

## **Honorary Membership Nomination Narrative**

Nominee: Jeffrey J. Pargament, Esq.

Nominee's Address: Pargament & Hallowell, PLLC, 1776 K Street NW, Suite 825

City/State/Zip: Washington, DC 20006

Phone: 202.775.0707

Nominator: Chad Danos, FASLA

Please describe the nominee's achievements of national or international significance or influence and how they have benefited the profession of landscape architecture (no more than two pages, single-spaced, typed).

I am pleased to nominate Jeffrey J. Pargament, Esq., for honorary membership in the American Society of Landscape Architects. Pargament has served the Society for over 15 years. His role as legal counsel on employment and human resource issues keeps him far in the background, and his work is virtually invisible to all but a few of ASLA's senior staff and elected leaders. Yet the work he does on our behalf is critical to the stability, health, and success of the organization. In providing counsel to ASLA, Pargament consistently goes above and beyond to guide and protect the organization. Although ASLA is one of Pargament's smallest clients, he always responds as if ASLA's needs were his top priority.

Legal issues in the employment and human resource arena can be especially complex—and even delicate. Over the years Pargament has had to support ASLA management and leadership in a variety of difficult situations. These range from situations involving staff member terminations to instances where a member volunteer crossed the line. In the infrequent, but especially sensitive, cases involving members, Pargament's representation and actions on ASLA's behalf have been key to containing the situations and enabling the best outcomes. Human resource issues can also be expensive. However, at the same time he is helping ASLA chart the correct course, Pargament also keeps a watchful eye on ASLA's bottom line.

Pargament is a recognized expert in labor and employment law, and has served as adjunct professor for Cornell University's School of Industrial and Labor Relations. Pargament received his Bachelor of Science degree from Cornell University's School of Industrial and Labor Relations. Upon graduation from Cornell, he commenced employment with the National Labor Relations Board as a Field Examiner in Washington, D.C., where, for five years, he investigated and resolved discrimination charges and unfair labor practices, served as a hearing officer, and conducted union elections.

Following graduation from the George Washington University National Law Center, Mr. Pargament became associated with Akin, Gump, Strauss, Hauer & Feld, in Washington, D.C.,

where he was employed for over six years until 1991, when he joined Piliero, Mazza & Pargament, PLLC as a partner. In September 2006, he formed a new firm, Pargament & Hallowell, PLLC. Pargament is admitted to the bar in Maryland and the District of Columbia, as well as numerous state and federal courts.

In all that he does, Pargament acts with the highest integrity. His counsel is unerringly wise, fair, and compassionate. In recognition of his long relationship with the Society, and his important, albeit behind the scenes, contributions to the health and success of the organization, it is most fitting that he be awarded the distinction of honorary member.



March 24, 2016

Board of Trustees  
American Society of Landscape Architects  
636 Eye Street, NW  
Washington, DC 20001

Dear Members of the Board of Trustees:

It is my privilege to support the nomination of Jeffrey J. Pargament, Esq., for honorary membership in the American Society of Landscape Architects. As outside legal counsel to ASLA on issues related to personnel and employment, Jeff is a critically important resource for the management team. As CFO, I have had a number of opportunities to call on Jeff's counsel and work with him on employment policies and issues. Whether he is helping to craft an employment policy or working with us to resolve a difficult situation, he is a ready source of wise counsel and always has the best interests of the Society at heart.

ASLA is truly fortunate to have someone as experienced, dedicated, and insightful as Jeff to support our human resource functions. The consistently high quality of his work and his overall dedication and commitment to ASLA make him a most deserving candidate for this honor.

Sincerely,

Michael D. O'Brien  
Chief Financial Officer

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March 24, 2016

Board of Trustees  
American Society of Landscape Architects  
636 Eye Street, NW  
Washington, DC 20001

Dear Members of the Board of Trustees:

I am pleased to support the nomination of Jeffery J. Pargament, Esq., for honorary membership in the American Society of Architects. I have had the pleasure and good fortune to have worked with Jeff since I joined ASLA as EVP in 2000. From our first meeting, it was clear that the Society had a strong legal partner and support in Jeff. As we have worked together over the years, the conviction has grown that we are indeed fortunate to have Jeff on our team. His dedication to supporting, protecting, and ensuring the success of the Society is a constant. Whatever issue we bring to him—from the most routine policy or employment contract review, to the most difficult and sensitive issues involving staff and members—receives his most careful and undivided attention. He has helped us establish and maintain a solid foundation of human resources practices, policies, and standards that guide our actions and support the values and culture that are so important to our collective enterprise.

Jeff's work, by its very nature, is largely invisible to the Board and completely invisible to our members—all of whom are indirectly the beneficiaries of his dedication and wise counsel. For those of us in senior management positions, however, Jeff's contributions are not just visible but are indispensable. ASLA's staff and members are almost uniformly wonderful, but from time to time something unfortunate happens. There is either real or perceived misbehavior, a serious violation of policy, or some other situation that requires action. In every case, Jeff has helped chart a course that is fair, defensible, and produces the best result—always keeping the Society's interest paramount. It is no exaggeration to say that I sleep better because of the work that Jeff does and the support he provides to the Society and its leadership team.

No organization can succeed without a solid legal underpinning. In Jeff and his partner, Andrew Hallowell, who is also nominated for honorary membership this year, ASLA has a truly superior and caring legal support team. In light of his many, many contributions to ASLA, I urge the Board of Trustees to recognize Jeff Pargament with honorary membership in the Society.

Sincerely,

A handwritten signature in cursive script that reads "Nancy Somerville". The signature is written in black ink and is positioned above the printed name and title.

Nancy C. Somerville, Hon. ASLA  
Executive Vice President/CEO

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