

### Basic Information

Fish & Richardson P.C.  
500 Arguello Street, Suite 500  
Redwood City, CA 94063  
Organization Size: 383  
Office Size: 23  
**Hiring Attorney:**  
Mr. Leeron Kalay

**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            | 7          | 2        | 5                                     | 0                 |
|  | Women          | 4          | 5        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
|  | <b>Total</b>   | <b>11</b>  | <b>7</b> | <b>5</b>                              | <b>0</b>          |
| <b>Latinx</b>                                    | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 0        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>White</b>                                     | Men            | 7          | 0        | 5                                     | 0                 |
|  | Women          | 2          | 0        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>Black or African American</b>                 | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 0        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>Native Hawaiian or Other Pacific Islander</b> | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 0        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>Asian</b>                                     | Men            | 0          | 2        | 0                                     | 0                 |
|  | Women          | 2          | 5        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>Native American or Alaska Native</b>          | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 0        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>2 or More Races</b>                           | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 0        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>Persons with Disabilities</b>                 | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 0        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>LGBTQ</b>                                     | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 1        | 0                                     | 0                 |
|  | Non-binary     | NC         | NC       | NC                                    | NC                |
| <b>Veteran</b>                                   | Men            | 0          | 0        | 0                                     | 0                 |
|  | Women          | 0          | 0        | 0                                     | 0                 |
|  | Non-binary     | 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                                | 1             | 1                       | 1    | 1                       | 1        |
| Entry-level (non-traditional track)        | 0             | 0                       | 0    | 0                       | 0        |
| Lateral Partners                           | 0             | 0                       | 0    | 0                       | 0        |
| Lateral Associates                         | 1             | 0                       | 0    | 0                       | 4        |
| All Other Laterals (non-traditional track) | 0             | 0                       | 0    | 0                       | 0        |
| Post-Clerkship                             | 0             | 0                       | 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  | 1             | 1                       | 1    | 1                       | 3        |
| 1Ls  | 1             | 0                       | 3    | 0                       | 3        |

Number of 2023 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

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                     | 5                       | 2              | 4                 | 1   | 0  |
| Intellectual Property            | Patent Prosecution             | 4                       | 3              | 3                 | 0   | 0  |
| Intellectual Property            | Trademark and Copyright        | 2                       | 0              | 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 Silicon Valley office has been a cornerstone of the Bay Area technology revolution for three decades. We serve first-rate clients ranging from Fortune 500 companies to rising start-ups. We are the go-to firm for "bet the company" litigation, high-stakes post-grant matters, and patent prosecution for the most important and complex technologies. Our litigators have gained national recognition by winning some of the most significant intellectual property disputes at trial, and our patent prosecutors provide insightful and strategic advice to clients with cutting-edge inventions on a daily basis. With this range of clients and matters, we provide new attorneys with early responsibility and challenging substantive work. We are a meritocracy, not a bureaucracy. This means that we value talent and teamwork over seniority and hierarchies. Our attorneys won't be pigeonholed into doing a particular type of work based on their year level; if they can do the work, it will be given to them. Fish is an ideal place to launch a career because our attorneys learn directly from the best in the business. In addition, we pour an extensive amount of time and resources into formal and informal training. That same mentality applies to summer associates. We staff summer associates on trial and/or patent prosecution and portfolio management teams to help them see strategy beyond what can be gleaned from short-term assignments. Our attorney mentors and work coordinators ensure that each summer associate walks out having experienced real-life work. The Silicon Valley office is located minutes from our high-tech clients, 30 minutes from San Francisco and the Pacific Ocean, and a few hours from Napa Valley and Lake Tahoe. 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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