

## Basic Information

Fish & Richardson P.C.  
1000 Main Ave SW  
Washington, DC 20024  
Organization Size: 383  
Office Size: 69  
**Hiring Attorney:**  
Mr. Richard Sterba

**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	39	18	0	0	4
	Women	4	7	0	1	1
	Non-binary	NC	NC	NC	NC	NC
	Total	43	25	0	1	5
<b>Latinx</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	27	10	0	0	2
	Women	3	2	0	1	1
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	1	1	0	0	0
	Women	0	2	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	7	5	0	0	0
	Women	1	2	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	3	2	0	0	0
	Women	0	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	2	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	2	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	4	2	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	4	4	2	2	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	3	0	4	0	4
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	2	1	2	0	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	2	1	4	3	2
1Ls	3	0	1	0	3

Number of 2022 Summer 2Ls considered for associate offers

4

Number of offers made to summer 2L associates

4

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	20	0	16	2	0
Intellectual Property	Patent Prosecution	19	0	7	0	0
Intellectual Property	Regulatory	3	0	0	0	1
Intellectual Property	Trademark & Copyright	1	0	2	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 Washington, D.C., office is home to some of the most powerful and sought-after intellectual property trial and appellate lawyers in the world, including our leading International Trade Commission practice. Our D.C. team includes 37 powerhouse trial lawyers who represent some of the biggest technology leaders around the globe. Our attorneys are in court nearly every day, and nearly every D.C. litigation principal has first-chaired cases. We are particularly adept at handling complex, concurrent, multi-venue cases, and often oppose multiple law firms in a single case because few, if any, firms have the resources and experience of Fish to handle this type of work alone. Our prosecution practice covers a wide range of disciplines, including electrical and mechanical technologies, software, Internet, nanotechnology, and medical devices. Our regulatory group primarily practices before the Federal Communications Commission, Federal Trade Commission, Food and Drug Administration, and various federal agencies involved in export license control, while also handling advertising and promotional law matters. The D.C. office benefits from the resources of Fish's national presence while maintaining the collegiality of a close-knit office. Our D.C. office includes attorneys from premier law schools, many of whom are former District Court and Federal Circuit clerks.

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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