

Basic Information

Fish & Richardson P.C.
222 Delaware Avenue, 17th Floor,
P.O. Box 1114
Wilmington, DE 19801
Organization Size: 383
Office Size: 16
Hiring Attorney:
Mr. Warren Mabey

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	7	3	0	0	3
	Women	4	2	0	0	0
	Non-binary	NC	NC	NC	NC	NC
	Total	11	5	0	0	3
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	7	3	0	0	2
	Women	3	2	0	0	0
	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	0	0	0	1
	Women	1	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	0	0	0	0	0
	Women	0	0	0	0	1
	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	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	1	0	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	2	1	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	0	0	1	0	2
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	1	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	0	2	1	1
1Ls	2	0	2	0	2

Number of 2022 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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	5	2	0
Intellectual Property	Patent Prosecution	1	0	0	0	0

Diversity & Inclusion

Diversity Contact: Ms. Whitney Smallwood

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

Organization Narrative

Fish & Richardson's Delaware office is located in Wilmington, just a short ride on Amtrak from New York and Washington, D.C., and less than 30 miles south of Philadelphia. We are located a few blocks from the United States District Court for the District of Delaware, which is home to one of the busiest patent litigation dockets in the country. Our attorneys work on cases both in the District of Delaware and in courts around the country, as well as in the International Trade Commission. We also have a growing practice in corporate, technology and other complex litigation in Delaware's highly regarded Chancery Court. Our litigators represent both regional and national clients. Our attorneys are also actively involved in post-grant proceedings, including *inter partes* review. In addition, we have an active prosecution practice, and our attorneys prosecute patents and engage in patent counseling and opinion work for some of the firm's most important national and international clients. Prosecution work in the Delaware office covers a wide range of technologies, including biotechnology, pharmaceuticals, and medical devices.

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).

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

For more details, visit www.nalpdirectory.com

NALP Copyright 2023