

## Basic Information

Fish & Richardson P.C.  
909 Fannin Street, Suite 2100  
Houston, TX 77010  
Organization Size: 383  
Office Size: 15  
**Hiring Attorney:**  
Ms. Bailey Benedict

**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
<b>Summer Compensation</b>	
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	2	3	1	0	0
	Women	2	2	1	0	3
	Non-binary	NC	NC	NC	NC	NC
	Total	4	5	2	0	3
<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	2	3	1	0	0
	Women	0	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	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	0	0	0	0	0
	Women	0	0	0	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	0	0	0	0	0
	Women	2	1	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	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	0	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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	0	0	1	1	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	1	0	0	0	2
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	0	1	2	2	0
1Ls	2	0	1	0	2

Number of 2023 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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	4	0	5	1	0
Intellectual Property	Patent Prosecution	0	2	0	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 Houston office is home to the city's premier intellectual property (IP) practice. Our Houston attorneys are committed to providing pro bono legal services, donating significant time each year to low-income and vulnerable clients in the immigration, legal aid, and criminal justice reform space. Major cases for some of the firm's top clients are often managed from our Houston office, as are regional and multinational matters for organizations in sectors such as life sciences, oil and gas, manufacturing, technology, telecommunications, and consumer products. Litigation in the Houston office regularly goes to trial, both in District Courts and in the International Trade Commission. This range of clients and cases demands lawyers who seek early responsibility, have excellent communication skills, and are capable of exceptional legal work. Despite its high-stakes practice, the Houston office maintains a collegial and family-friendly atmosphere, with little to no turnover among its lawyers.

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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