

Basic Information

233 S. Wacker Drive
6300 Willis Tower
Chicago, IL 60606
Organization Size: 81
Office Size: 75
Hiring Attorney: Ms. Julianne Hartzell

Recruiting Contact:
Ms. Michele Gudaitis
Sr. Legal Recruiting and Professional Development Coordinator
233 S. Wacker Drive
6300 Willis Tower
Chicago, Illinois (IL) 60606
United States
Phone: 312-474-6800
mgudaitis@marshallip.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 180,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week) 3,400
2021 compensation for 2Ls (\$/week) 3,400
2021 compensation for 1Ls(\$/week) 3,400

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 6.5
How many years is the equity track? See comments.

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	37	11	11	0	2
	Women	13	7	1	0	0
	Non-binary	0	0	0	0	0
	Total	50	18	12	0	2
Latinx	Men	0	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	33	9	9	0	2
	Women	13	7	1	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	2	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Paul B. Stephens
 Partner
 312-474-6300
 pstephens@marshallip.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.5%
Average Hours per Attorney last year	52
Percent of associates participating last year	43%
Percent of partners participating last year	43%
Percent of other lawyers participating last year	13%

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
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
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	3	2	2	2	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	3	0	0	0	1-2
All Other Laterals (non-traditional track)	2	0	0	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
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	1	1	1	0	1
1Ls	1	0	0	0	1

Number of 2020 Summer 1Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria: An engineering or other scientific degree qualifying the candidate to take the U.S. Patent and Trademark Office bar exam is generally required for entry-level patent associate positions. The firm will also consider exceptional candidates who lack technical degrees for the firm's patent litigation, trademark and copyright practice.

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	Biotechnology Prosecution	10	0	0		0
Intellectual Property	Chemical Prosecution	8	2	0		0
Intellectual Property	Electrical Engineering/Computer Science Prosecution	10	2	11		0

Intellectual Property	Mechanical Engineering Prosecution	9	4	3	0
Intellectual Property	Litigation	8	3	3	0
Intellectual Property	Transactional	2	1	0	0
Intellectual Property	Trademark and Copyright	3	0	2	0

Diversity & Inclusion

Diversity Contact: Ms. Ony Beverly

Diversity Website/URL: <https://www.marshallip.com/diversity-inclusion/>

Organization Narrative

Marshall, Gerstein & Borun LLP has over 90 attorneys, highly-qualified patent agents, and technical specialists, all dedicated to providing superior intellectual property counseling. We practice prosecution and litigation in all areas of intellectual property law. We litigate nationwide, primarily within the federal court system, and handle patent and trademark registrations, oppositions, cancellations and inter partes review for our clients in the United States and foreign patent and trademark offices.

Our firm has remained focused on intellectual property protection for more than six decades. We earned a reputation for prosecuting business-critical patents and managing high-value patent portfolios for clients worldwide. We house full-spectrum patent prosecution counsel and endure global client relationships in numerous industries such as: biotechnology; chemical engineering; chemistry; computer hardware and software; consumer products; financial services and insurance; life sciences, including healthcare, medical devices, and pharmaceuticals; manufacturing; online and brick-and-mortar marketing; telecommunications and social media; and travel and hospitality.

Marshall, Gerstein & Borun LLP's IP litigation team successfully handles complex, high-stakes cases for major international companies, leading universities, and burgeoning startups. In hundreds of cases tried in court or negotiated to settlement, we draw on our extensive technical and industry backgrounds to resolve present disputes, anticipate future challenges, and proactively manage risk for our clients.

Our trademark attorneys provide clients with practical advice on the risks and advantages of branding objectives and assist with clearing, registering and protecting trademarks in the U.S. domestic market and around the globe. We also work with many clients with respect to copyright issues, assisting them to develop an integrated strategy for protecting and maximizing the value of their creative works, whether in the latest digital media or more traditional artistic, literary, or musical genres. We handle both trademark and copyright licensing and transactions. We also have considerable experience with domain name disputes and have achieved success for many clients in arbitration proceedings.

Our attorneys are not only lawyers, but also scientists and engineers. Most hold degrees in mechanical, electrical, chemical or computer engineering, and in chemistry and the biological sciences. Several hold advanced degrees in medicine, molecular biology or chemistry.

Our practice encompasses all areas of technology, but we are particularly noted for our experience in the chemical, electrical, mechanical and biotechnology arts. Because technology is so important to our practice, we generally require entry-level associate candidates to have an undergraduate degree in science or engineering for our patent practice. Candidates must also possess strong writing ability and an excellent academic background demonstrated by exceptional grades and participation in moot court, law review, or other extracurricular activities. Prior work experience in patent litigation and/or in the science/engineering fields strengthens an applicant's candidacy.

Interested candidates may e-mail their resume and transcripts to Marshall, Gerstein & Borun LLP, to the attention of Michele Gudaitis (mgudaitis@marshallip.com), Sr. Legal Recruiting & Professional Development Coordinator.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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