Emmy award winning television producer
- A Treasurer for the National Organization of Social Security Claimants' Representatives (NOSSCR)
- A winner of the Charles Blanchard Young Lawyer of the Year Award
- A former legal services counselor for Burundian and Congolese refugees in Tanzania
- A three-time winner of *Best Lawyers'* "Lawyer of the Year" award (2015, 2017, 2022)
- A Charter Fellow of the Litigation Counsel of America







## Deep Resources

Justice doesn't always come cheap, but we invest significant time, money, and effort into our cases. We even spent more than \$13,000,000 litigating a single case.

You'll have the tools at your disposal to **build your cases as you see fit**, including investigators, reconstructionists, doctors, and other experts.

You won't be on an island. You'll be supported by **first class paralegals and administrative support staff**. We currently have more than 175 non-attorney professionals at the firm.

**Cutting edge technology** lets you focus on being a lawyer. Our patented software – built

in-house — and streamlined processes have earned national recognition and lots of praise.

Inside knowledge from “the other side” can be a huge advantage. We have former insurance defense attorneys, former insurance adjusters, a former property underwriter, and even a former state senator on the team.

We're also proud of our **in-house marketing department**. Our talented team of designers, writers, videographers, and media managers help us maintain a first rate web presence. Target precisely the cases you want most.

## Tackling the Biggest Cases



**Our fight to hold the makers of GenX accountable is being followed by CBS, NBC, and other major news outlets.** Since 2017, we've been waging a massive class action against DuPont and The Chemours Company for contamination of the Cape Fear River water supply. These companies are responsible for toxic chemicals being released into the river for decades, poisoning the major water source for Wilmington and other areas. Tens of thousands of clients are counting on us to secure needed compensation and a measure of justice.



**When four Blackwater contractors were pardoned for their roles in massacring Iraqi civilians, the media turned to us for answers.** One of our attorneys represented the families of massacre victims in their quest for justice against Blackwater.\*



**And Hollywood has come calling about our first big case.** CMNTY Culture Films has chosen a film on our landmark civil rights victory as its debut production project. The movie recounts the long odds and logistical challenges that had to be overcome if our firm was to secure justice for 18,000+ farmers after decades of racial discrimination by the federal government.

*\*Some results achieved by our attorneys prior to joining James Scott Farrin.*





Learn about the  
JSF Way



## Our Culture

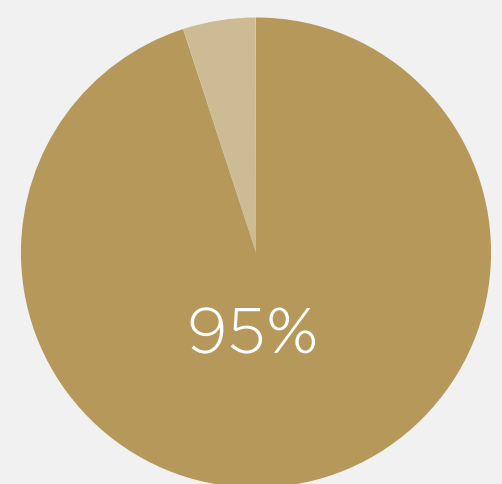
At our firm, coworkers at all levels care. Hierarchy isn't our thing. Helping out when we can, some of us or all of us — that's who we are.

When you walk in the door at this firm, please know we have high expectations. And one of them is to be a caring human being. We take notice when someone needs a hand. Our work makes lives better — including our own.

Download  
*Carin' at Farrin*

### Open Doors and Phone Lines

CEO Jim Farrin was recognized on the 2021 Power List from *Business North Carolina* as **one of the state's most influential business leaders**. But he's still just an email away, and that philosophy permeates the entire firm. People like it this way. 99% of attorneys and 95% of all employees on Glassdoor approve of the job Jim is doing.

