

## Qualifications

Since our attorneys and summer associates routinely work with the latest 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 closely related fields. We make exceptions to this general rule for candidates who are otherwise qualified by work experience or other achievements. A solid foundation in computer technology is normally essential.

Therefore, 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.

Our firm generally hires first-year lawyers only from those who participate in our summer associate program. We will consider submissions from qualified third-years or law school graduates seeking lateral positions at any time.

## Expectations

We expect full-time, partnership track associates to perform 1,800 client billable hours of work per fiscal year January through December.

Attorneys with less than four 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. Attorneys with four or more years of legal experience can optionally participate in an incentive compensation plan in which they can earn a percentage of gross fees billed by the firm for work they perform.

The partnership track is approximately 6 to 8 years depending on experience, ability, and other factors. Our firm generally first considers attorneys for partnership after a minimum of six years of full-time practice as an attorney and three 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 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.

We are an equal-opportunity employer. We believe in the strength of inclusion. We celebrate multiple approaches and points of view. Our firm is comprised of individuals of various skills and backgrounds. Our clients are in a wide range of industries, locations, and stages of business growth. We are committed to promoting diversity in our team and we encourage our clients to develop similar practices.

**For information on attorney positions or summer associate positions, send an e-mail to [careerinquiries@hickmanbecker.com](mailto:careerinquiries@hickmanbecker.com).**



**HICKMAN BECKER  
BINGHAM LEDESMA** LLP

**INTELLECTUAL PROPERTY LAW**



**Artisan Quality Patents®**

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## First-year and lateral attorneys

Your years at our firm 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 work with innovative clients on cutting-edge technologies. 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 and appeals and post-grant proceedings, including reissues and reexams.
- Review of patents and prosecution history files in support of opinions of non-infringement or invalidity.
- Dispute evaluation and counseling including determining responses to license demands or infringement contentions.
- Technology licensing agreements and related transactions.
- Preparation of trademark applications or responses to actions of examining attorneys.
- Various projects in copyright, trade secrets, data privacy, or other areas of intellectual property and high-tech law.

## Summer associates

Our summer associates work on substantive client matters during the entire 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 our attorneys. A typical summer might include writing several Office Action responses, or one or two patent applications, or handling other projects that support direct, immediate client value.

You will receive the same quality support our attorneys receive; you can expect to participate in all of the attorney development and educational activities. You will spend all your time with us working on intellectual property matters with as many partners and senior attorneys as possible. 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 we are the right place to begin your fulltime career.



## Mentoring and support

We are committed to attorney development and mentoring. Our comprehensive attorney support includes:

- Monthly case review meetings in which 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.
- A business development budget to cover the costs of seminars, conferences, professional 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 firm and benefit from the experience of others.
- Experienced staff members with secretarial or paralegal skills.
- An extensive collection of clear, organized forms and templates.
- Practical and thoughtful support materials, such as checklists, a case management database, and online resource materials.

## Benefits

Our firm has an attractive and competitive employee benefits package. The firm provides health insurance including HMO or PPO; dental and vision insurance; a 401(k) plan with self-directed option available; profit sharing contributions; short-term and long-term disability; and life insurance. Benefits also include a downtown first-class office environment, free parking, office beverages, etc.

## Social activities

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

