

A photograph of a road tunnel entrance. The tunnel is built into a hillside covered in green ivy and yellow autumn leaves. The road has two yellow lines. The tunnel interior is dark with a series of lights along the ceiling. The year '1940' is visible on the wall above the entrance. A large, stylized 'K' logo is overlaid on the left side of the image.

Klarquist

CAREERS

1940

**OUR ATTORNEY
RETENTION RATE
IS HIGH.**

**THE REASON IS SIMPLE.
OUR ATTORNEYS LIKE IT HERE.**



KEVIN M. HAYES
Partner, B.S. Natural Science
Joined Klarquist in 2001



LISA M. CALDWELL
Partner, B.S. Chemistry
Joined Klarquist in 1995



JOHANNA P. SCHWARTZ
Partner, Ph.D., Organic Chemistry
Joined Klarquist in 2010



MICHAEL D. JONES
Partner, Ph.D., Applied Physics
Joined Klarquist in 1996



DEAKIN T. LAUER
Partner, B.S. Mechanical Engineering
Joined Klarquist in 2008



SHEREE L. RYBAK
Partner, Ph.D., Biological Sciences
Joined Klarquist in 1998

CLIENT FOCUSED, QUALITY DRIVEN

With more than 60 attorneys and patent agents, Klarquist has the largest group of intellectual property (IP) practitioners in the Pacific Northwest, representing businesses, universities and government agencies all at the cutting edge of science and technology.

About 25 of these attorneys are dedicated to litigating complex IP disputes, and a third of our litigators served in prestigious federal judicial clerkships prior to joining the firm.

At present, about 50 of our IP professionals are focused on protecting our clients' IP through the procurement of patents, trademarks and copyrights. More than 90% of our professionals have technical degrees, and many have significant industry or research experience.

Our focus on quality has earned us public praise. We have top-tier rankings from *Chambers USA* for 10 years running, where sources state: "A true boutique. Top of the list for Portland patent firms." *IAM Patent 1000* stated that "the firm is very efficient and has excellent culture in which senior partners give up opportunities to help junior partners progress. Its work is timely and completed to the very highest professional standards."

Our clients have rewarded our quality work with their continued loyalty. Klarquist is best known for the clients we keep. We have represented Freightliner (now Daimler Trucks North America LLC) since 1950, Oregon University System since 1977, Microsoft Corporation since 1991, the National Institutes of Health since 1997, and Amazon.com since 2000.

KNOWN FOR THE CLIENTS WE KEEP®

A-dec, Inc.	Oak Ridge National
Alaska Airlines	Laboratory/UT-Battelle
Amazon.com, Inc.	Oregon Health and Science
Battelle Memorial Institute (PNNL)	University
Capsugel, Inc.	Oregon State University
Centers for Disease Control and	Portland State University
Prevention	Rutgers, The State University of
Daimler Trucks North America, LLC	New Jersey
(Freightliner)	Salk Institute for Biological Studies
Emory University	Shaklee Corporation
General Electric Company (GE)	Taylor Made Golf Company, Inc.
Infosys Limited	TransluSense, LLC
Mentor Graphics Corporation	Triad National Security, LLC (Los
Microsoft Corporation	Alamos National Laboratory)
MWI Veterinary Supply Co.	Turner Broadcasting Systems, Inc.
National Institutes of Health	University of Arizona
Nautilus, Inc.	University of Idaho
Nikon Corporation	University of Oregon
nLIGHT Corporation	University of Pittsburgh
Norpac Food, Inc.	UVIC Industry Partnerships, Inc.
	Washington State University



IT'S JUST DIFFERENT HERE

PASSION FOR LAW, PASSION FOR LIFE

Our highly competent attorneys could practice anywhere: at the largest law firms and companies, and in the largest cities. They chose Klarquist because here they can pursue both their passion for law and their passion for life.

Our attorneys have the opportunity to engage in sophisticated and complex work for top-caliber clients, as well as have time for a vibrant life away from work to explore the outdoors, cultivate hobbies and spend time with family.

FAIR, NOT LEVERAGED

Most law firms exist by leveraging associates: paying them a nice salary but working them to the bone to pay for it. Klarquist is different. We require our associates to work at least 1600 billable hours per year, a number that is below other top firms in the Northwest and around the nation. We ask our attorneys to take advantage of the time made available by participating in professional and business development activities.

Klarquist pays our associates more fairly than the lock-step or “discretionary” bonuses found at many other firms. For the first few years of their career, associates at Klarquist earn a salary that is near the top of the Portland market. Associates then transition to a system that compensates them with a percentage of their actual billings, currently 40%.

