

### Basic Information

Multi-Office Form - US Only  
Organization Size: 383  
Office Size: 356  
Hiring Attorney:

**Recruiting Contact:**  
Ms. Kimberly 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	143	66	42	1	22
	Women	48	45	11	0	12
	Non-binary	NC	NC	NC	NC	NC
	<b>Total</b>	<b>191</b>	<b>111</b>	<b>53</b>	<b>1</b>	<b>34</b>
<b>Latinx</b>	Men	2	0	1	0	1
	Women	0	0	1	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	112	44	38	0	12
	Women	33	21	8	0	4
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	4	1	0	1	1
	Women	1	3	1	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	18	18	2	0	8
	Women	11	20	1	0	8
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	6	3	1	0	0
	Women	3	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	6	0	0	0	2
	Women	0	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	6	7	0	0	1
	Women	2	5	0	0	4
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	16	5	1	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 & 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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	11	10	13	13	13
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	3
Lateral Associates	8	0	13	2	32
All Other Laterals (non-traditional track)	4	0	1	0	0
Post-Clerkship	3	1	1	0	6
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	16	10	16	12	18
1Ls	18	0	18	0	23

Number of 2023 Summer 2Ls considered for associate offers 16

Number of offers made to summer 2L associates 15

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	108	18	75	9	1
Intellectual Property	Patent Prosecution	74	27	30	1	0
Intellectual Property	Regulatory	1	3	0	0	0
Intellectual Property	Trademark and Copyright	8	5	6	1	0

---

## Diversity & Inclusion

**Diversity Contact:** Ms. Whitney Smallwood

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

---

## Organization Narrative

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 2024