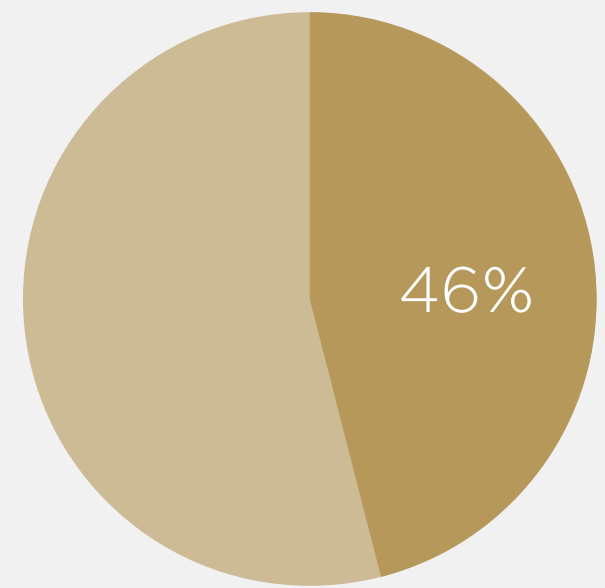


**95%** of all employees on Glassdoor approve of the CEO

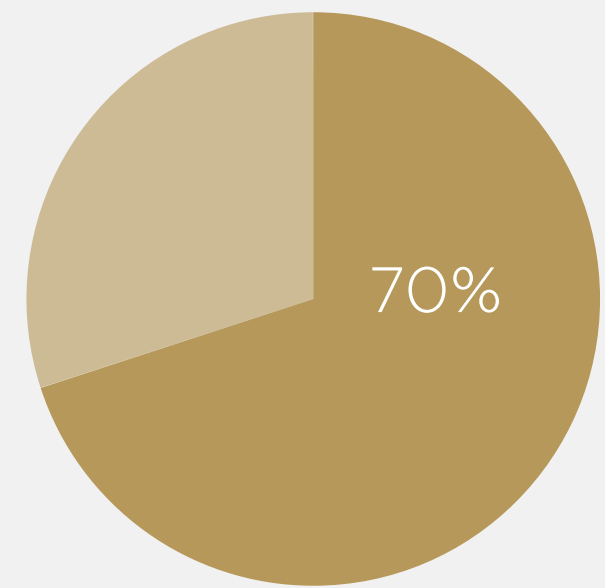
As of 2/2022. Glassdoor reviews can't be altered or removed by employers.

### Diversity and Inclusion

Jim was also recognized by *North Carolina Lawyers Weekly* and *South Carolina Lawyers Weekly* for **advancing diversity and inclusion in the legal profession** in communities across the Carolinas.



**46%** of new hires since 2021 are non-white



**70%** of new hires since 2021 are female



# Our Results

**\$1.25B settlement a feat of logistics as well as law**

Wrongful death suit against distracted driver settles for \$4M

Arbitration panel awards \$2.48 million in delivery driver's death

Record-Breaking \$2.1 Million Jury Verdict for Catastrophic Injury

JPMorgan Chase Settles for \$100 Million\*

\$1.2 Million Settlement for Improper Debt Collection

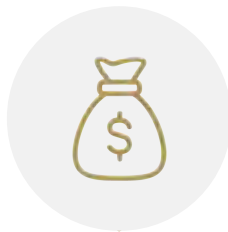
Man crushed by loader settles claim for \$1.7 million

Uber driver who lost arm settles suit for \$1.5M



**\$155 million+**

Total recovered for over 4,800 clients in 2021.



**\$1.4 billion+**

Total recovered for clients since we opened in 1997. And counting.



**55,000+**

Number of injured clients helped since 1997.



**26**

Number of Fortune 100 companies our attorneys have taken on.

*\*Result achieved prior to attorney joining the Law Offices of James Scott Farrin.*

## \$1.25 Billion Historic Class Action Against the U.S. Government

We helped lead one of the largest civil rights cases in U.S. history. In 2010, the case culminated in a \$1.25 billion settlement designed to give Black farmers long-awaited compensation after years of egregious discrimination by the USDA.