Our percentage system offers associates the flexibility to choose the work-life balance that fits them and directly benefits those who work more. When one factors in the cost of living, “percentage” associates at Klarquist can actually earn more than their counterparts in big-name firms in New York and San Francisco.



THE BEST OF THE WEST, ALL WITHIN REACH

Beyond the firm's reputation and culture, our office location is one of our most appealing benefits. The city of Portland offers an opportunity for a vibrant life to complement the firm's challenging work.

Portland is regularly named as one of the most livable and environmentally conscious cities in the United States. Compared with other large west coast cities, Portland has a reasonable cost of living and average home prices are far below those of Seattle and San Francisco. These qualities, coupled with the city's prime location, make Portland a perfect base for exploring the best of what the Pacific Northwest has to offer. Within about an hour's drive, one can enjoy world-class wine in the Willamette Valley, relax on the sandy beaches of the Oregon Coast, hike in the Cascades or snowboard on Mt. Hood. Within the city limits, there are more than 70 miles of hiking and bike trails and 100 public parks. Forest Park is America's largest urban wilderness and covers more than 5,000 densely forested acres made easily accessible with hiking and biking trails.

Portland has long been on the cutting edge of sustainable living. The city's award-winning public transit system has multiple light rail, streetcar and bus lines connecting suburbs and neighborhoods to downtown. Portland is also in love with bicycles and repeatedly earns the title of the most bike-friendly city in the United States. Many major streets are lined with bike lanes and as a result, Portland has the highest bicycle commuting rate in the nation.

Portland's culture is high-spirited and bustling, with a great local arts and entertainment community, scores of top-notch restaurants, numerous microbreweries and exciting urban neighborhoods that provide residents with all the amenities expected of a large city.



DIVERSITY FELLOWSHIP

Klarquist is dedicated to the diversity of our firm and to the local community. In an effort to encourage diversity within Klarquist, we are pleased to offer a fellowship to first- and second-year law students of diverse backgrounds (this may include gender, race, ethnicity, culture, religion, sexual orientation, and disability). The student selected for this fellowship will receive a paid position as a summer associate and tuition reimbursement up to \$7,500 for his or her next year of law school. Fellows may be asked to return for a second summer with Klarquist.

DIVERSE BACKGROUNDS, COMMON GOAL

GET INTO THE MIX

At Klarquist, we know that great ideas emerge when individuals with differing perspectives collaborate. We look for talented candidates of diverse backgrounds who will find the best and most effective solutions for our clients. Instilling these principles in our hiring practices benefits our professionals, the firm, and our clients alike by creating an open-minded and supportive environment where all backgrounds, personalities, and outlooks are both respected and valued.

We have undertaken a number of initiatives to increase diversity and inclusion at the firm, including participating in the Northwest Minority Job Fair, hosting PDX Women in Tech & Law events, and sponsoring Vietnamese American Bar Association events.

We strive to retain diverse professionals with our open, dynamic, and flexible work environment, and our continual commitment to cultivate diversity has shown significant results. In recent years, more than 50% of attorneys and agents we have hired have been women and/or minorities. The firm conducted a pay equity analysis within the last two years, and worked to make meaningful changes to remedy and avoid any future issues for women, racial/ethnic minorities, and LGBTQ+ attorneys.



ENTHUSIASTIC, CURIOUS, AND DEDICATED

Candidates for our summer associate program should have excellent academic credentials and rank in the top third of their law school class. Our summer associates must also have an undergraduate or graduate degree in science or engineering sufficient to sit for the patent bar. Excellent writing, interpersonal and communication skills are required.

Each fall, we seek top law students from the best schools across the country who exhibit enthusiasm for intellectual property law, a natural curiosity for science and technology and a commitment to living in the Pacific Northwest.

Our program typically includes two to four summer associates each year. We aim to hire the number of summer associates that meets our long-term needs, with the hope that the firm will be in a position to make an offer to join the firm to all summer associates who perform well.

Our recent summer associates, many of whom are current associates, attended the following law schools: Brigham Young University, Duke University, Lewis & Clark College, Charleston School of Law, New York University, and Case Western Reserve University.

SOCIAL EVENTS

In keeping with the firm's core value of allowing a healthy balance between work and life, we plan a variety of activities away from the office. These events provide our summer associates the opportunity to get to know our attorneys and staff as well as the beautiful region we call home. Some events from years past include "pitch and putt" golfing at McMenamin's Edgefield Brewery and Pub Course, rafting the Deschutes River, the annual firm picnic, happy hour events, and a Timbers or Thorns soccer game. In addition to planned events, summer associates are encouraged to take advantage of the cultural activities and the endless outdoor recreation opportunities around the Portland area.

