

COVINGTON

COVINGTON & BURLING LLP



washington

EXCEPTIONAL
experiences



Covington Washington

The Summer Associate Program in Covington's Washington office provides a select and diverse group of law students from around the country with the opportunity to participate actively in a broad and exciting range of legal matters. Through immersion in our practice, summer associates are exposed to Covington's enduring cultural values — our emphasis on delivering creative legal work to our clients that is consistently of the highest quality, doing so in a work environment that emphasizes collegiality and professionalism, and serving the public interest through extensive and precedent-setting pro bono work.

Our Summer Associate Program is the primary source of our future lawyers, and it serves as a crucial first step in their growth and development as professionals. We invest significant time and resources in hiring our summer associates and in running a program that gives law students a vivid picture of life as a practicing attorney at Covington. The program is run by three partner Co-Chairs, 11 associate Vice-Chairs, and our Legal Recruiting staff led by Ellen Purvance, our Director of Legal Personnel Recruiting. In addition, all of the firm's lawyers are

active participants in the success of the summer program, by supervising assignments and educational opportunities, participating in social activities, and by serving as senior and junior advisors who facilitate each summer associate's introduction and transition to the firm, advise on work assignments, and provide insight into life at Covington.

The three components of our Summer Associate Program in Washington — assignments, educational, and social — are designed to introduce our summer associates to the firm and the lawyers who practice here. At the end of the summer, our summer associates come away with a distinct sense of what it means to practice law in Washington and the unique quality of our practice here at Covington.

Assignments

The Summer Associate Program's centerpiece is our unique assignment system. We pride ourselves on giving summer associates the opportunity to be involved in the real work of

IN RECENT YEARS, SUMMER ASSOCIATES HAVE:

- joined various trial teams to draft motions and prepare for witness testimony and cross-examination;
- helped prepare appellate briefs in nine different federal circuits and the U.S. Supreme Court;
- participated in drafting television contracts and other media agreements for sports leagues and league networks;
- assisted with securities litigation, white collar criminal investigations, and evaluation of anti-kickback provisions for major pharmaceutical clients;
- examined a diverse range of Constitutional issues relating to Presidential power to decline to follow congressional enactments;
- analyzed separation-of-power issues presented by law enforcement searches of congressional offices;
- worked on the Eighth Amendment issues surrounding the confinement conditions at the DC Jail;
- researched issues and defenses relating to civil forfeiture in advertising revenue from online gambling sites;
- analyzed the definition of "journalist" for purposes of protecting confidential sources;
- researched the FTC's authority to issue a rule prohibiting reverse payments as a part of settlements of Hatch-Waxman litigation;
- analyzed the White House's "International Strategy for Cyberspace" and related legislative proposals;
- worked with attorneys in our Beijing office to research issues relating to the Foreign Corrupt Practices Act;
- analyzed mechanisms of censorship of films and the Internet, in connection with a comprehensive report on censorship in Iran;
- performed trial research for a television network seeking to remedy alleged discrimination in carriage terms by a cable company;
- assisted as a team member on a fast-moving corporate acquisition;
- marked up a purchase agreement for a corporate transaction in the pharmaceutical industry; and
- helped advise a Middle Eastern government on creation of laws for new municipalities, including bankruptcy, contract, and treaty law.

EXCEPTIONAL experiences

the firm, just like a junior associate, including on billable, pro bono, and client development matters. We carefully match assignments with each summer associate's stated interests, thereby offering summer associates a real opportunity to test their interests through exposure to the firm's work in their preferred areas. Moreover, the assignment system draws upon the informal and flexible nature of our practice groups, enabling summer associates to explore a variety of substantive assignments in diverse areas of the law. We hope and expect that summer associates' practice interests grow as they learn about the firm and the lawyers who practice here, and we make every effort to accommodate those changing interests over the course of the summer.

A key goal of our assignment system is to give summer associates a real sense of what it is like to practice law in Washington and particularly at Covington. A critical aspect of that experience is training, and so our lawyers provide summer associates with regular and constructive feedback on their work throughout the summer. We also give summer associates a full overview at the end of the summer of the work they have accomplished during their time with us. Our assignments program thus not only gives summer associates a full flavor of the work they will see as practicing lawyers, but also helps them develop their writing, research, and advocacy skills as the summer progresses.

Education and Training

Covington's commitment to educating and training new lawyers begins with the summer program. The educational component of the summer program picks up where the assignment process leaves off, giving each summer associate a chance to observe first-hand the different aspects of practicing as a Covington lawyer in Washington. Each summer, we send summer associates to court arguments and hearings, depositions, corporate closings, meetings with regulators, presentations, client meetings, and other events that highlight all aspects of our practice. The chance to see our lawyers in action rounds out a summer associate's experience with the firm and gives each summer associate a chance to interact with more of our lawyers.

The education program also includes formal training opportunities. Summer associates participate in our intensive, hands-on deposition training program, where small teams are responsible for preparing a witness and taking and defending a deposition, receiving feedback from experienced litigators. Summer associates also participate in our negotiation skills training program, where summer associates represent lawyers in the corporate group acting as clients and negotiate

the term sheet of an asset transaction. In addition, summer associates attend luncheons that focus on various aspects of the firm's management, practice groups, pro bono work, and such practical issues as achieving and maintaining a work/life balance. We likewise feature prominent and dynamic outside speakers, including in recent years the Commissioner of the National Football League, the General Counsel of Microsoft, the Assistant Attorney General for Civil Rights, the Comptroller of Maryland, numerous federal judges, and law school faculty members.

Social

The summer program, while full of extraordinary professional opportunities, is not all work. A wide variety of social events enables summer associates to get to know the firm's lawyers in more relaxed settings. We offer a range of events featuring the many wonderful cultural and recreational resources the nation's capital has to offer, including outings to concerts, theater, baseball games, hiking, movies, golfing, cooking classes and wine tastings, and softball. In addition, many of our lawyers organize individual small lunches and dinners or other activities with summer associates. The variety of formal and informal events in small and large groups gives summer associates a sense of our collegial environment and the diverse lawyers who comprise our firm. These events are yet another way in which we connect summer associates with our lawyers so that they can get a further sense of the individual practices and career paths of our various attorneys. Year after year, we find that summer associates get the best insights into the types of law that we practice at Covington by attending social events over the course of the summer.

Law Student Hiring

Each fall, the firm conducts interviews with second-year law students at over 20 law schools and job fairs, and we also routinely consider applications from exceptional students attending law schools at which we do not conduct campus interviews. As part of the on-campus interview process, the firm considers each applicant's prior experience and law school record. Because the firm places a premium on high quality legal writing, we ask each applicant to provide us with a legal writing sample. In order to get to know more about each applicant as an individual, we ask for three references with whom we can speak about the applicant. After the initial extensive evaluation process following the campus interview, our top applicants are invited to visit the firm and meet with additional lawyers. Summer associates from 17 law schools participated in our 2011 Summer Associate Program in Washington.

CONTACT

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