

Townsend and Townsend and Crew LLP  
 Two Embarcadero Center, 8th Floor, San Francisco, CA 94111-3834  
 Ph: (415) 576-0200, Fax: (415) 576-0300, www.townsend.com

Total # offices: **8** Firm size range: **101-250**  
 NALP member? **Y** Office size range: **51-100**  
 Total attys in this office: **80**

Hiring Attorney: **Mr. Timothy Cahn**  
 Address Inquiries To:  
**Ms. Melinda Yurich**  
**Director of Recruitment & Professional Development**  
 Townsend and Townsend and Crew LLP  
 Two Embarcadero Center, 8th Floor  
 San Francisco, CA 94111-3834  
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| PRIMARY PRACTICE AREAS:             | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
|-------------------------------------|-------------|-----------------------|
| Intellectual Property Litigation    | 20          | 21                    |
| Electronics & Software Patent       | 3           | 7                     |
| Biotechnology & Chemistry Patent    | 7           | 8                     |
| Mechanical & Medical Devices Patent | 2           | 2                     |
| Antitrust                           | 7           | 2                     |
| Intellectual Property               | 36          | 44                    |
| Trademark                           | 8           | 7                     |
| Copyright                           | 8           | 7                     |
| Patent                              | 10          | 15                    |
| Technology Transactions             | 1           | 1                     |
|                                     |             |                       |
|                                     |             |                       |
|                                     |             |                       |

**COMPENSATION & EMPLOYMENT DATA:**

| Lawyers        | 2008 Compensation | BEGAN WORK IN |         | EXPECTED |
|----------------|-------------------|---------------|---------|----------|
|                |                   | 2006          | 2007    | 2008     |
| Laterals       |                   | 4 ( )         | 10 ( )  | TBD      |
| Post-clerkship |                   | ( )           | ( )     |          |
| Entry-level    | 160,000 /yr       | 5 ( 5 )       | 7 ( 5 ) |          |
| LLMs (US)      |                   | ( )           | ( )     |          |
| LLMs (non-US)  |                   | ( )           | ( )     |          |
| Summer         |                   |               |         |          |
| Post-3Ls       | 3,100 \$/wk       | ( )           | ( )     |          |
| 2Ls            | 3,100 \$/wk       | 5 ( )         | 8 ( 1 ) | 5        |
| 1Ls            | 3,100 \$/wk       | 1             |         |          |

# 2007 summer 2Ls considered for associate offers: **8** # offers made: **7**  
 Hire school term clerks? **CBC**  
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**  
 Split summers allowed? **CBC** If yes, minimum weeks: **8**  
 Comments:  
 Accept applications for 2009 summer program from:  
 Joint degree students graduating in 2011? **Y**  
 Evening students graduating in 2011? **Y**  
 Judicial clerks? **Y** Students at non-US law schools? **Y**  
 Hiring Criteria: **All areas of our practice require a demonstrated interest in Intellectual Property or Antitrust law. A strong technical background in science or engineering is required for our patent practice.**  
**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: **One-month salary stipend for California Bar Exam; review course and exam fees paid. PTO Exam review course and fees paid. Year end bonus.**  
**PARTNERSHIP DATA:** Two or more tiers? **Y** Partnership track (years): **8**  
 Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

Part-time allowed? **CBC** Part-time avail. to entry-level? **CBC**  
 # p-t assoc. (m) (w) ptrs/mbrs. (m) **2** (w) oth. lawy. (m) **1** (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? **N**  
 Professional development staff? **Y** Billable hours credit for training time?  
 Rotation for jr. associates between departments/practice groups? **NA**  
 Is rotation mandatory? **N**

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008**

| As of Feb. 1, 2008               | Ptrs/Mbrs | Assoc. | All Oth. Lawy. | Summ Assoc. |   |
|----------------------------------|-----------|--------|----------------|-------------|---|
| Hispanic/Latino                  | Men       | 0      | 0              | 0           | 0 |
|                                  | Women     | 0      | 2              | 0           | 0 |
| White                            | Men       | 27     | 15             | 4           | 0 |
|                                  | Women     | 4      | 13             | 2           | 0 |
| Black/African American           | Men       | 0      | 1              | 0           | 0 |
|                                  | Women     | 0      | 0              | 0           | 0 |
| Nat. Hawaiian/ Other Pacific Is. | Men       | 0      | 0              | 0           | 0 |
|                                  | Women     | 0      | 0              | 0           | 0 |
| Asian                            | Men       | 3      | 4              | 0           | 0 |
|                                  | Women     | 1      | 3              | 0           | 0 |
| Amer. Indian/ Alaska Native      | Men       | 0      | 0              | 0           | 0 |
|                                  | Women     | 0      | 0              | 0           | 0 |
| 2 or More Races                  | Men       | 1      | 0              | 0           | 0 |
|                                  | Women     | 0      | 0              | 0           | 0 |
| TOTAL                            | Men       | 31     | 20             | 4           | 0 |
|                                  | Women     | 5      | 18             | 2           | 0 |
| TOTAL NUMBER                     |           | 36     | 38             | 6           | 0 |
| Disabled                         | Men       | 0      | 0              | 0           | 0 |
|                                  | Women     | 0      | 0              | 0           | 0 |
| Openly GLBT                      | Men       | 1      | 1              | 1           | 0 |
|                                  | Women     | 0      | 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: **Townsend has a Scholarship Program for minority law students, monthly Women's Forum lunches, and firm employee networking groups.**

**CAMPUS INTERVIEWS for past year** (see full list online):  
 # schools visited in 2007: **15** # job fairs/consortia attended in 2007: **8**  
**BILLABLE HOURS:** 2006 2007  
 Avg annual assoc. hrs worked: **1993 1822**  
 Avg. annual assoc. billable hrs: **2171 1787**  
 Is there a minimum billable hours expectation? **Y** If yes, number: **1900**  
 Hours policy details: **50 hours can be spent on approved, non-billable work such as recruiting, business development, etc.**

Is billable hour credit given for pro bono work? **Y**  
 Is there a maximum that will be credited? **Y** 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: **22**  
 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?  
 Comments:  
**NARRATIVE:** Since our origin in the 1850s, the firm has played a significant role in the growth of business in the West and around the world. Townsend offers an unparalleled combination of the full range of intellectual property services and litigation, with additional expertise in antitrust and other complex business issues. Now, with more than 200 attorneys in the firm's San Francisco, Palo Alto, Seattle, Denver, Walnut Creek, San Diego, Washington, D.C. and Tokyo offices, we are one of the largest intellectual property firms. Our summer program is our main source of new associates. The program is designed for outstanding law students, many of whom come to us with graduate or undergraduate degrees in engineering or the sciences. We believe our summer associates seek and deserve a program that provides them with a broad, substantive exposure to intellectual property, interaction with clients and a real sample of our law practice.

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.