

## Basic Information

Fish & Richardson P.C.  
500 Arguello Street, Suite 500  
Redwood City, CA 94063  
Organization Size: 383  
Office Size: 23  
**Hiring Attorney:**  
Mr. Leeron Kalay

**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	11	3	1	0	1
	Women	4	3	1	0	3
	Non-binary	NC	NC	NC	NC	NC
	Total	15	6	2	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	10	1	1	0	0
	Women	2	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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	0	2	0	0	0
	Women	2	3	1	0	2
	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	0	0	0	0
	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	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	0	0	0	0	1
	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	1	1	1	1	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	0	0	1	0	1
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
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	1	1	1	1	1
1Ls	2	0	1	0	3

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	7	2	2	0	0
Intellectual Property	Patent Prosecution	7	0	3	1	0
Intellectual Property	Trademark and Copyright	1	0	1	0	0

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## Diversity & Inclusion

**Diversity Contact:** Ms. Whitney Smallwood

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

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## Organization Narrative

Fish & Richardson's Silicon Valley office has been a cornerstone of the Bay Area technology revolution for three decades. We serve first-rate clients ranging from Fortune 500 companies to rising start-ups. We are the go-to firm for "bet the company" litigation, high-stakes post-grant matters, and patent prosecution for the most important and complex technologies. Our litigators have gained national recognition by winning some of the most significant intellectual property disputes at trial, and our patent prosecutors provide insightful and strategic advice to clients with cutting-edge inventions on a daily basis. With this range of clients, cases, and prosecution work, we provide new attorneys with early responsibility and challenging substantive work. We are a meritocracy, not a bureaucracy. This means that we value talent and teamwork over seniority and hierarchies. Our attorneys won't be pigeonholed into doing a particular type of work based on their year level; if they can do the work, it will be given to them. Fish is an ideal place to launch a career because our attorneys learn directly from the best in the business. In addition, we pour an extensive amount of time and resources into formal and informal training. This same mentality applies to summer associates. We staff summer associates on trial and/or patent prosecution and portfolio management teams to help them see strategy beyond what can be gleaned from short-term assignments. And our attorney mentors and work coordinators ensure that each summer associate walks out having experienced real-life work. The Silicon Valley office is located minutes from our high-tech clients, 30 minutes from San Francisco and the Pacific Ocean, and a few hours from Napa Valley and Lake Tahoe.

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).

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