

NEW YORK, NY

FITZPATRICK, CELLA, HARPER & SCINTO
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Hiring Attorney: Mr. Michael Sandonato
 Address Inquiries To:
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 Director of Recruiting and Professional Development
 FITZPATRICK, CELLA, HARPER & SCINTO
 30 Rockefeller Plaza
 New York, NY 10112
 (212) 218-2274 kramos@fchs.com

FITZPATRICK, CELLA

Total # offices: 3 Firm size range: 101-250
 NALP member? Y Office size range: 101-250
 Total attys in this office: 113

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Intellectual Property Litigation	38	50
Pharmaceutical	30	43
Prosecution	20	23
Bio Tech	12	17
Electronics & Computers	16	6
e-Commerce & New Media	15	8
Licensing	22	8
Trademarks	9	5
Copyright	3	4
Intellectual Property - Transactional	22	8
Unfair Trade Practices	11	3
Nanotechnology	8	4

COMPENSATION & EMPLOYMENT DATA:

	2007 Compensation	BEGAN WORK IN		EXPECTED
		2005	2006	2007
Laterals		3 ()	3 ()	4
Post-clerkship		()	()	
Entry-level	160,000 /yr	11 (11)	17 (10)	20
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	3,076 \$/wk	10 (1)	25 (4)	18
1Ls	3,076 \$/wk	4		3

2006 summer 2Ls considered for associate offers: 25 # offers made: 22
 Hire school term clerks? **CBC**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**
 Split summers allowed? **CBC** If yes, minimum weeks:
 Comments:
 Accept applications for 2008 summer program from:
 Joint degree students graduating in 2010? **Y**
 Evening students graduating in 2010? **Y**
 Judicial clerks? **Y** Students at non-US law schools? **Y**
 Hiring Criteria: **Excellent academic credentials and writing skills. Scientific or technical background preferred.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus?
 Comp./prog. credit for judicial clerkship?
 Comp./prog. credit for other adv. degrees?
 Other compensation comments: **Year end bonuses at the discretion of the Management Committee.**

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **N/A**
 Additional partnership prog. info: **Partnership is based on individual merit. There are no organizational barriers or arbitrary time periods before an associate can be considered for partnership.**

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail. to entry-level?
 # p-t assoc. (m) 4 (w) ptrs/mbrs. (m) 1 (w) oth. lawy. (m) 1 (w)
 Elig. for alt. work sched. determined by: **CBC**
 Paid non-medical parental leave?
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**
 Evaluations: **Annual** Upward reviews?
 Professional development staff? **Y** Billable hours credit for training time?
 Rotation for jr. associates between departments/practice groups?
 Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2007

As of Feb. 1, 2007	Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ. Assoc.
Men	36	42	1	14
Women	7	26	1	7
TOTALS	43	68	2	21
Black	Men	0	0	2
	Women	1	0	0
Hispanic	Men	0	2	0
	Women	0	1	0
Amer. Ind./ Alaskan	Men	0	0	0
	Women	0	0	0
Asian & Pac. Isl.	Men	0	10	0
	Women	1	6	0
Multi-racial	Men	0	0	0
	Women	0	0	0
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	1	0
	Women	0	1	0

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:
 Minority job fairs Bar sponsored programs
 Outreach to law student groups Firm diversity committee
 Directed mentoring efforts Rec. at schools w/large min. pop.
 Comments:

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2006: 38 # job fairs/consortia attended in 2006: 5

BILLABLE HOURS: 2005 2006

Avg. annual assoc. hrs worked:
 Avg. annual assoc. billable hrs:
 Is there a minimum billable hours expectation? If yes, number:
 Hours policy details:

Is billable hour credit given for pro bono work? **Y**
 Is there a maximum that will be credited? If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour?

PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: avg. hrs. per attorney:
 Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship?
 Comments:

NARRATIVE: Our Firm: A growth record, litigation practice and multinational clientele second to none in the intellectual property field. Founded in 1971, Fitzpatrick, Cella, Harper & Scinto, with offices in New York, Washington, D.C., and Orange County, California, has grown to over 150 attorneys specializing in intellectual property law.

Practice: Each of our lawyers practices exclusively in the intellectual property field, and most have expertise in a technological discipline such as chemistry, electronics, biotechnology, pharmaceuticals or computers. Our firm handles all aspects of litigation with respect to patents, trademarks, counterfeiting, trade secrets, unfair competition, international trade and copyrights, including trials and appeals, and proceedings before the International Trade Commission. We counsel clients in both domestic and global intellectual property strategies. Our firm has an extensive practice in the prosecution of patent and trademark applications in the United States and, working with leading intellectual property firms, throughout the world. We handle patent interferences, trademark oppositions and cancellations, due diligence studies, patent and trademark opinions, technology transfers and licensing.

NALP is fundamentally committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is strongly opposed to discrimination which is based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.

WASHINGTON, DC

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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Intellectual Property Litigation	6	4
Prosecution	9	6
Electronics & Computers	8	2
e-Commerce & New Media	3	2
Licensing	4	2
Trademarks	3	1
Intellectual Property - Transactional	6	2
Unfair Trade Practices	2	2
Nanotechnology	3	1

COMPENSATION & EMPLOYMENT DATA:

	2007 Compensation	BEGAN WORK IN		EXPECTED
		2005	2006	2007
Lawyers		()	1 ()	3
Laterals		()	()	
Post-clerkship		()	()	
Entry-level	160,000 /yr	2 (2)	2 ()	1
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	3,076 \$/wk	2 (2)	2 (2)	2
1Ls	3,076 \$/wk	2	2	1

2006 summer 2Ls considered for associate offers: 2 # offers made: 2
 Hire school term clerks? CBC
 1Ls hired? Y When after 12/1 should 1Ls apply? Immediately
 Split summers allowed? CBC If yes, minimum weeks:
 Comments:
 Accept applications for 2008 summer program from:
 Joint degree students graduating in 2010? Y
 Evening students graduating in 2010? Y
 Judicial clerks? Y Students at non-US law schools? N
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Men	12	4	1	1
Women	0	2	0	1
TOTALS	12	6	1	2
Black	Men	0	0	0
	Women	0	0	0
Hispanic	Men	0	0	0
	Women	0	0	0
Amer. Ind./ Alaskan	Men	0	0	0
	Women	0	0	0
Asian & Pac. Isl.	Men	0	0	0
	Women	0	2	0
Multi-racial	Men	0	0	0
	Women	0	0	0
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	0	0	0

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NALP is fundamentally committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is strongly opposed to discrimination which is based upon gender, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.

