

Basic Information

Fish & Richardson P.C.
60 South Sixth Street, Suite 3200
Minneapolis, MN 55402
Organization Size: 383
Office Size: 28
Hiring Attorney:
Ms. Deanna Reichel

Recruiting Contact:
Ms. Kim Mordan
Legal Talent Project Manager
Fish & Richardson P.C.
12860 El Camino Real, Suite 400
San Diego, California (CA) 92130
United States
Phone: 858-678-5070
Recruiting@fr.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week) 4,135
2023 compensation for 2Ls (\$/week) 4,135
2023 compensation for 1Ls(\$/week) 4,135

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 7
How many years is the equity track? Varies

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	15	4	1	0	2
	Women	4	4	0	0	3
	Non-binary	NC	NC	NC	NC	NC
	Total	19	8	1	0	5
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	14	2	1	0	2
	Women	2	4	0	0	1
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	0	1	0	0	0
	Women	2	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	1	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	0	1	0	0	1
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Mia Friedman

Director of Pro Bono and Social Responsibility

612-335-5070

FishProBono@fr.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

1.8

Average Hours per Attorney last year

62.1

Percent of associates participating last year

83

Percent of partners participating last year

74

Percent of other lawyers participating last year

70

Professional Development

Evaluations

Semi-annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

No

Rotation for junior associates between departments/practice groups?

Case-by-case

Is rotation mandatory?

No

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

Yes

Does your organization give billable hours credit for training time?

No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	0	0	1	1	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	1	0	0	0	3
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	2	2	0	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	1	1	2	1	3
1Ls	2	0	1	0	2

Number of 2022 Summer 2Ls considered for associate offers

1

Number of offers made to summer 2L associates

1

General Hiring Criteria

We require excellent academic credentials, superior writing ability, and a scientific or technical background (degree and/or experience).

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Intellectual Property Litigation	Litigation	10	0	4	1	0
Intellectual Property	Patent Prosecution	9	1	4	0	0

Diversity & Inclusion

Diversity Contact: Ms. Whitney Smallwood

Diversity Website/URL: <https://www.fr.com/why-fish/diversity-equity-inclusion/>

Organization Narrative

The Minneapolis office of Fish & Richardson is located in the city with the highest per capita concentration of Fortune 500 companies in the United States. The office is one of our largest and has grown significantly in stature over the past few years. Besides being home to Fish's President & CEO, John Adkisson, our Minneapolis office is also the home base of Fish's Litigation Legal Operations -- a triad of award-winning business units working together to ensure a best-in-class experience for clients. Situated within our Litigation Practice Group, this team of specialists provides clients with an enhanced and streamlined experience by offering solutions tailored to their specific needs. It allows Fish to offer clients alternative fee arrangements, budget monitoring, and case management tools that provide richer experiences without increasing service costs. Our attorneys and professional services personnel in Minneapolis are raising the bar when it comes to delivering the best intellectual property law services at an incredible value. The Minneapolis office focuses on high-stakes litigation and prosecution in the pharmaceutical and medical device industries, and routinely represents those clients in Minnesota and nationally. In addition to the office's robust litigation and prosecution practices, the Minneapolis office is recognized as a national leader in post-grant matters before the Patent Trial and Appeal Board. The Minneapolis office is home to attorneys from premier law schools and many former Federal Circuit clerks, many with technical degrees in chemical engineering and biology. With a world-class university and major league sports and recreation, the Twin Cities area combines the fast pace of a big city with a Midwest attitude, and is consistently ranked among the best places to live in the country.

Fish & Richardson, the premier global intellectual property law firm, is trusted by the world's most innovative and influential companies. From patent, trademark, and copyright prosecution and counseling to our full-service litigation practice, we work together to provide our clients with exceptional advocacy across the life cycle of intellectual property needs in the U.S. and around the world. Our deep bench of attorneys with first-chair trial experience in every technology makes us the go-to firm for the most technically complex cases. Fish was established in 1878, and now has more than 400 attorneys and technology specialists in the U.S., Europe, and China. Our success is rooted in our creative and inclusive culture, which values the diversity of people, experiences, and perspectives. For more information, visit fr.com or follow us at [@FishRichardson](https://twitter.com/FishRichardson).

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