

REDWOOD SHORES, CA

COVINGTON & BURLING LLP

COVINGTON & BURLING LLP
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Total # offices: 8 Firm size range: 701+
 NALP member? Y Office size range: 11-25
 Total attys in this office: 17

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	3	2	0	2
	Women	2	3	2	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	1	0	0
	Women	0	3	0	0
Amer. 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
TOTAL	Men	4	3	0	2
	Women	2	6	2	0
TOTAL NUMBER		6	9	2	2
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	0
	Women	0	0	0	0

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property Litigation, Class	0	0
Action Litigation, White Collar	0	0
Investigations and Defense,	0	0
Life Sciences	0	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Lateral		()	()	TBD
Post-clerkship		()	()	TBD
Entry-level	160,000 /yr	1 ()	()	1
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	3,080 \$/wk	()	()	
2Ls	3,080 \$/wk	()	3 (1)	2
1Ls	3,080 \$/wk	1		

2010 summer 2Ls considered for associate offers: 3 # offers made: 2
 Hire school term clerks? N
 1Ls hired? N When after 12/1 should 1Ls apply?
 Split summers allowed? Y If yes, minimum weeks: 8
 Comments: See recruiting brochure and website for more information.
 Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? N
 Evening students graduating in 2014? N
 Judicial clerks? N Students at non-US law schools? N
 Hiring Criteria: We look for excellent academic achievement in law school and undergraduate studies, diverse life experiences and backgrounds, and strong interpersonal and writing skills. See our website for more information.
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? Y
 Comp./prog. credit for judicial clerkship? Y
 Comp./prog. credit for other adv. degrees? CBC
 Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? N
 Additional partnership prog. info: Partnership information is for all C&B offices combined. In 2010, across all offices, a total of 6 associates and of counsel were promoted to partner.
WORK/LIFE INFORMATION:
 Part-time allowed? Y Part-time avail. to entry-level? Y
 # p-t assoc. 2 (m) 19 (w) ptrs/mbrs. 0 (m) 7 (w) oth. lawy. 9 (m) 12 (w)
 Elig. for alt. work sched. determined by: Firm's alt. work schedule policy.
 Paid non-medical parental leave? Y
 Comments: For childbirth and adoption, 18 weeks or paid leave is provided for primary caregivers, and 6 weeks of paid leave is provided for non-primary caregivers.
TRAINING AND PROFESSIONAL DEVELOPMENT:
 Coaching/mentoring program? Y
 Evaluations: Annual Upward reviews? N
 Professional development staff? Y Billable hours credit for training time? N
 Rotation for jr. associates between departments/practice groups? CBC
 Is rotation mandatory? CBC

BENEFITS: see www.nalpdirectory.com

(See www.nalpdirectory.com for historical comparisons.)
DIVERSITY RECRUITMENT & RETENTION EFFORTS:
 Activities to increase the presence and retention of under-represented groups:
 Minority job fairs Bar sponsored programs
 Outreach to law student groups Firm diversity committee
 Directed mentoring efforts Rec. at schools w/large min. pop.
 Comments: We cannot achieve our core commitment to excellence without recruiting, retaining and promoting a strong and diverse work force.

CAMPUS INTERVIEWS for past year (see full list online):
 # schools visited in 2010: 2 # job fairs/consortia attended in 2010: 0
BILLABLE HOURS: 2009 2010
 Avg annual assoc. hrs worked: 2300 2300
 Avg. annual assoc. billable hrs: 1750 1750
 Is there a minimum billable hours expectation? N If yes, number:
 Hours policy details:

Is billable hour credit given for pro bono work? Y
 Is there a maximum that will be credited? N If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour? N
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: 7.8 avg. hrs. per attorney: 160
 Participation: 90 % assoc. 82 % ptrs/mbrs 85 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship? Y
 Comments: The Covington & Burling Howard C. Westwood Fellowship at the Neighborhood Legal Services Program (NLSP) in the District of Columbia.

NARRATIVE: Covington & Burling LLP is an international law firm of more than 800 lawyers with eight offices worldwide. Covington Silicon Valley, one of two new offices opened by the firm in October 2008, combines the collegiality and informality of a small office with the challenging and sophisticated practice of a preeminent global firm. The attorneys in the Silicon Valley office focus primarily on intellectual property litigation, as well as class action litigation, white collar investigations and defense, and life sciences transactions. Our small-team approach to staffing results in associates getting excellent experience early in their careers, while our practice of staffing cases across offices ensures exposure to a wide variety of partners. We are committed to the personal and professional growth of our attorneys, to encouraging pro bono work and public service, and to practicing at the highest levels of our profession.

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.