

Basic Information

MBHB
 Organization Size: 85
 Office Size: 85
Hiring Attorney:
 Mr. James Suggs

Recruiting Contact:
 Ms. Kara Fromme
 Director of Legal Recruiting & Development
 300 South Wacker Drive
 Suite 3100
 Chicago, Illinois (IL) 60606
 United States
Phone: 312-935-2350
 fromme@mbhb.com

Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
 2018 compensation for Post-3Ls (\$/week) 3,475
 2018 compensation for 2Ls (\$/week) 3,475
 2018 compensation for 1Ls(\$/week) 3,475

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 4.5
 How many years is the equity track? 8.5

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	31	33	3	0
	Women	7	11	0	0
	Total	38	44	3	0
Hispanic/Latino	Men	0	1	0	0
	Women	0	0	0	0
White	Men	31	28	3	0
	Women	6	11	0	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	4	0	0
	Women	1	0	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly LGBT	Men	NC	1	NC	NC
	Women	NC	NC	NC	NC
Veteran	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

Pro Bono/Public Interest

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

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? N/A
 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

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Intellectual Property	Intellectual Property	38	3	44	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	
Entry-level	4	2	7	3	2
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)			1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	3	1	1		2
1Ls	2		2		

Number of 2017 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

General Hiring Criteria Science or Engineering Degree, or background sufficient for the USPTO Registration Exam, is required. MBHB seeks excellent academic achievement, and values graduate studies and/or work experience in technical areas. Preferred application materials include: Resume, Transcripts (undergraduate through law), and Writing Sample

Diversity & Inclusion

Diversity Contact: Dr. Nate Chongsiriwatana

Diversity Website/URL: <http://www.mbhb.com/careers/diversity/>

Organization Narrative

From its founding in 1996, MBHB has grown to a firm of 85 attorneys and 14 technical advisors and patent agents while earning a reputation as a premier IP boutique. At MBHB, we are experts in our fields, including telecom, computer, electrical and mechanical arts, biotech, pharmaceutical, and chemical and materials sciences.

MBHB maintains a strong work ethic and low attrition rate in part because of its open-door policy, where attorneys help each other become better lawyers by getting involved. We are collegial, with a "work hard, and have fun" mindset.

MBHB supports professional and personal growth by encouraging involvement in all areas of practice -- litigation, prosecution, and counseling -- from the beginning. Our free-market assignment system allows associates to steer their careers on a path of their choosing. MBHB associates benefit from both formal training sessions with partners or outside consultants, and informal training among fellow attorneys, as well as professional growth through mentor relationships. The firm strongly believes in developing its attorneys professionally, providing each with a personal professional development account as well as paying for all in-town CLEs. Our attorneys have access to a business development and career planning consultant through the firm's Marketing Department, with individual coaching sessions available to all attorneys.

MBHB recruits its entry-level attorneys primarily from the Summer Program. Summer Associates are provided a realistic sense of attorney life at MBHB through interesting, real-time client work, in the same free-market system as the firm's associates. We stress mentoring in the Summer Program by assigning two mentors for each Summer Associate -- one from the partner rank and one from our associates. Summer Associates are exposed to our practice not only through attorney-taught training sessions, but also by observing in court, joining client meetings, and participating in client calls.

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.