



## SESSION 5.3 BEST LAID SCHEMES – ATTORNEY COMPENSATION SCHEMES

In this session managing partners will discuss various compensation schemes including what options exist, what works and what does not.

Speakers will consider the factors that need to be balanced to achieve the overall goals of the firm while satisfying individual partner financial expectations and lifestyle preferences.

Speakers will consider how to deal with junior partners, salaried partners, full partners and retiring partners and associates.

Peter Huntsman (AU)

Stephen Carter (GB)

Douglas Deeth (CA)

David Merrylees (BR)



FÉDÉRATION INTERNATIONALE DES CONSEILS  
EN PROPRIÉTÉ INTELLECTUELLE

INTERNATIONAL FEDERATION OF  
INTELLECTUAL PROPERTY ATTORNEYS

INTERNATIONALE FÖDERATION  
VON PATENTANWÄLTEN

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### PETER HUNTSMAN (AU) – MODERATOR

Peter has a Bachelor of Technology (Hons.) degree in Materials Science & Technology from Brunel University in England and started in the patent attorney profession there, qualifying as a Chartered Patent Attorney and European Patent Attorney, before moving to Australia in 1982. He then qualified as a Registered Patent and Trade Marks Attorney (Australia and New Zealand), and joined Davies Collison Cave in 1985, becoming a partner in 1986 and heading up the Materials Science group. His professional activities include patent drafting and prosecution, principally in the areas of material science, inorganic/physical chemistry, mechanical, chemical and process engineering, and medical devices, as well as patent oppositions, patent infringement and validity assessment and advice, and litigation matters.

From 2009 to 2012 Peter was the President of the Fédération Internationale des Conseils en Propriété Intellectuelle (International Federation of Intellectual Property Attorneys - FICPI), following several years of involvement in the Executive Committee, and he is now a FICPI President of Honour as well as the President of FICPI's Training and Education Commission (TEC), which oversees FICPI's Academy of Education patent drafting courses.

In addition to his membership and involvement with FICPI, Peter is a Fellow of the Institute of Patent and Trade Mark Attorneys of Australia (IPTA) and of the Chartered Institute of Patent Attorneys (CIPA) (UK), as well as a Member of the Institute of Professional Representatives before the European Patent Office (epi).



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## SESSION 5.3 BEST LAID SCHEMES – ATTORNEY COMPENSATION SCHEMES

### STEPHEN CARTER (GB) – SPEAKER

Stephen joined Mewburn Ellis LLP in 1994, qualifying as a Chartered Patent Attorney and a European Patent Attorney in 1998. He worked for a large law firm from 2000-2004 gaining experience in IP litigation and due diligence work for corporate transactions and IPOs before rejoining Mewburn Ellis LLP as a partner in 2004.

Stephen has a degree and MPhil (Masters) in mechanical engineering from University of Bath with specialisations including internal combustion engines and biomechanics.

Stephen handles patent work in general, engineering and software fields with particular experience in internal combustion engines, IT infrastructure, industrial processing, medical devices and related electronics/software, and software/business methods including, for example, financial services, internet security and content distribution. He deals mainly with patent prosecution, portfolio management and strategic IP planning. He also does a substantial amount of design work. His clients include universities, SMEs, and multinational companies.

Stephen sits on the firms' Business Committee and IT Committee.



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### DOUGLAS N. DEETH (CA) – SPEAKER

Doug Deeth is a founding member of the firm. He practises exclusively in the areas of intellectual property and technology law, concentrating on litigation and licensing matters.

Doug has been recognised in several international reviews as one of Canada's leading intellectual property lawyers. His practice combines his extensive litigation experience with an expertise in drafting and negotiating license and product development agreements. He provides timely, practical and pragmatic advice to clients on the clearance, protection and enforcement of all forms of technology and intellectual property rights, and has particular expertise in chemical and pharmaceutical products and processes.

Doug has more than thirty years of litigation experience, ranging from the most complex and sophisticated intellectual property litigation to judicial review proceedings and interlocutory injunction applications. He appears regularly before the Federal Court of Canada and the courts of the Province of Ontario.

Doug has taught, written and spoken extensively on intellectual property law. He has lectured at McMaster University, the University of Toronto and Osgoode Hall law schools and the McGill courses on Patent and Copyright Law. He is the author of papers on a variety of litigation and intellectual property subjects.

Doug is a Past President of Fédération Internationale des Conseils en Propriété Intellectuelle Canada (FICPI Canada) President of the Communications Commission of FICPI International, a Past President of the Intellectual Property Section of the Canadian Bar Association and an active member of IPIC and AIPLA.



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## SESSION 5.3 BEST LAID SCHEMES – ATTORNEY COMPENSATION SCHEMES

### DAVID MERRYLEES (BR) – SPEAKER

David has a degree in Engineering from Oxford University, is qualified as a Chartered Patent Agent (UK) and later became a European Patent Attorney, having moved from a London firm of Patent Attorneys to Brazil in 1969. Since then he has been practising as a Brazilian Industrial Property Agent at Dannemann Siemsen Bigler & Ipanema Moreira in Rio de Janeiro where he has been a partner since 1982 and as senior partner from 2006 to 2012.

He has participated actively in FICPI since 1996 as the Brazilian Delegate and as a member of CET Groups 3, 5 and 7, as well as of the Deontology Commission.



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*CET 3 – International Patents*

*CET 5 – Inventions*

*CET 7 – IP Office Practice*

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