SUMMER ASSOCIATE PROGRAM

Our Summer Associate Program is designed to give law students the best understanding of what it is like to work as an attorney at Klarquist. Instead of creating make-work projects, our summer associates perform real work assignments that would otherwise be done by our attorneys and agents. Typical assignments include drafting patent applications, responding to U.S. and foreign office actions, performing patentability searches, drafting motions and briefs and performing legal research.

A partner will serve as a workflow coordinator to make sure that an array of projects are available when our summer associates arrive. The workflow coordinator also monitors each associate's workload throughout the summer to help them have a highly diverse experience. We also encourage our summer associates to take advantage of the open-door, flexible nature of the firm to seek out assignments that interest them. We recognize that our firm's future depends upon our summer associates. Our Summer Associate Program, which includes both first- and second-year law students, has been our primary source of new attorneys.

SUMMER ASSOCIATE COMPENSATION

For the 2019 program, our first-year summer associates' salary was \$2,000 per week.

FORECASTED GROWTH

Our clients demand the highest quality, and we deliver. To maintain this tradition of excellence, Klarquist invests heavily in training and professional development.

IN-HOUSE LEGAL EDUCATION

At least monthly, the firm provides a luncheon at which one of our attorneys presents a one-hour training segment on a topic of interest to our practice. The in-house programs keep our attorneys updated on developments in intellectual property law and teach practical skills useful to the developing professional.

Samples of our recent training topics:

- PTAB Trials Turn Seven: What's New (And What's Not) in 2019?
- AIA 102 – A Macro-level View of the Structure of 102
- Marketing for Prosecutors and Litigators
- Using Available Technology to Improve Quality & Retain Clients
- New Guidance Documents from the USPTO
- Patent Law Review
- Prosecution Tips: Arguing Claims Are Not Obvious
- Design Patent Filing Strategies & Tips



DIRECT TRAINING BY PARTNERS

Our partnership has an “open door” policy which promotes a team environment at the firm and helps forge lasting relationships among our professionals. We encourage our associates to work with as many partners as possible, allowing them to gain expertise in a variety of intellectual property fields and learn a number of different practice approaches.

CONTINUING LEGAL EDUCATION

In addition to our firm’s in-house professional development curriculum, each associate attorney and patent agent is reimbursed up to \$2,000 per year for continuing legal education programs, technical education courses or other related professional expenses.

MONTHLY CASE LAW UPDATES

Our attorneys and patent agents meet for a monthly firm luncheon at which firm announcements are made and an associate presents an update on noteworthy decisions from the Federal Circuit and other courts.



EXTEND YOUR STAY

NEW ASSOCIATE SALARY

For 2019, we offer a base salary of \$120,000 per year based on a 1600 hour billable goal. Additional compensation may be available based on relevant work or educational experience. In addition, bonuses are available for every 100 billable hours above 1600.

PERCENTAGE COMPENSATION

After a few years, associates move to a system that compensates them at a percentage (currently 40%) of their total billings (i.e., their number of hours billed to clients multiplied by their billing rate).

OUR BENEFITS

We place great value in the health, security and quality of life of our employees and as such we offer benefits that are at the top of the market, including:

- Comprehensive health care plan
- Paid parental leave
- 401(k) Retirement Plan with generous profit sharing
- Bar and professional association fees
- Continuing legal education budget
- Domestic partner benefits
- Family/dependent care leave
- Disability insurance (short-term and long-term)
- Life insurance

An aerial photograph of a city skyline, likely Seattle, with a dense forest of trees in the foreground. The city features several tall skyscrapers, including a prominent one with vertical stripes. The foreground is filled with lush green and yellowing trees, suggesting an autumn setting. A road is visible in the bottom left corner. The image is partially covered by a large orange diagonal shape on the right side, which contains text.

We have more than

60

attorneys & patent agents

and experience that spans

MORE THAN

75

years in the industry.

DISCOVER YOUR OPPORTUNITY

KLARQUIST DISCOVERS ITS SUMMER ASSOCIATES THROUGH SEVERAL VENUES.

LOOK FOR US AT IP-FOCUSED JOB FAIRS, REGIONAL JOB-FAIRS, AND ON-CAMPUS INTERVIEWS. OR CONTACT US DIRECTLY TO INQUIRE ABOUT AVAILABLE SUMMER ASSOCIATE POSITIONS AND OPPORTUNITIES TO VISIT OUR FIRM FOR AN INTERVIEW.

CONTACT US

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JOIN OUR TEAM

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