CHICAGO, IL

Banner & Witcoff, Ltd.

Ten South Wacker Drive, Suite 3000, Chicago, IL 60606-7407 Ph: 312-463-5000, Fax: 312-463-5001, www.bannerwitcoff.com Hiring Attorney: Address Inquiries To:

Recruiting Coordinator Banner & Witcoff, Ltd. Ten South Wacker Drive, Suite 3000 Chicago, IL 60606-7407 312-463-5000 chicagojobs@bannerwitcoff.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	26	18

COMPENSATION & EMPLOYMENT DATA:

	2010			BEGAN	EXPECTED		
Lawyers	Compensat	tion	2008		2009		2010
Laterals			1	()		()
Post-clerkship				()		()
Entry-level	165,000	/yr	1	()	3	() 1
LLMs (US)				()		()
LLMs (non-US)				()		()
Summer							
Post-3Ls	3,100	\$/wk		()		()
2Ls	3,100	\$/wk	5	()	3	() 3
1Ls	2,800	\$/wk	4		2		3

2009 summer 2Ls considered for associate offers: 3 # offers made: 2 Hire school term clerks? Y

1Ls hired? Y When after 12/1 should 1Ls apply? 12/1-2/1 Split summers allowed? Y If yes, minimum weeks: 10

Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013? Y

Evening students graduating in 2013? Y

Judicial clerks? Y Students at non-US law schools? Y Hiring Criteria: Technical (scientific) background and eligibility to take the patent bar exam required for patent attorney positions (highly selective)

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N

Comp./prog. credit for judicial clerkship? N

Comp./prog. credit for other adv. degrees? N

Other compensation comments: Performance year-end bonus; summer stipend for new associates of \$8700; state and patent bar review course and exam

fees; tuition assistance.

PARTNERSHIP DATA: Two or more tiers? Y Additional partnership prog. info: Limited equity partners are counted in the Partners/Members category in the tables above

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? Y # p-t assoc. 0 (m) 1 (w)ptrs/mbrs. 0 (m) 1 (w) oth. lawy. 2 (m) 1 (w) Elig. for alt. work sched. determined by: Evaluated case-by-case Paid non-medical parental leave? Y Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

BANNER & WITCOFF

Total # offices: 4 v NALP member?

Firm size range: 51-100 Office size range: 26-50 Total attys in this office: 44

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Men		0	0	0	0
Hispanic/Latino	Women	0	0	0	0
White	Men	20	10	2	0
vvnite	Women	5	4	1	0
Black/African	Men	0	0	0	0
American	Women	0	0	0	0
Nat. Hawaiian/	Men	0	0	0	0
Other Pacific Is.	Women	0	0	0	0
Asian	Men	1	1	0	0
	Women	0	0	0	0
Amer. Indian/	Men	0	0	0	0
Alaska Native	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
2 or More Races	Women	0	0	0	0
TOTAL	Men	21	11	2	0
IUIAL	Women	5	4	1	0
	TOTAL NUMBER	26	15	3	0
Disabled	Men	0	0	0	0
Disabled	Women	0	0	0	0
Openly	Men	0	0	0	0
GLBT	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

Firm diversity committee

Outreach to law student groups Rec. at schools w/large min. pop.

Directed mentoring efforts Comments: Banner & Witcoff is committed to recruiting, retaining, mentoring,

and promoting a diverse workforce.

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

# schools visited in 2009:1 # j	bb fairs/consortia attended in 2009: 1
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BILLABLE HOURS:	2008	2009	
Avg annual assoc. hrs worked:	2046	2043	
Avg. annual assoc. billable hrs:	1963	1983	
Is there a minimum billable hours	expectat	ion? Y	If yes, number: 1850
Hours policy details:			

Is billable hour credit given for pro bono work? N

Is there a maximum	that will be c	redited? N	If yes, what?				
For bonus consideration, is a pro bono hour equivalent to a billable hour? N							
PRO BONO INFORMATION: X Firm-wide Office specific							
% firm billable ho	ours:		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? Comments: Evaluated case-by-case

NARRATIVE: Banner & Witcoff, Ltd. is an alliance of ideas, experiences and knowledge in the practice of intellectual property (IP) law. As a full-service IP law firm, we provide legal representation in obtaining, commercializing and litigating IP rights throughout the U.S. and abroad. Our nationwide practice is integrated across all of our offices. The firm's client base is broad in terms of number of clients, geographic distribution and technologies. We represent major corporations in virtually all technological fields, ranging from automotive manufacturing to footwear, custom catalysts for petrochemical processes to monoclonal antibodies and consumer electronics to computer control of medical devices. We are seeking law students of strong academic qualifications for associate, summer and full-time clerking positions. We require that applicants have an engineering or scientific undergraduate background, or demonstrated interest in trademark matters.