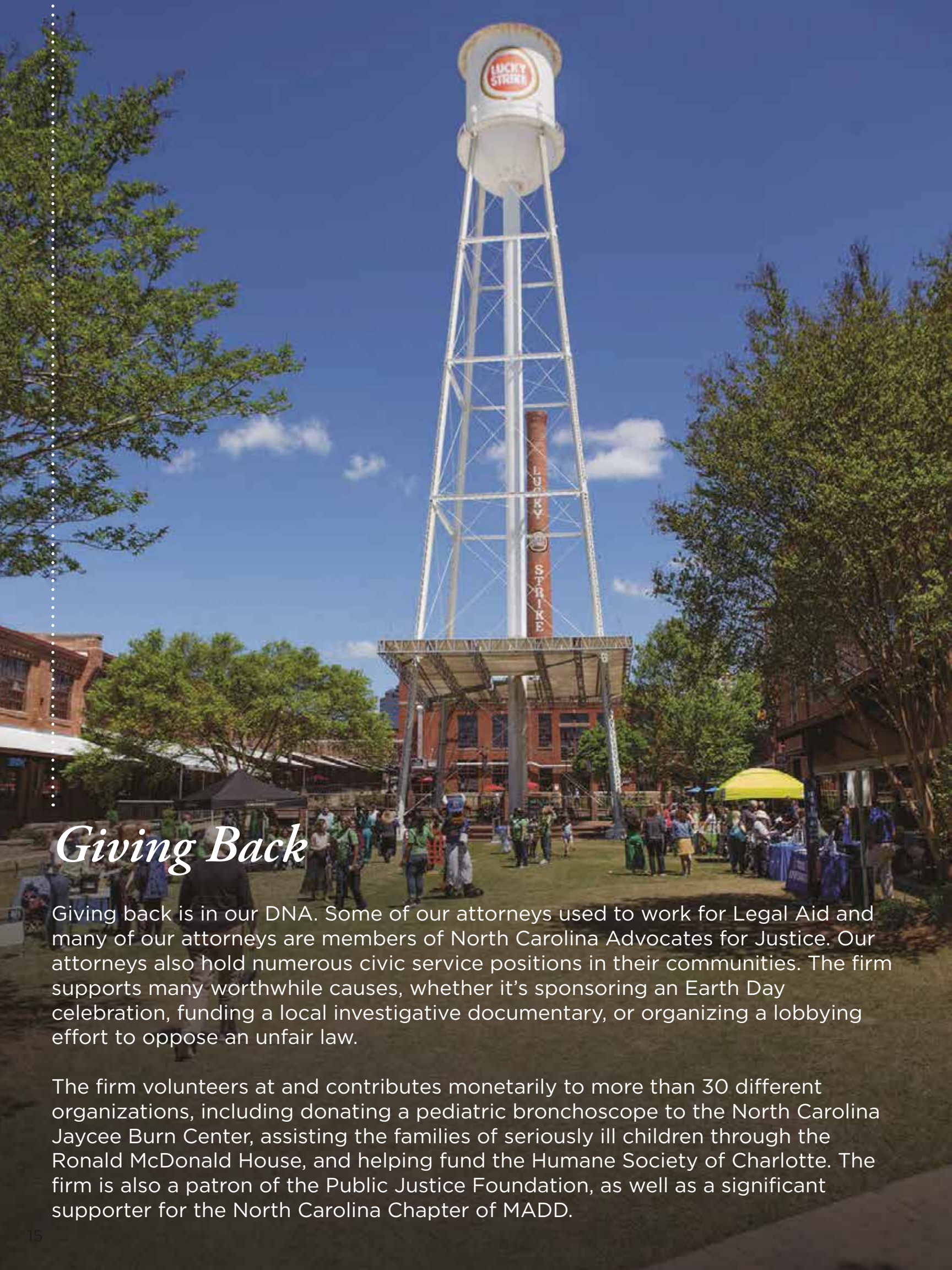
The years of hard work, massive logistical challenges, and hard-won experience allowed us to achieve some justice for people who had so much taken from them. The presiding judge complimented our work in his opinion:

