



Seated, Partners of the firm: Ludimor A. Budzyn, Daniel A. Scola, Jr., and Salvatore J. Abbruzzese. Standing: Nichole E. Martiak, D.W. Darren Kang, Anna-Lisa Gallo, John S. Sopko, Gordon F. Belcher, Andrew H. Berks, Ph.D., Jon A. Chiodo, Jamie M. Larmann, and Andrea M. Wilkovich.

## Hoffmann & Baron, LLP - Star Quality

### Hoffmann & Baron, LLP

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**Website:** [www.hoffmannbaron.com](http://www.hoffmannbaron.com)

**No. of Employees:** 85

**Top Executive:** Daniel A. Scola, Jr., Partner

**Product/Service:** Intellectual Property Law

**Year Founded:** 1984

**Hoffmann  
& Baron, LLP**  
Patents, Trademarks and Copyrights

**T**he move to new quarters in Parsippany has been good for Hoffmann & Baron, LLP which specializes in intellectual property law. With larger offices, the firm has added to its team, selecting attorneys with sound business sense and a range of experience and expertise.

"Trying to find attorneys who will fit into our organization is really difficult, so when we do find them we just jump for joy," says Daniel Scola, Jr., senior partner in charge of life sciences, pharmaceutical, and biotechnology law. "The firm needs people who are multi-dimensional. They're not just scientists, not just lawyers, not just creative people, and they're not just easy to work with - they're all those things."

"Education alone doesn't make a good scientist, attorney or corporate executive," Scola says. "Attorneys who finish at the top of their class can't always form a good argument, represent a client with zeal or succeed at a law firm."

As a result, Hoffmann & Baron seeks out attorneys with personalities that attract clients, earn their respect, and can anticipate their needs. The firm's attorneys also must have good instincts because they are often asked to make calls requiring very fine judgment.

"If you can do that, then you're going to be very successful in this business," says Scola.

New hires at Hoffmann & Baron typically undergo an apprenticeship that lasts up to eight years and instills concepts of business, law, and science. Although Hoffmann & Baron prefers attorneys who already have some of the relevant

experience, the firm doesn't shy away from new graduates who show promise.

"We can usually tell within a couple of months if someone has that special star quality," Scola adds.

For attorneys, applying legal principles to practical situations requires on-the-job training until quality becomes part of their nature. Training never stops. The law constantly evolves, business operations change, and science evolves at a rapid pace.

"It's challenging to be able to operate in today's business environment," says Scola. "You have to slow down to reflect and give it the right consideration, or many times you won't give clients the best advice. We get paid for our time, and our advice and our judgment most importantly."

Hoffmann & Baron counts among its clients businesses of all sizes. Its staff consists of experienced lawyers with engineering and science degrees who specialize in the pharmaceutical, bio-tech, chemistry, petroleum, and adhesives industries, among others. The firm's international practice maintains relationships in many countries, allowing it to keep up with patent laws abroad.

"We're not just your typical lawyers and we're not just people who have law degrees and science degrees. All our attorneys have real business ability," explains Scola. "We do not need to come up with an academic solution, but a practical solution for our clients. To do that, we have to exercise our law, science, and business acumen - that's where we have value." ■