

Basic Information

Fish & Richardson P.C.
12860 El Camino Real, Suite 400
San Diego, CA 92130
Organization Size: 383
Office Size: 32
Hiring Attorney:
Ms. Megan Chacon

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 333

2024 compensation for entry-level lawyers (\$/year)	215,000
Summer Compensation	
2024 compensation for Post-3Ls (\$/week)	4,327
2024 compensation for 2Ls (\$/week)	4,327
2024 compensation for 1Ls(\$/week)	4,327

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	10	7	6	0	3
	Women	3	4	2	0	0
	Non-binary	NC	NC	NC	NC	NC
	Total	13	11	8	0	3
Latinx	Men	1	0	0	0	0
	Women	0	0	1	0	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	9	5	6	0	1
	Women	2	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	2	0	0	2
	Women	0	2	1	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	1	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	0	1	0	0	0
	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	2.0
Average Hours per Attorney last year	40.79
Percent of associates participating last year	64
Percent of partners participating last year	49
Percent of other lawyers participating last year	41

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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	0	0	0	0	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	3	1	0
Lateral Associates	2	0	0	0	2
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	0
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	1
1Ls	2	0	1	0	3

Number of 2023 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	12	4	11	0	0
Intellectual Property	Patent Prosecution	1	4	0	0	0
Intellectual Property	Trademark & Copyright	0	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 San Diego office is located in one of the nation's premier telecommunications and biotechnology hubs, and the office boasts a world-class clientele. Our litigators have been recognized among the nation's elite, and our patent lawyers have obtained groundbreaking patents. Our attorneys are also widely recognized for their significant pro bono and community contributions. San Diego is one of the nation's most livable cities, offering easy reach to surfing, mountains, and desert, plus a climate that can't be beat. Reflective of its environment, our office is casual yet energetic. Summer associates work on project-based assignments with a litigation team and a principal, doing real work and getting a genuine sense of what life will be like as an associate. Past summer events have ranged from surfing lessons and hot air ballooning to in-office video game tournaments and movie nights.

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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