

# Summer Associate

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# Program

**COVINGTON**

# Summer Associate Feedback

“I was so impressed at how responsive the assignment coordinators were. When I asked for a specific kind of assignment, they were able to get it for me. I got a good range of experiences, which helped me clarify my interests.”

“Every element reinforced what I knew about the firm. The assignments were thoughtfully crafted. The cases and clients are interesting and reflected the work of the firm.”

“I thought the education programming was excellent—these were far and away some of my favorite events of the summer.”

“Every event I was able to attend was worthwhile! Compared to my peers at other firms, it was clear we had the most events and the most fun events. I got to know a much larger number of people than I ever thought I would have going into the summer!”

# Our Firm

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1919

Year Founded in  
Washington



120+

Former Government  
Officials and Diplomats

1,100+

Lawyers and Advisors  
Worldwide



200K+

Pro Bono Hours  
Provided in 2018

13

Number of times Covington  
has appeared on  
*The American Lawyer's*  
“A-List” since the honor was  
introduced in 2003

Top Five Firm

*The American Lawyer's*  
2018 Pro Bono Rankings



75+

Covington partners and associates dedicated to  
implementing the summer program and tailoring the  
experience to each summer associate

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**COVINGTON**

# Join Us Next Summer!

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Through our summer associate program, we provide a select group of law students from around the country the opportunity to participate in a broad and exciting range of legal matters.



## Assignments: Work with Us

Our interactive and individualized assignment system is the foundation of our program. We actively solicit input from summer associates on desired assignments and encourage them to try projects in multiple practice areas.



## Customized

Summer associate assignments are tailored to individual practice interests. Because our assignments typically last no longer than two weeks, summer associates are able to try a variety of practice areas. We encourage summer associates to explore and find those that resonate most with individual interests.



## A Variety of Real Legal Work

Our goal is to evaluate a summer associate's abilities based on real assignments, whether researching issues and drafting briefs, or negotiating contracts. Our lawyers and clients rely on the work product that our summer associates help produce.



## Education: Learn with Us

Our substantive summer training programs include depositions, advocacy writing, communication skills, and transaction and settlement negotiations. Summer associates are also invited to participate in client and internal strategy meetings and court hearings.



## Social: Get to Know Us

We ensure that our summer associates get to know our lawyers outside of the office through a variety of social events. We also provide the opportunity for summer associates to take advantage of many of the cultural activities that our cities have to offer. Events include baseball games, concerts, wine tasting, and hiking.

# Diversity and Inclusion Initiatives



Partner Ingrid Rehtin was a member of the team that created the Mansfield Rule as part of the first Women in Law Hackathon.



100% Corporate Equality Index Rating for LGBT+ Policies. 11 consecutive years on the “Best Places to Work” list.



Langston Bar Association Law Firm Diversity of the Year Award

Covington continues its determined focus to ensure a diverse and inclusive environment at the firm. By recruiting, retaining, developing, and advancing a diverse group of lawyers, we advance the interests of our clients, our practice, and our profession.

## Affinity Groups

Covington’s Diversity and Inclusion Committee established firm-wide affinity groups to reflect the diverse backgrounds of our lawyers: African-American/Black, Asian-American, Hispanic/Latino, LGBT+, and Veterans. The affinity groups contribute to our firm culture and provide additional opportunities for mentoring, community building, and professional development.

## Women’s Forum

The Women’s Forum is a firm-wide initiative designed to facilitate interaction among women lawyers at all levels of the firm. Through regularly scheduled programs and initiatives, the Women’s Forum provides opportunities for our women lawyers to network with each other and discuss issues of common interest, including career growth, mentoring, and business and professional development.

## Diversity Speakers Series

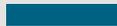
As part of our Diversity Speaker Series, we invite a wide range of diversity thought leaders to speak with our lawyers about ways to further facilitate and promote diversity and inclusion in the legal profession.