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.

WASHINGTON, DC

Banner & Witcoff, Ltd.

1100 13th Street, NW, Suite 1200, Washington, DC 20005 Ph: 202-824-3000, Fax: 202-824-3001, www.bannerwitcoff.com Hiring Attorney: Address Inquiries To:

Recruiting Coordinator Banner & Witcoff, Ltd. 1100 13th Street, NW, Suite 1200 Washington, DC 20005 202-824-3000 dcjobs@bannerwitcoff.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	24	14

COMPENSATION & EMPLOYMENT DATA:

	2010		BEGAN	EXPECTED	
Lawyers	Compensation		2008	2009	2010
Laterals			()	()	
Post-clerkship			()	()	1
Entry-level	165,000 M	r	3 ()	4 ()	1
LLMs (US)			()	()	
LLMs (non-US)			()	()	
Summer					
Post-3Ls	3,100 \$/	k	3 ()	()	
2Ls	3,100 \$/v	k	3 ()	2 ()	1
1Ls	2,800 \$/w	k	3	1	2

2009 summer 2Ls considered for associate offers: 3 # offers made: 1
Hire school term clerks? Y

1Ls hired? YWhen after 12/1 should 1Ls apply?12/1-2/1Split summers allowed? YIf yes, minimum weeks:10

Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013? Y

Evening students graduating in 2013? Y

Judicial clerks? Y Students at non-US law schools? Y Hiring Criteria: Technical (scientific) background and eligibility to take the patent bar exam, required for patent attorney positions (highly selective).

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N

Comp./prog. credit for judicial clerkship? N

Comp./prog. credit for other adv. degrees? N

Other compensation comments: Performance year-end bonus; summer stipend for new associates of \$8700; state and patent bar review course and exam

fees; tuition assistance for full time law clerks.

PARTNERSHIP DATA: Two or more tiers? Y

Additional partnership prog. info: Limited equity partners are counted in the Partners/Members category in the tables above.

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? Y # p-t assoc. 0 (m) 0 (w)ptrs/mbrs. 2 (m) 2 (w) oth. lawy. 3 (m) 0 (w) Elig. for alt. work sched. determined by: Evaluated case-by-case Paid non-medical parental leave? Y Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

BANNER & WITCOFF

Total # offices: 4 NALP member? Y Firm size range: **51-100** Office size range: **26-50** Total attys in this office: **38**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1,	2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
l Banania (Lakina	Men	1	0	0	0
Hispanic/Latino Women		0	0	0	0
White	Men	17	7	3	0
White	Women	3	2	0	0
Black/African	Men	0	0	0	0
American	Women	1	0	0	0
Nat. Hawaiian/	Men	0	0	0	0
Other Pacific Is.	Women	0	0	0	0
Asian	Men	1	2	0	0
Women		0	0	0	0
Amer. Indian/	Men	0	0	0	0
Alaska Native	Women	0	0	0	0
2 or More Races	Men	1	0	0	0
2 OF MOTE Races	Women	0	0	0	0
TOTAL	Men	20	9	3	0
TOTAL	Women	4	2	0	0
	TOTAL NUMBER	24	11	3	0
Disabled	Men	0	0	0	0
Disabled	Women	0	0	0	0
Openly	Men	0	0	0	0
GLBT	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 fairsOutreach to law student groups

Bar sponsored programs

Firm diversity committee
 Rec. at schools w/large min. pop.

Directed mentoring efforts

Comments: Banner & Witcoff is committed to recruiting, retaining, mentoring, and promoting a diverse workforce.

