

Basic Information

Firmwide Multi-Office Form (7 U.S. locations)

Organization Size: 279

Office Size: 285

Hiring Attorney:

Mrs. Christie Matthaai

Recruiting Contact:

Ms. Stephani Nguyen
Attorney Recruiting Manager
2040 Main Street, 14th Floor
Irvine, California (CA) 92614
United States

Phone: (858) 707-4000
stephani.nguyen@knobbe.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 200,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 3,850

2024 compensation for 1Ls(\$/week) 3,850

Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 6

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	126	73	1	1	22
	Women	30	46	3	3	13
	Non-binary	0	2	0	0	0
	Total	156	121	4	4	35
Latinx	Men	5	3	0	0	1
	Women	2	4	0	0	0
	Non-binary	0	0	0	0	0
White	Men	108	53	1	0	17
	Women	18	25	1	0	8
	Non-binary	0	1	0	0	0
Black or African American	Men	0	2	0	0	0
	Women	0	0	0	0	2
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	11	11	0	0	4
	Women	10	15	2	1	3
	Non-binary	0	1	0	0	0
Native American or Alaska Native	Men	1	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	3	0	0	0
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Cara Charran
Pro Bono Coordinator
949-760-0404
cara.charran@knobbe.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

Professional Development

Evaluations

Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

No

Rotation for junior associates between departments/practice groups?

Yes

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?

Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	38	27	34	38	27
Entry-level (non-traditional track)	0		0	0	
Lateral Partners	0		0	0	
Lateral Associates	6		0	6	
All Other Laterals (non-traditional track)			1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	0		0		0
2Ls	32	6	33		21
1Ls	9	0	2		1

Number of 2023 Summer 2Ls considered for associate offers 33

Number of offers made to summer 2L associates 31

General Hiring Criteria Technical degree required. Ph.D. required for all candidates with a Biology and Biotechnology background. Superior writing and communication skills required. Superior academic performance including a minimum 3.0 law school and undergraduate GPA required.

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	Biotechnology/Plant	24		25		
Intellectual Property	Chemical/Pharma	34		28		
Intellectual Property	Clean Tech	17		0		
Intellectual Property	Computer Science/Software/IT	59		21		
Intellectual Property	Data Privacy	27		2		

Intellectual Property	Electrical Engineering	42	13
Intellectual Property	Litigation	55	16
Intellectual Property	Mechanical Engineering	33	28
Intellectual Property	Medical Device	64	29
Intellectual Property	Physics	16	8
Intellectual Property	Trademark	22	19

Diversity & Inclusion

Diversity Contact: Ms. Edith Ibarra

Diversity Website/URL: <http://knobbe.com/careers/diversity>

Organization Narrative

Founded in 1962, Knobbe, Martens, Olson & Bear, LLP with close to 300 attorneys and is one of the nation's largest and most prominent full-service intellectual property law firms. The firm is headquartered in beautiful Orange County, California and is currently hiring for all of its offices, including Los Angeles, New York, San Diego, San Francisco, Seattle, and Washington D.C. The firm has a stellar national and international reputation and has consistently been voted one of the top intellectual property firms in the nation. The firm has a well-balanced practice that encompasses all areas of intellectual property law, including patent and trademark litigation, patent prosecution, trademark and copyright registration procurement, intellectual property due diligence, and intellectual property licensing. Knobbe Martens is one of the few firms that has a national intellectual property practice, including a highly regarded appellate practice. Because the firm is not departmentalized, attorneys are free to work in the practice areas of their choice. Moreover, the firm's reasonable billing requirements allow its attorneys time to develop professionally by participating in educational and training programs and business promotion activities. The firm continues to offer a short equity partnership track and has an extraordinarily low rate of attrition among its attorneys. The attorneys at the firm have diverse backgrounds and superior academic credentials. Virtually all of the firm's attorneys have undergraduate degrees in engineering, physical sciences, life sciences, or computer science. In addition, many of the firm's attorneys have served as law clerks for federal judges, including judges of the United States Court of Appeals for the Federal Circuit. Most of the firm's attorneys are admitted to practice before the United States Patent and Trademark Office.

The vast majority of the firm's attorneys started in its summer associate program, which is available in all offices to first and second year law students. Our summer program continues to be the main source of new associates who join the firm. For more information on the firm, please check the firm's website at www.knobbe.com. If you are interested in a challenging legal career in intellectual property law, please contact Stephani Nguyen, the Attorney Recruiting Manager, to discuss joining Knobbe Martens.

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