

### 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 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	20	5	8	0	3
	Women	12	9	2	0	1
	Non-binary	NC	NC	NC	NC	NC
	<b>Total</b>	<b>32</b>	<b>14</b>	<b>10</b>	<b>0</b>	<b>4</b>
<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	16	3	7	0	2
	Women	10	5	2	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	1
	Women	0	1	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	3	1	1	0	0
	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	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	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	0	0	0	0
	Women	2	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	2	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	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	0	0	1	1	3
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	0
Lateral Associates	3	0	2	0	4
All Other Laterals (non-traditional track)	1	0	0	0	0
Post-Clerkship	1	1	0	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	3	3	1
1Ls	5	0	1	0	3

Number of 2023 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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	11	3	6	1	0
Intellectual Property	Patent Prosecution	18	5	7	0	0
Intellectual Property	Trademark and Copyright	3	2	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 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.. As one of the largest Fish offices, the 58 attorneys in Boston handle the full range of intellectual property (IP) 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 a deep 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. And 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 technology, are deeply committed to their success, use cutting-edge tools to deliver the best value, and 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).

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