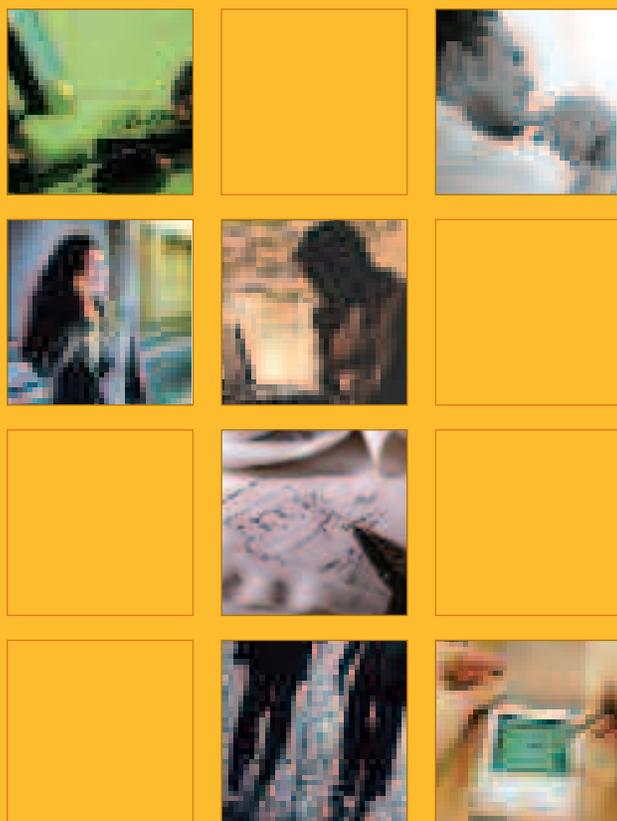




Building A Successful Future



The Advantages of a Career
at Banner & Witcoff, Ltd.
Intellectual Property Law



Your Career is About Choices

As you begin your legal career—or take the next step in your professional development—you know that choosing the right law firm can make all the difference in your long-term success. We believe Banner & Witcoff is that law firm, and we invite you to learn more about us. We offer an atmosphere that focuses more on talent than tradition and a business philosophy that gives new attorneys recognition, responsibility and a chance to excel.



Well Respected, Well Balanced

Banner & Witcoff is an acknowledged leader in the practice of intellectual property law, with a client roster that includes some of the most recognized and respected corporations in the U.S. and around the world.

We practice a full range of intellectual property services, including enforcing and procuring patents, trademarks and copyrights; litigating and consulting on trade secrets, unfair competition, and internet/e-commerce issues; and licensing intellectual property rights. Our attorneys have backgrounds in all technologies, including mechanical engineering, electrical engineering, biotechnology, chemistry, computer science and aeronautical engineering, among others, and we advocate in federal district and appellate courts throughout the country, as well as before the International Trade Commission.

With offices in Chicago, Washington, DC, Boston and Portland, Oregon, we are large enough to provide numerous opportunities for professional growth with challenging and rewarding assignments. At the same time, we maintain an informal atmosphere where teamwork and collaboration thrive.

We Reward Performance

At Banner & Witcoff, we employ a merit-based promotion system that rewards performance not tenure. Associates can become shareholders within four and one-half years of graduation from law school and can achieve principal shareholder status in seven and one-half years.

We also manage our firm democratically, giving each shareholder one vote. Our president and board of directors are elected by the shareholders, and no board member may serve for more than two consecutive three-year terms.

All new associates are eligible for a full range of benefits that include:

- Competitive compensation packages
- Performance bonuses
- 401(k) Plan
- Health, life, dental and disability insurance
- Flexible spending account for medical and dependent care
- Reimbursement for:
 - Professional association fees
 - Marketing and professional development fees

In addition, new law school graduates receive:

- Summer stipends
- State and patent bar review course fees
- Bar fees

We Believe in Diversity

There is no mold or pattern that defines a successful Banner & Witcoff attorney. We believe there is strength in diversity, and we actively recruit individuals with different backgrounds, skills and points of view. Many of our attorneys prefer litigation, others focus on prosecution and transactional work, while others practice both. The common threads we look for in our attorneys are academic achievement, a commitment to excellence, creativity and a desire to succeed.

Banner & Witcoff is an equal opportunity employer. We do not discriminate on the basis of race, religion, disability, age, gender, sexual orientation or national origin.

A Network of Support

We are continually working to provide our attorneys with the tools and support they need to serve existing clients and attract new business. Our firm is committed to pursuing and adopting technologies that make our practice more efficient, and all attorneys are provided laptops which are seamlessly linked to the electronic resources in each of our offices. We engender a cooperative environment, with offices and individuals supporting each other to provide the best possible solution to client problems and needs. We also maintain an active marketing, advertising and business development program, managed by a full-time marketing director, to reach key client audiences.

Future

We are working to shape the future of business and technology by protecting our clients' ideas and defending their intellectual property rights. We think that is exciting—and we are looking for law students, law graduates and lateral attorneys who share our vision and our passion for this important field of law. If you have a strong academic record and the desire to be part of a growing, progressive law firm, please contact us for complete information on career opportunities or our summer associate and clerking programs.

The Summer Associate & Clerking Programs

Each year Banner & Witcoff offers qualified law students an opportunity to gain a real-world perspective of the practice of law. Our summer program provides a relevant, realistic and beneficial experience, allowing summer associates to work closely with seasoned attorneys, assist in a variety of intellectual property issues, receive an introduction to the U.S. Patent and Trademark Office and observe federal court arguments and depositions.

Previous summer associates tell us that the most valuable aspect of the program is the open interaction with Banner & Witcoff attorneys in both professional and social settings. Each office, in addition to providing summer associates with meaningful opportunities to participate in our practice, hosts activities and events where summer associates meet with colleagues in a relaxed, casual atmosphere and enjoy the sights and special attractions of their host city. Relationships formed during our summer program provide law students with a sounding board for questions about the profession and a realistic appreciation of how their career choices and goals can be achieved at Banner & Witcoff.

Banner & Witcoff also has full-time and part-time clerking positions that are particularly suited to students attending law school on a part-time or evening basis.

