

## Basic Information

Fish & Richardson P.C.  
One Marina Park Drive  
Boston, MA 02210  
Organization Size: 383  
Office Size: 58  
**Hiring Attorney:**  
Ms. Whitney 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	25	8	2	0	3
	Women	12	9	2	0	1
	Non-binary	NC	NC	NC	NC	NC
	Total	37	17	4	0	4
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	21	6	1	0	1
	Women	10	6	2	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	1
	Women	0	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	3	1	1	0	1
	Women	2	3	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	1	1	0	0	1
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	0	0	0	0
	Women	2	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	3	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	2	2	0	0	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	1	0	0
Lateral Associates	2	0	3	0	3
All Other Laterals (non-traditional track)	0	0	1	0	0
Post-Clerkship	0	0	1	1	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	0	0	2	1	3
1Ls	2	0	5	0	1

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	15	0	6	0	0
Intellectual Property	Patent Prosecution	20	2	9	0	0
Intellectual Property	Trademark and Copyright	2	2	2	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 has flourished from our founding in Boston by Frederick Perry Fish in 1878 – representing visionaries such as Thomas Edison, Alexander Graham Bell, and the Wright brothers – to our work today representing the world's most innovative and influential companies. Our Boston office continues to function as the heart of the firm. The 56 attorneys in Boston handle the full range of intellectual property matters, including patent prosecution and counseling, litigation in District Courts and the International Trade Commission, appellate work at the Federal Circuit, and post-grant matters before the Patent Trial and Appeal Board. Fish attorneys in Boston stand out from those at peer firms in several ways. First, we have the deepest bench of seasoned IP trial lawyers; we don't rely on one or two superstars to try all of our cases. Second, we have more lawyers with science and technology degrees than any other firm, meaning that clients don't have to spend time teaching us their technology. Third, we serve clients by forming customized teams that understand their clients' industries and technologies. Our clients recommend us to their peers because we understand their business needs and their technology are deeply committed to their success, use cutting-edge tools to deliver the best value, and because we get the best results. The Boston office continues the firm's tradition of representing high-tech and high-profile companies.. Fish's Boston-based attorneys have collectively handled more than 770 patent cases worldwide, including representing more patent defendants in the United States District Court for the District of Massachusetts than any other firm. This range of clients and cases provides challenging work and early responsibility for associates.

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](http://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](http://www.nalpdirectory.com)

NALP Copyright 2023