

Rothwell, Figg, Ernst & Manbeck, P.C.  
 1425 K Street NW, Suite 800, Washington, DC 20005  
 Ph: 202-783-6040, Fax: 202-783-6031, www.rfem.com

Total # offices: 1 Firm size range: 26-50  
 NALP member? Y Office size range: 26-50  
 Total attys in this office:

Hiring Attorney: Mr. Joseph A. Hynds  
 Address Inquiries To:  
**Ms. Halle Sabo Kraus**  
**Recruiting & Human Resources Manager**  
 Rothwell, Figg, Ernst & Manbeck, P.C.  
 1425 K Street NW, Suite 800  
 Washington, DC 20005  
 202-626-3535 recruiting@rfem.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	26	17
Intellectual Property Litigation	22	16
Patent Prosecution	19	16
Copyright	6	0
Counseling	22	10
Licensing & Transactions	17	4
Trade Dress	5	0
Trademarks, Collective & Service Marks	9	2
Unfair Competition	6	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		3 ( )	1 ( )	TBD
Post-clerkship		( )	( )	
Entry-level	160000 /yr	4 ( 2 )	4 ( 4 )	2 ( 2 )
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	2800 \$/wk	6 ( 4 )	2 ( )	5
1Ls	2800 \$/wk	2	1	1

# 2010 summer 2Ls considered for associate offers: 2 # offers made: 2  
 Hire school term clerks? Y  
 1Ls hired? Y When after 12/1 should 1Ls apply? 12/1 - 1/15  
 Split summers allowed? CBC If yes, minimum weeks: 8  
 Comments:

Accept applications for 2012 summer program from:  
 Joint degree students graduating in 2014? Y  
 Evening students graduating in 2014? Y  
 Judicial clerks? Y Students at non-US law schools? N  
 Hiring Criteria: **RFEM seeks candidates with superior academic credentials, excellent writing skills and strong communication skills. A technical or scientific undergraduate or advanced degree is required.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus? Y  
 Comp./prog. credit for judicial clerkship? Y  
 Comp./prog. credit for other adv. degrees? CBC  
 Other compensation comments: **RFEM offers a discretionary year-end bonus; state and patent bar review/exam fees; relocation expenses; and a salary stipend.**

**PARTNERSHIP DATA:** Two or more tiers? Y  
 Additional partnership prog. info: **An associate will first be considered for partnership after his/her eighth year as an associate.**

WORK/LIFE INFORMATION:

Part-time allowed? CBC Part-time avail. to entry-level? CBC  
 # p-t assoc. 0 (m) 1 (w) ptrs/mbrs. 0 (m) 1 (w) oth. lawy. 0 (m) 0 (w)  
 Elig. for alt. work sched. determined by:  
 Paid non-medical parental leave? Y  
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0
	Women	0	0	0
White	Men	16	9	1
	Women	8	4	0
Black/African American	Men	0	0	0
	Women	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	1	0
	Women	2	2	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	16	10	1
	Women	10	6	0
TOTAL NUMBER		26	16	1
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	0	0	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: **RFEM is committed to recruiting, training and retaining lawyers and staff from diverse backgrounds.**

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

# schools visited in 2010: 2 # job fairs/consortia attended in 2010: 0

**BILLABLE HOURS:** 2009 2010  
 Avg annual assoc. hrs worked: 2055 2012  
 Avg. annual assoc. billable hrs: 1905 1883  
 Is there a minimum billable hours expectation? Y If yes, number: 1900  
 Hours policy details: **Associates need to meet a minimum threshold of 1900 billable hours to be bonus eligible.**

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

**NARRATIVE:** RFEM is engaged in the practice of intellectual property law on a worldwide basis. Intellectual property law encompasses what formerly was termed "patent, trademark and copyright law," as well as related areas such as trade secrets and unfair competition. In addition to the traditional legal services in this area, which involve securing intellectual property protection, rendering opinions and providing advice on activities within the intellectual property law field, we provide professional services in related litigation, licensing, contract and other matters which involve intellectual property law. Our firm is one of the best known and highly regarded patent litigation firms in the United States, having handled a large number of complex and high profile patent litigations. We also provide advice and representation with respect to First Amendment and defamation issues.

For more information, please visit our website at www.rfem.com.

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.