

Careers in Transactional Intellectual Property Law



*Join us at the cutting edge –
where law and technology meet*



Hickman Palermo Truong & Becker LLP
INTELLECTUAL PROPERTY LAW



First-year attorneys at HPTB

Your first year at HPTB will challenge your technical skills and improve your legal expertise. Although the work we do will demand your best efforts, you will receive support and encouragement as you learn the details of intellectual property law. Your experience may include the following activities:

- Preparation of responses to Office Actions issued by the U.S. Patent & Trademark Office and foreign patent offices.
- Participation in invention disclosure meetings with our clients at their research & development facilities, and preparation of new patent applications based on such disclosures.
- Preparation of trademark applications or responses to actions of examining attorneys.
- Review of patents and prosecution history files in support of opinions of non-infringement or invalidity.
- Technology licensing agreements and related transactions.
- Special projects including support of litigation handled by other firms, re-examination requests, reissue applications, petitions and appeals.

Associate mentoring and support

You may have heard horror stories about other firms where associates are set adrift, or left to fend for themselves. Not at HPTB. We are committed to associate development and mentoring.

Our comprehensive associate support includes:

- Monthly case review meetings in which one or more attorneys present reviews and analysis of recent case developments, with practice tips based on the outcomes of the cases.
- Monthly group training meetings in which senior attorneys provide practice pointers and review best practices.
- One-on-one review of your work by supervising attorneys, with written comments in electronic form or verbal discussion in conference.
- An associate development budget to cover the costs of seminars, conferences, extra association memberships, and bar meetings, including associated travel, meal and lodging expenses.
- An open-door environment in which you may seek advice and assistance from anyone in the office and benefit from the experience of others.
- An extensive collection of clear, organized forms and templates.
- Practical, thoughtful, extensive and helpful support materials such as checklists, a case management database, and online resource materials.

Law clerks at HPTB

As a law clerk at HPTB, you'll do little of the generic research and writing projects clerks typically handle at other law firms. Instead, our law clerks work on

We offer a collegial office environment and the chance to combine an exciting, cutting-edge IP practice with a quality lifestyle.



substantive client matters during the entire 10-week summer program in the same way that our attorneys do. You can expect to be involved in nearly all of the activities identified above for first-year attorneys. A typical summer might include writing several Office Action responses, or one or two patent applications, etc.

You will receive the same quality support our associates get; you can expect to participate in all of the associate development and educational activities identified above.

We are single-department firm, so you will spend all your time with HPTB working on intellectual property matters with as many partners and senior attorneys as possible. “Split” summers are permitted by advance arrangement.

We also offer an enjoyable, firm-funded entertainment program. You’ll get to know all the attorneys in our firm in a comfortable social setting and learn whether HPTB is the right place to begin your full time career.

Benefits

HPTB has an attractive and competitive employee benefits package. The firm provides health insurance including HMO or PPO (fully paid for attorneys, percentage paid for spouse or dependents); dental insurance (fully paid for attorneys, percentage paid for spouse or dependents); a 401(k) plan with self-directed option available; profit sharing normally at 3% of total compensation; short-term and long-term disability; and life insurance. Benefits also include a suburban office environment, free parking, office beverages, etc.

Social activities

HPTB’s social opportunities include regular formal and informal attorney lunches; an annual holiday dinner-dance; an annual summer picnic; monthly birthday gatherings; and regular outings of attorneys and staff to sports events and other entertainment.

Qualifications

Since our attorneys and law clerks routinely work with cutting-edge software and hardware engineering concepts and products, we require all applicants to have an undergraduate degree in an engineering or scientific discipline that relates to the technology of our clients. Typically, this means a degree in electrical engineering, computer science, computer engineering, physics, or related fields. We make exceptions to this general rule for candidates who are otherwise qualified by work experience or other achievements.

HPTB generally hires first-year lawyers only from those who

participate in our summer associate program. We will consider submissions from qualified 3Ls or law school graduates seeking lateral associate positions at any time.

Successful applicants hold a BSCS, BSEE, BSCE, BS Physics, and/or have substantial familiarity or job experience with software engineering, software





development, electrical engineering, or computer engineering; have taken one or more intellectual property law courses; and have earned or expect to earn a JD from an ABA-accredited law school. Residence in California, or admission to practice before the USPTO, is a plus.

Candidates with mechanical engineering backgrounds must also have substantial familiarity or job experience with software engineering, software development, electrical engineering, or computer engineering. We do not have a life sciences or chemical practice and cannot consider students who have backgrounds in biology, chemistry, biotech, or chemical engineering.

Expectations

HPTB expects full-time, partnership track associates to perform 1,800 client billable hours of work per fiscal year (January through December).

Associates with 0 to 3 years of legal experience are compensated with salary, and are eligible for a discretionary bonus that is determined and paid at the start of each fiscal year.

Associates with 4+ years of legal experience participate in an incentive compensation plan in which they earn a percentage of gross fees billed by the firm for work they perform. Such computations are net of partner write-downs, but no associate compensation penalty is imposed for any billed fees that are uncollected.

The partnership track is approximately 6 to 8 years depending on experience, ability, and other factors. HPTB generally first considers associates for partnership after a minimum of

6 years of full-time legal experience and 3 years of full-time service to the firm.

How to apply

A complete submission is sent by email or postal mail and includes: a cover letter indicating why we should hire you; resume; writing sample(s), preferably relevant to patents; and uncertified copies of undergraduate and law school transcripts. You may omit writing samples and transcripts until you receive an initial indication of interest from us.

If you email documents, please send only PDF files. Please do not send privileged or confidential information in writing samples.

Due to the large number of submissions we receive, we may not acknowledge or reply to emails or letters from those who do not have an appropriate technical background or who do not otherwise meet our hiring criteria as described above. For students who do meet our hiring criteria, we normally communicate interest within one to four weeks.

HPTB is an equal opportunity employer.

For information on regular associate positions, contact Brian D. Hickman (Partner, Lateral Recruiting Coordinator) at (408) 414-1080 x201 or bhickman@hptb-law.com

For information on summer associate positions, contact Christopher J. Palermo (Partner, Campus Recruiting Coordinator) at (408) 414-1080 x202 or cpalermo@hptb-law.com