*“[The Law Offices of James Scott Farrin] have undertaken the immense challenge presented by this action with the utmost professionalism and integrity, exhibiting skill, diligence, and efficiency in all aspects of their duties.”*

–United States District Judge Paul L. Friedman







# Giving Back

Giving back is in our DNA. Some of our attorneys used to work for Legal Aid and many of our attorneys are members of North Carolina Advocates for Justice. Our attorneys also hold numerous civic service positions in their communities. The firm supports many worthwhile causes, whether it's sponsoring an Earth Day celebration, funding a local investigative documentary, or organizing a lobbying effort to oppose an unfair law.

The firm volunteers at and contributes monetarily to more than 30 different organizations, including donating a pediatric bronchoscope to the North Carolina Jaycee Burn Center, assisting the families of seriously ill children through the Ronald McDonald House, and helping fund the Humane Society of Charlotte. The firm is also a patron of the Public Justice Foundation, as well as a significant supporter for the North Carolina Chapter of MADD.

## Using the Law to Uplift Others

Some of our major public service initiatives include:

### Durham Eviction Clinic

The firm's gift to Duke Law School's Civil Justice Clinic allowed for the creation of an eviction diversion program in partnership with Legal Aid of North Carolina. The program's success in diverting wrongful evictions ultimately prompted the city of Durham to begin funding it.

### Farrin Public Interest Fellowship

A second major gift to Duke Law School endowed a public interest fellowship for new lawyers. New graduates can now use their skills to increase access to justice for underserved communities while still being fully funded and supported by the fellowship.

### Research Into Long-Term Poverty Solutions

Jim and the firm are primary contributors to this ongoing research project at UNC Law School, which studies the criminalization of poverty in North Carolina. We hope the results will lead to better laws and treatment for impoverished people in our state.

### Pro-Bono Work

Our attorneys contribute more than 1,500 hours in pro bono work a year. Four of our attorneys were recognized in 2021 with induction to the North Carolina Pro Bono Honor Society for their dedication to pro bono legal service.

### Supporting Underserved Students

The firm partners with Cristo Rey Research Triangle High School, a school for economically underserved students. By becoming a Corporate Work Study Partner of the school, we help provide professional work experience to minority students. The innovative program is proven to help remove institutional barriers for participating students.





# Personal & Professional Growth



## Mentorship and Growth Opportunities

Just as the firm keeps growing, our attorneys should set ambitious professional goals for their own continued development. Here are some of the many ways we help our attorneys advance as firm and practice area leaders:

1. Our Leadership Development Group, a leadership and management training group led by CEO Jim Farrin
2. Paid CLEs for firm attorneys
3. Encouraging attorneys at the firm to be active in the community, including through our highly-successful Social Services Committee
4. Quarterly Associate Attorney Dinners, where firm leadership is on hand to answer questions and give departmental updates
5. Associate / Partner Lunches, where smaller groups meet to broaden relationships and discuss the firm's progress
6. Interaction and support for new attorneys from the day they step in the door, including training plans and regular meetings for Associate Attorneys to provide feedback, advice, and encouragement