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

# schools visited in 2009: 3	# job fairs/consortia attended in	2009: 2
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BILLABLE HOURS: Avg annual assoc. hrs worked: Avg. annual assoc. billable hrs:	2008 2046 1963	2009 2043	
Is there a minimum billable hours Hours policy details:	1000	1983 ion? Y	If yes, number: 1850

Is billable hour credit given for pro bono work? ${\bf N}$

Is there a maximum	that will be c	redited? N	If yes, what?			
For bonus consideration, is a pro bono hour equivalent to a billable hour? N						
PRO BONO INFORMATION: X Firm-wide Office specific						
% firm billable ho	ours:		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? Comments: Evaluated case-by-case

NARRATIVE: Banner & Witcoff, Ltd. is an alliance of ideas, experiences and knowledge in the practice of intellectual property (IP) law. As a full-service IP law firm, we provide legal representation in obtaining, commercializing and litigating IP rights throughout the U.S. and abroad. Our nationwide practice is integrated across all of our offices. The firm's client base is broad in terms of number of clients, geographic distribution and technologies. We represent major corporations in virtually all-technological fields, ranging from automotive manufacturing to footwear, custom catalysts for petrochemical processes to monoclonal antibodies and consumer electronics to computer control of medical devices. We are seeking law students of strong academic qualifications for associate, summer and full-time clerking positions. We require that applicants have an engineering or scientific undergraduate background, or demonstrated interest in trademark matters.

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.

BOSTON, MA

Banner & Witcoff, Ltd.

28 State Street, Suite 1800, Boston, MA 02109 Ph: 617-720-9600, Fax: 617-720-9601, www.bannerwitcoff.com Hiring Attorney: Address Inquiries To:

Recruiting Coordinator Banner & Witcoff, Ltd. 28 State Street, Suite 1800 Boston, MA 02109 617-720-9600 bostonjobs@bannerwitcoff.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	4	3

COMPENSATION & EMPLOYMENT DATA:

	2010		BEGAN WORK IN					EXPEC	TED	
Lawyers	Compensat	tion	20	2008 2009			201	0		
Laterals				()		()		
Post-clerkship				()		()		
Entry-level	165,000	/yr		()	1	()		
LLMs (US)				()		()		
LLMs (non-US)				()		()		
Summer										
Post-3Ls	3,100	\$/wk		()		()		
2Ls	3,100	\$/wk	1	()	0	()		
1Ls	2,800	\$/wk	1			0				

2009 summer 2Ls considered for associate offers: 0 # offers made: 0 Hire school term clerks? Y

1Ls hired? Y When after 12/1 should 1Ls apply? 12/1-2/1 Split summers allowed? Y If yes, minimum weeks: 10

Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013? Y

Evening students graduating in 2013? Y

Judicial clerks? Y Students at non-US law schools? Y Hiring Criteria: Technical (scientific) background and eligibility to take the patent bar exam required for patent attorney positions (highly selective)

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N

Comp./prog. credit for judicial clerkship? N

Comp./prog. credit for other adv. degrees? N

Other compensation comments: Performance year-end bonus; summer stipend for new associates of \$8700; state and patent bar review course and exam

fees; tuition assistance for full time law clerks.

PARTNERSHIP DATA: Two or more tiers? Y

Additional partnership prog. info: Limited equity partners are counted in the Partners/Members category in the tables above

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? Y # p-t assoc. 0 (m) 2 (w)ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 0 (m) 0 (w) Elig. for alt. work sched. determined by: Evaluated case-by-case Paid non-medical parental leave? Y Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

BANNER & WITCOFF

Total # offices: 4 v NALP member?

Firm size range: 51-100 Office size range: 2-10 Total attys in this office: 7

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1,	2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Liber and all address	Men	0	0	0	0
Hispanic/Latino	Women	0	0	0	0
White	Men	4	0	0	0
white	Women	0	3	0	0
Black/African	Men	0	0	0	0
American	Women	0	0	0	0
Nat. Hawaiian/	Men	0	0	0	0
Other Pacific Is.	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or Mars Dance	Men	0	0	0	0
2 or More Races	Women	0	0	0	0
TOTAL	Men	4	0	0	0
TOTAL	Women	0	3	0	0
	TOTAL NUMBER	4	3	0	0
	Men	0	0	0	0
Disabled	Women	0	0	0	0
Openly	Men	0	0	0	0
GLBT	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

Firm diversity committee

Outreach to law student groups Rec. at schools w/large min. pop.

Directed mentoring efforts Comments: Banner & Witcoff is committed to recruiting, retaining, mentoring,

and promoting a diverse workforce.