Recent speakers included Brad Sears, Executive Director of the Williams Institute at UCLA School of Law, Tony West, Chief Legal Officer and Corporate Secretary with Uber, Sandra Leung, Executive Vice President and General Counsel at Bristol-Myers Squibb, and Covington partner and former United States Attorney General Eric Holder.

## Annual Candidate Diversity Summit

The firm hosts annual Diversity Summits for prospective summer associates. Students are invited to our offices to learn more about the firm’s commitment to diversity. Lawyers share their experiences regarding firm life and culture.

### Ethnically Diverse Lawyers

24.72% Covington   
18.75% NALP 

### Women Lawyers

39.91% Covington   
37.29% NALP 

### LGBT+ Lawyers

5.07% Covington   
3.26% NALP 

# Pro Bono

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1,100

Active Cases  
in 2018

100%

U.S. Associate  
Participation

170

Average Hours  
Per U.S. Lawyer



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Commitment to pro bono service is a hallmark of our firm's culture and has been integral throughout our 100-year history. Much of our pro bono work is anchored in meeting local needs, serving economically disadvantaged individuals and families in our surrounding communities, but the firm also has a long history of serving vulnerable clients and important causes throughout the U.S. and the world.

## Washington Rotation Programs

Through our six-month rotation program, we loan lawyers and staff to three Washington-based legal aid organizations: Neighborhood Legal Services Program, the Children's Law Center, and Bread for the City.

## Immigrants' Rights

In 2018, we helped 135+ individuals seeking immigration relief in the U.S. and Europe. Our policy and impact litigation docket included dozens of matters to protect the rights of immigrants, including securing a nationwide injunction halting rescission of the DACA program; challenging the Administration's travel ban; and representing Los Angeles in challenging the federal funding policies that punish "sanctuary cities."

## Veterans

For the first time in its history, the United States Court of Appeals for Veterans Claims certified a class action and granted classwide relief to veterans. Covington brought this class action petition in partnership with the National Veterans Legal Services Program. The landmark petition challenged the inexcusable delays by the Veterans Administration in processing appeals of benefit denials.

Covington also was named 2018 Partner of the Year by the National Veterans Legal Services Program.

## LGBT+ Advocacy

On behalf of the ACLU and six transgender U.S. service members, Covington challenged the Administration's ban on transgender military service members on the grounds that it violates equal protection and substantive due process.

## Criminal Justice Reform

Covington handles numerous death penalty and wrongful conviction matters across the United States. The firm recently favorably settled a class action suit that challenged the Milwaukee Police Department's unconstitutional stop-and-frisk policies and practices that disproportionately targeted black and Latino individuals.

## International

Lawyers in all of Covington's offices are also working to advance international human rights and global access to justice, advising hundreds of NGOs focused on improving access to basic human needs around the world.

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## 2019 Pro Bono Hot List

### *The National Law Journal*

Recognized our success in suing the U.S. Department of Justice on behalf of the City of Los Angeles to prevent the federal government from requiring assistance with immigration enforcement as a condition of grants.

# Corporate

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€2.1 Billion

Acquisition of Antelliq S.A.



\$8.1 Billion

Advised on Initial Public Offering



\$5.1 Billion

Acquisition of Patrón Spirits International

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Our transactional lawyers are active across a number of industries in the Americas, Asia, Europe, and the Middle East.

## Mergers and Acquisitions and Private Equity

In the past year, Covington advised on more than 100 announced M&A transactions with an aggregate deal value of over \$75 billion, including over 25 financial advisory representations. Select highlights include advising Investcorp Technology Partners in its acquisition of Softgarden; TE Connectivity in the sale of its Subsea Communications Business to Cerberus Capital Management; and Elbit Systems Ltd. in its acquisition of nearly all the assets of Universal Avionics Systems Corporation.

