

### Basic Information

Fish & Richardson P.C.  
7 Times Square, 20th Floor  
New York, NY 10036  
Organization Size: 383  
Office Size: 39  
**Hiring Attorney:**  
Ms. Vivian Cheng

**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)	4,135
2024 compensation for 2Ls (\$/week)	4,135
2024 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	10	6	6	0	1
	Women	4	7	3	0	1
	Non-binary	NC	NC	NC	NC	NC
	<b>Total</b>	<b>14</b>	<b>13</b>	<b>9</b>	<b>0</b>	<b>2</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	8	3	5	0	0
	Women	2	5	3	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	1	0	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	1	3	0	0	1
	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	1	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	1	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	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	2	1	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	4	4	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	0	0	2	0	3
All Other Laterals (non-traditional track)	0	0	1	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	0	0	0	2
1Ls	3	0	2	0	2

Number of 2023 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

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	8	4	6	0	0
Intellectual Property	Patent Prosecution	4	3	4	0	0
Intellectual Property	Trademark and Copyright	2	2	3	1	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 lawyers in its New York office provide comprehensive intellectual property (IP) law services to local, national, and international organizations. Our lawyers are focused on doing one thing and doing that one thing better than any other firm: providing exceptional service to our clients for all of their IP needs. The New York IP litigation group focuses on

patent, trademark, copyright, and trade secret litigation, and primarily represents clients in the electronics, automotive, financial services, semiconductor, pharmaceutical, consumer products, cosmetics, and alcoholic beverage industries. New York litigators handle cases all over the country and are as readily familiar with the federal courts in other states, such as Texas and California, as they are with those in New York. Litigators in the New York office also handle state court lawsuits on a number of commercial issues, including breach of contract, defamation, and right of publicity. The patent group provides prosecution, due diligence, and patent counseling services to global clients in the electronics, medical device, chemical, biotech, pharmaceutical, and semiconductor industries, as well as handling post-grant proceedings at the Patent Trial and Appeal Board. Our extensive trademark and copyright practice also serves global clients in a wide variety of fields, including software, insurance, finance, fashion, and consumer products. Attorneys in our New York trademark and copyright group counsel clients on global brand strategy, including on clearance, registration, and enforcement matters all over the world. The New York office benefits from Fish's national presence and resources while maintaining the collegiality of a close-knit office.

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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