

# SMALL EMPLOYER DATA SHEET (25 Lawyers or Fewer)



Law Firm     Government/Public Interest

Date completed 3/27/08

## CONTACT INFORMATION

Organization: HICKMAN PALERMO TRUONG & BECKER  
 Street Address: 2055 BAYVIEW PLACE SUITE 550  
 City: SAN JOSE State/Province: CA Zip: 95110 Country: USA  
 Tel: ( 408 ) 414-1080 Fax: ( 408 ) 414-1070 E-mail: www.ndtb-law.com

## DEMOGRAPHICS

Partners/Members 7  
 Assoc./Attys 13  
 Total Attys 20  
 Paralegals 0  
 Support 20

	Ptrs/Mems	Attorneys
Men	<u>7</u>	<u>10</u>
Women	<u>0</u>	<u>3</u>
<b>TOTALS</b>	<b><u>7</u></b>	<b><u>13</u></b>
Black		
Hispanic		
Am. Ind./Alsk.		
As. & Pac. Isl.	<u>2</u>	<u>5</u>
Multi-Racial		
Disabled		
Openly Gay		

PRIMARY PRACTICE AREAS	% of Atty Time
<u>INTELLECTUAL PROPERTY</u>	<u>100</u>
<u>PATENT, TRADEMARK &amp; LICENSING</u>	

## PERSONNEL POLICIES

	2006	2007
Avg. annual atty hrs. worked		
Min. annual atty hrs. required	<u>1800</u>	<u>1800</u>
Summer intern \$/week	<u>\$1923</u>	<u>\$1923</u>
New attorney \$/year	<u>\$130,000</u>	<u>\$130,000</u>
Other compensation		

## HIRING NEEDS

Number of openings: 2 3d yr    4-5 2d yr  
 \_\_\_\_\_ 1st yr    \_\_\_\_\_ Graduates

Hiring criteria TECHNICAL BACKGROUND IN ELECTRICAL ENGINEERING, COMPUTER SCIENCE OR COMPUTER ENGINEERING IS REQUIRED

## APPLICATION PROCESS

	Summer	Atty
Date apps. first accepted	<u>8/08</u>	<u>ANYTIME</u>
Deadline for apps.	<u>10/08</u>	<u>N/A</u>
Avg. length of hiring process	<u>4-6 WKS</u>	<u>2-4 WKS</u>

Partnership/Promotion Policies INITIAL CONSIDERATION AFTER SIX WEEKS OF FULLTIME LEGAL PRACTICE & AT LEAST THREE YEARS OF FULL-TIME PRACTICE WITH THE FIRM

Use this space to describe your organization, including benefits, training, representative cases, etc.

Too often, an attorney is forced to choose between two extremes: (1) the large established firm that offers the quality work experience, but with an oppressive billable requirement, and a high stress working environment; and (2) the small firm that offers a reduced billable requirement and a more relaxed working environment, but with less interesting and challenging work. Very rarely does a firm offer the best of both. We strive to be that type of firm.

With cutting edge clients ranging from fortune 500 companies to well-funded start-ups, we provide our associates with the highest quality of work in the intellectual property arena. Also, with experienced partners who enjoy teaching, we provide excellent training for associates at all experience levels. With our flexible compensation program, we accommodate whatever quality of life standards our associates choose. Our emphasis is on quality of work, not quantity. In addition, we provide a congenial and enjoyable work environment, one that an associate will look forward to coming to each day. If you are looking for a firm at which you can build a successful career while maintaining an enjoyable lifestyle, our firm is for you.

For the first three years, the associate is paid a salary and the billable hour requirement is 1800 hours. From the fourth year on, the associate is compensated based upon our associate incentive compensation program.