## Capital Markets

Our capital markets group advised on billions of dollars in securities offerings, representing both issuers and underwriters in seven IPOs and numerous debt and equity offerings in the life sciences and financial services industries. Select highlights include advising Uber Technologies in its \$8.1 billion initial public offering; representing Zoetis in its \$1.5 billion aggregate offering of investment grade debt; Jefferies LLC as underwriters on a \$1 billion public offering of Senior Notes by Jefferies Group LLC; and Republic Services in its aggregate \$800 million offering of investment grade notes.

## Life Sciences

We handled collaborations, licensing transactions, and M&A deals for AbbVie, Allergan, Eisai, Emergent BioSolutions, Foundation Medicine, GammaDelta Therapeutics, Johnson & Johnson, Merck, Sensyne Health, Stryker, UCB, and others. Covington also advised GlaxoSmithKline in a \$300 million investment in and a four-year collaboration with 23andMe, and BenevolentAI, one of the leading AI companies in the life sciences sector, in its acquisition of Proximagen.

## Financial Services

With robust activity in the financial services sector, we advised Goldman Sachs, KBW, Sandler O'Neill, and Stephens as financial advisors in a number of M&A and capital markets transactions. We also represented the acquirors in several of the largest bank M&A deals announced in 2018, including WSFS in its \$1.5 billion acquisition of Beneficial Bancorp and Veritex Holdings in its \$1 billion acquisition of Green Bancorp.

## Technology and Outsourcing Transactions

We advised on numerous innovative technology and outsourcing transactions for clients, with significant growth in transactions involving data commercialization, digital health, AI/IoT, fintech, connected and autonomous vehicles, content and media distribution, and sports technology.

## International Energy Sector

Our global Project Development and Finance group has played a pivotal role in a number of landmark projects and was recognized at the *PFI Awards 2018* for the team's work on the new \$243 million financing facility for Al Ezzel Power Company, a key electricity supplier in Bahrain; and in a \$302 million financing of the 300 MW Sakaka IPP photovoltaic solar project, the first-ever utility-scale renewable energy project under the National Renewable Energy Program of the Kingdom of Saudi Arabia.

# Litigation and Investigations

## California Litigation Department of the Year

*The American Lawyer*

Recognizing the law firm whose California litigators have delivered outstanding service—and wins—for their clients in the year's most demanding litigation matters.



Mitchell Kamin, Aaron Lewis, Clara Shin, Sonya Winner, and Jeffrey Davidson

Our litigation and investigations practices regularly achieve notable victories for clients and earn numerous recognitions for our work.

### White Collar Defense and Investigations and Cultural Reviews

Our cross-office teams were repeatedly tapped by major entertainment companies, educational institutions, technology companies, and others to help them diagnose problematic workplace behavior and defend them against emerging lawsuits following the emergence of the #MeToo movement.

### International Arbitration

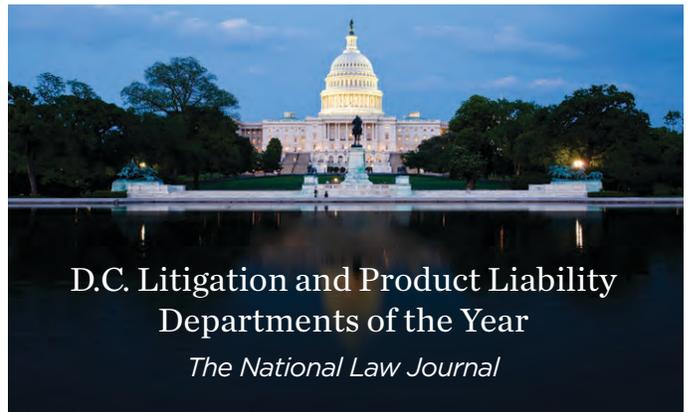
Covington secured a major victory on behalf of Ukraine's state-owned oil and gas company, NJSC Naftogaz of Ukraine, in an international arbitration against the Russian Federation. A tribunal sitting at the Permanent Court of Arbitration in The Hague concluded that Russia unlawfully expropriated Naftogaz's assets in Crimea, in violation of Russia's obligations under a bilateral investment treaty between Russia and Ukraine. Naftogaz's assets have been valued at \$5 billion, plus interest.