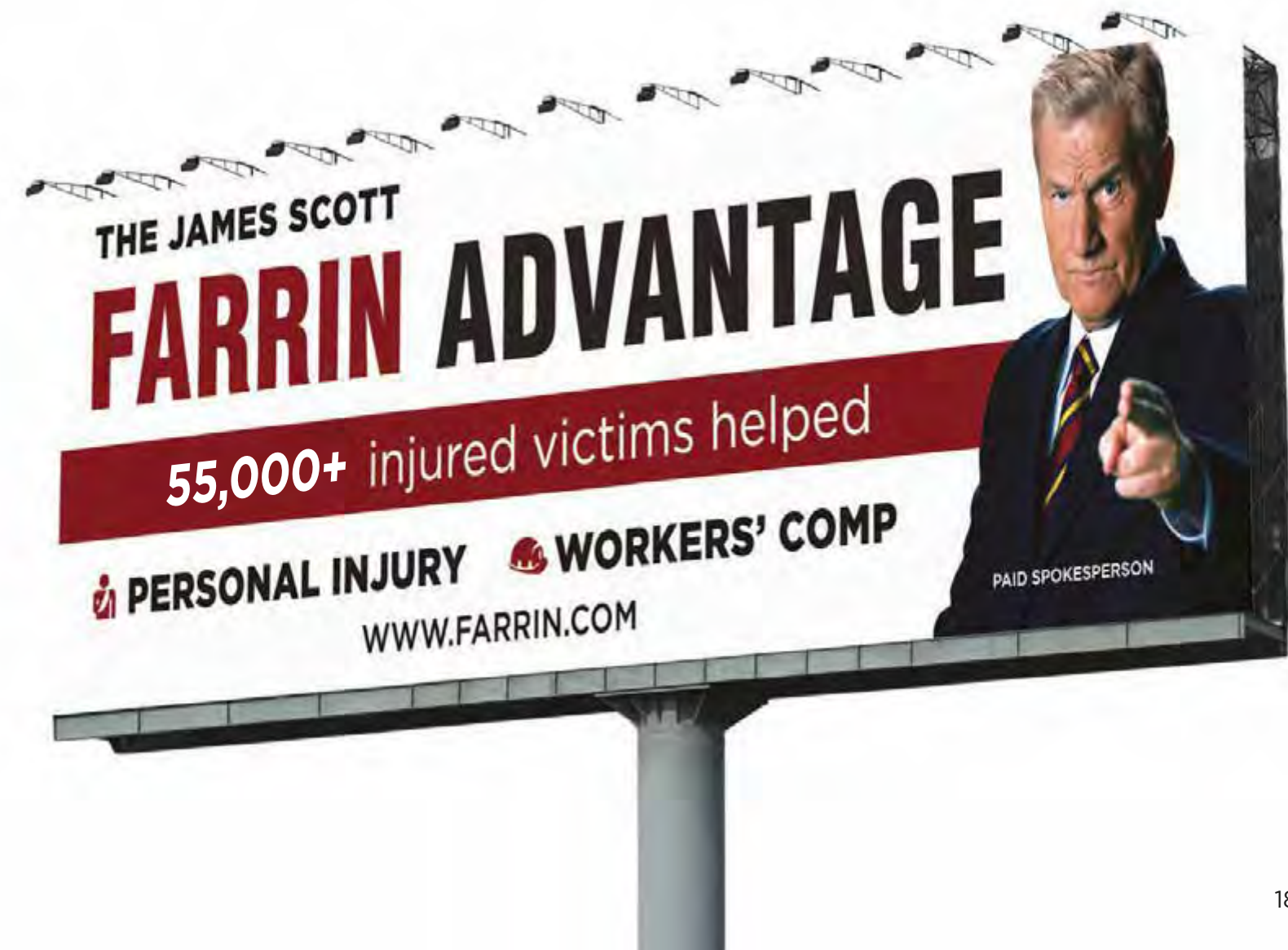
## Partner Opportunities

In the past year, we have added six Partners to our leadership ranks.



## Professional Development:

Attorneys have regular opportunities for professional development, including firm hosted and sponsored CLEs, lunch-and-learns, and more.





LAW OFFICES OF

**JAMES SCOTT FARRIN**



Flexible work arrangements. Work-life balance.

Agonizing work commutes are outdated. With us, productivity matters more than your precise location.

If you want to do good by many deserving people while having the flexibility to achieve a healthy work-life balance, give us a call.



Check out our current openings at:

**[farrin.com/jobs](https://farrin.com/jobs)**

*Not actively looking? Let's chat. You may not be ready, but you might just know someone who would thrive with us.*

LAW OFFICES OF JAMES SCOTT FARRIN

[www.farrin.com](https://www.farrin.com) | 1.800.220.7321