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

schools visited in 2009:0 # job fairs/consortia attended in 2009: 0

BILLABLE HOURS:	2008	2009	
Avg annual assoc. hrs worked:	2046	2043	
Avg. annual assoc. billable hrs:	1963	1983	
Is there a minimum billable hours	expectat	ion? Y	If yes, number: 1850
Hours policy details:			

Is billable hour credit given for pro bono work? N

Is there a maximum	that will be ci	redited? N	If yes, what?		
For bonus consideration, is a pro bono hour equivalent to a billable hour? N					
PRO BONO INFORM	MATION: 🛛	Firm-wide	Office specific		
% firm billable ho	ours:		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? Comments: Evaluated case-by-case

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PORTLAND, OR

Banner & Witcoff, Ltd.

601 SW Second Avenue, Suite 1900, Portland, OR 97204 Ph: 503-425-6800, Fax: 503-425-6801, www.bannerwitcoff.com Hiring Attorney: Address Inquiries To:

Recruiting Coordinator Banner & Witcoff, Ltd. 601 SW Second Avenue, Suite 1900 Portland, OR 97204 503-425-6800 portlandjobs@bannerwitcoff.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	1	1

COMPENSATION & EMPLOYMENT DATA:

	2010		BEGAN	EXPECTED	
Lawyers	Compensation		2008	2009	2010
Laterals			()	()	
Post-clerkship			()	()	
Entry-level	165,000	/yr	()	()	
LLMs (US)			()	()	
LLMs (non-US)			()	()	
Summer					
Post-3Ls	3,100	\$⁄wk	()	()	
2Ls	3,100	\$⁄wk	()	()	
1Ls	2,800	\$/wk			

2009 summer 2Ls considered for associate offers: # offers made: Hire school term clerks? Y

1Ls hired? Y When after 12/1 should 1Ls apply? 12/1-2/1 Split summers allowed? Y If yes, minimum weeks: 10 Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013? Y

Evening students graduating in 2013? Y

Judicial clerks? Y

Students at non-US law schools? Y Hiring Criteria: Technical (scientific) background and eligibility to take the patent bar exam required for patent attorney positions (highly selective)

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N

Comp./prog. credit for judicial clerkship? N

Comp./prog. credit for other adv. degrees? N

Other compensation comments: Performance year-end bonus; summer stipend for new associates of \$8700; state and patent bar review course and exam

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PARTNERSHIP DATA: Two or more tiers? Y

Additional partnership prog. info: Limited equity partners are counted in the Partners/Members category in the tables above

WORK/LIFE INFORMATION:

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

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

BANNER & WITCOFF

Total # offices: 4 v NALP member?

Firm size range: 51-100 Office size range: 2-10 Total attys in this office: 2

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1,	2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Liter en is (Lettin e	Men	0	0	0	0
Hispanic/Latino	Women	0	0	0	0
White	Men	1	0	0	0
White	Women	0	1	0	0
Black/African	Men	0	0	0	0
American	Women	0	0	0	0
Nat. Hawaiian/	Men	0	0	0	0
Other Pacific Is.	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
2 or more Races	Women	0	0	0	0
TOTAL	Men	1	0	0	0
IUIAL	Women	0	1	0	0
	TOTAL NUMBER	1	1	0	0
D: 11 1	Men	0	0	0	0
Disabled	Women	0	0	0	0
Openly	Men	0	0	0	0
GLBT	Women	0	0	0	0

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Activities to increase the presence and retention of under-represented groups:

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Rec. at schools w/large min. pop.

Directed mentoring efforts Comments: Banner & Witcoff is committed to recruiting, retaining, mentoring,

and promoting a diverse workforce.

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

# schools visited in 2009: 0 #	job fairs/consortia attended in 2009: 0
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BILLABLE HOURS:	2008	2009	
Avg annual assoc. hrs worked:	2046	2043	
Avg. annual assoc. billable hrs:	1963	1983	
Is there a minimum billable hours	expectat	ion? Y	If yes, number: 1850
Hours policy details:			

Is billable hour credit given for pro bono work? N

Is there a maximum that will be credited? N If ves, what? For bonus consideration, is a pro bono hour equivalent to a billable hour? N PRO BONO INFORMATION: X 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? Comments: Evaluated case-by-case

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