### Product Liability

Covington obtained one of the most significant product liability victories in 2018, ending over 2,100 Accutane cases in the 13-year-old Accutane-IBD litigation. The 90-page decision concluded over 10 years of hard-fought litigation in these thousands of cases. More broadly, the decision will fundamentally affect the future feasibility of lawsuits premised on dubious science against New Jersey companies in New Jersey state courts.

### Appellate

Covington won a precedent-setting dispute before the U.S. Supreme Court on behalf of Return Mail, Inc. in a case that attracted significant attention in the patent field, particularly within industries that involve competition or collaboration with the federal government. The 6-3 ruling concludes a pivotal chapter in Return Mail's 15-year, multi-forum fight to enforce its patent rights against the government, while defending against the U.S. Postal Service's attempt to invalidate its patent through an administrative proceeding at the U.S. Patent and Trademark Office. Beth Brinkmann, partner and co-chair of the firm's Appellate practice, argued one of only two patent cases before the Supreme Court this Term.



D.C. Litigation and Product Liability  
Departments of the Year

*The National Law Journal*

# Regulatory and Public Policy

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## Top Public Policy Practice

*The Hill*

## Practice Groups of the Year

Government Contracts and International Trade *Law360*

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Our regulatory lawyers and advisors help clients achieve their business objectives around the world.

### International Trade

Covington secured a significant win at the U.S. International Trade Commission (ITC), which blocked the federal government from imposing tariffs on Canadian newsprint and gave the publishing industry a victory in a battle it said was crucial to the health of newspapers. In a 5-0 ruling, the ITC found Canadian newsprint imports did not cause “material injury” to U.S. newsprint producers. Starting in January 2018, the U.S. Department of Commerce had set tariffs as high as 32 percent, and newsprint prices jumped by nearly 30 percent. Price hikes and short supply led some newspapers to reduce print distribution and cut newsroom staff, and threatened many small town papers’ continued operations. The ruling freed U.S. newsprint buyers from paying the tariffs proposed earlier by the Commerce Department—savings worth millions of dollars.

### Life Sciences

Covington advised Sensyne Health on medical device regulatory and data protection matters in connection with its £60 million IPO on London’s AIM market. The firm also represented Sensyne Health in negotiating strategic research and data processing agreements with the Chelsea and Westminster Hospital NHS Foundation Trust, the Oxford University Hospitals NHS Foundation Trust, and the South Warwickshire NHS Foundation Trust.

### Data Privacy and Cybersecurity

Covington has advised hundreds of companies on substantive matters and compliance projects relating to the EU General Data Protection Regulation (GDPR), and now is assisting clients in preparing for new privacy legislation in California, Brazil, and elsewhere.

We are primary privacy counsel for the leading multinational companies in their sectors, including American Express, Facebook, General Mills, Microsoft, the National Football League, Samsung, Procter & Gamble, and Verizon Media, and we also are primary data security and cybersecurity counsel for many other clients. In the past year, we have handled some of the largest data breaches you have never heard of, a success of our cyber lawyers in handling breaches in a manner that resolves both regulatory issues and public scrutiny.

With companies across many industries receiving escalating legal demands to produce data or to assist in surveillance, we have launched an Electronic Surveillance and Law Enforcement Access group.

### CFIUS

Covington secured CFIUS approval for the \$2.7 billion acquisition of our client Genworth Financial by Chinese investment group China Oceanwide Holdings Group Co. Ltd.—the largest acquisition of a U.S. company by a Chinese entity approved during the Trump Administration.

### Government Contracts

Covington secured a complete win for our client UnitedHealthcare in the District Court of Shawnee County, Kansas, which upheld the award of contracts for the state’s Medicaid managed care services to UnitedHealthcare and two other companies worth up to \$15 billion.

# North American Offices

Through immersion into our practice, summer associates at each of our North American offices are exposed to Covington’s enduring cultural values—the values that shape our delivery of the highest quality service to our clients and our service to the public interest through extensive and precedent-setting pro bono legal work.



700+

Lawyers and Advisors

Our offices are located in  
CityCenterDC

#1 Best Law Firms in  
Washington in 2019  
- Vault

## Washington

In 1919, Covington’s founders sought to create a firm in the nation’s capital that could advise and represent clients located anywhere in the world on a wide range of legal issues. Today our Washington office handles a broad array of corporate, litigation and investigations, and regulatory and public policy matters.

### Recent Headlines

- Covington Represents Ukraine in Securing Order for Release of Servicemen and Naval Vessels
- Covington Advises Merck on €2.1 Billion Acquisition of Animal Health Company

### Select Industries

- Life sciences, food and drug, defense and national security, energy, technology, media/entertainment, and sports.



180+

Lawyers and Advisors

Our office is in The New York  
Times Building, designed by  
Pritzker Prize-winning architect  
Renzo Piano

5 Former Federal  
Prosecutors

## New York

Covington’s office is home to leading corporate and litigation practices. Our corporate practice focuses on mergers and acquisitions, and capital markets. Our clients range from large, multinational corporations to venture-backed companies, from senior management teams to boards of directors, and from venture and private equity firms to hedge funds. The office’s broad-based litigation practice, with industry-leading white collar defense, commercial litigation, and international arbitration teams in New York, has more than 80 litigators.

### Recent Headlines

- Covington Advised Uber Technologies in \$8.1 Billion Initial Public Offering
- The *American Lawyer* and *Legal Week* Recently Named Covington Its Transatlantic Arbitration Team of the Year

### Select Industries

- Financial services, life sciences, technology, media, energy, and sports.



## Los Angeles

The Los Angeles office has deep experience navigating the most complex and challenging legal issues that Southern California businesses face, award-winning litigation, corporate, and regulatory expertise, and a global reach that allows us to solve our client's problems anywhere in the world.

35+

Lawyers and Advisors

Our office is in Century City

4 Former Federal Prosecutors

### Recent Headlines

- *The American Lawyer* Names Covington California Litigation Department of the Year
- Former Assistant U.S. Attorney Ryan Weinstein Joins Covington in Los Angeles

### Select Industries

- Media and internet, life sciences, aerospace, defense and national security, electronics and IT, financial services, insurance recovery, and gaming.



## Palo Alto

Our client roster ranges from start-ups to Global 100 companies that operate across multiple industries. Our Bay Area corporate practice covers a wide spectrum of transactional and advisory work, and our IP and patent team is brought in to handle our clients' most sophisticated and challenging matters.

40+

Lawyers and Advisors

We are at the epicenter of Silicon Valley

90%

Of the world's largest technology companies are represented by Covington

### Recent Headlines

- Covington Advised SK Holdings in \$100M Investment
- Catharina Min Awarded Inaugural "Trailblazer Award" by the Korean American Bar Association

### Select Industries

- Life sciences, electronics and information technology, consumer products, media, financial services, energy and clean tech, and defense sectors.



## San Francisco

We represent clients in corporate, litigation, and regulatory matters across a diverse range of industries, and handle their most sophisticated and interesting legal issues across many substantive areas of law. Since 1999 our office has grown from six lawyers to more than 85, and our clients include major players of the global economy.

85+

Lawyers and Advisors

Our offices are located in the new Salesforce Tower

20 Years in San Francisco

### Recent Headlines

- Jeffrey Davidson Cited by *The National Law Journal* for Pro Bono Work on DACA
- Leading California Technology M&A Lawyer Denny Kwon Joins Covington

### Select Industries

- Life sciences, financial services, media and internet, consumer goods, and energy.

To apply for a position, please submit your application, indicating the office location in which you are interested to the related office contact.

Washington

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**COVINGTON**

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NEW YORK PALO ALTO SAN FRANCISCO SEOUL SHANGHAI WASHINGTON

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