

# Summer Associate Program

**COVINGTON**

BEIJING BRUSSELS DUBAI FRANKFURT JOHANNESBURG LONDON LOS ANGELES  
NEW YORK PALO ALTO SAN FRANCISCO SEOUL SHANGHAI WASHINGTON

[www.cov.com](http://www.cov.com)

# Join Us Next Summer

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

Through immersion into our practice, summer associates are exposed to Covington's enduring cultural values—the values that shape our delivery of the highest quality service to our clients and our contributions to the public interest through dynamic and precedent-setting pro bono legal work.



[What Is Your Most Memorable Moment at Covington?](#)



[What Makes Covington a Special Place to Practice?](#)





## 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. We encourage summer associates to explore and find those practice areas that resonate most with their 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.

“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.”





## 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.

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



## Social: Get to Know Us

We ensure that our summer associates get to know our lawyers. Typical activities include sporting events, concerts, wine tastings, and hiking. Virtual events in 2020 included paint night and trivia.

“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!”



# Covington At-a-Glance



Learn More in Our  
About Covington Video

First

Ranked first by *The American Lawyer* in average pro bono hours performed by lawyers based in the U.S. in 2019



1,300+

Lawyers and Advisors  
Worldwide

15

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

75+

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



200K+

Pro Bono Hours  
Provided in 2019

120+

Former Government  
Officials and Diplomats



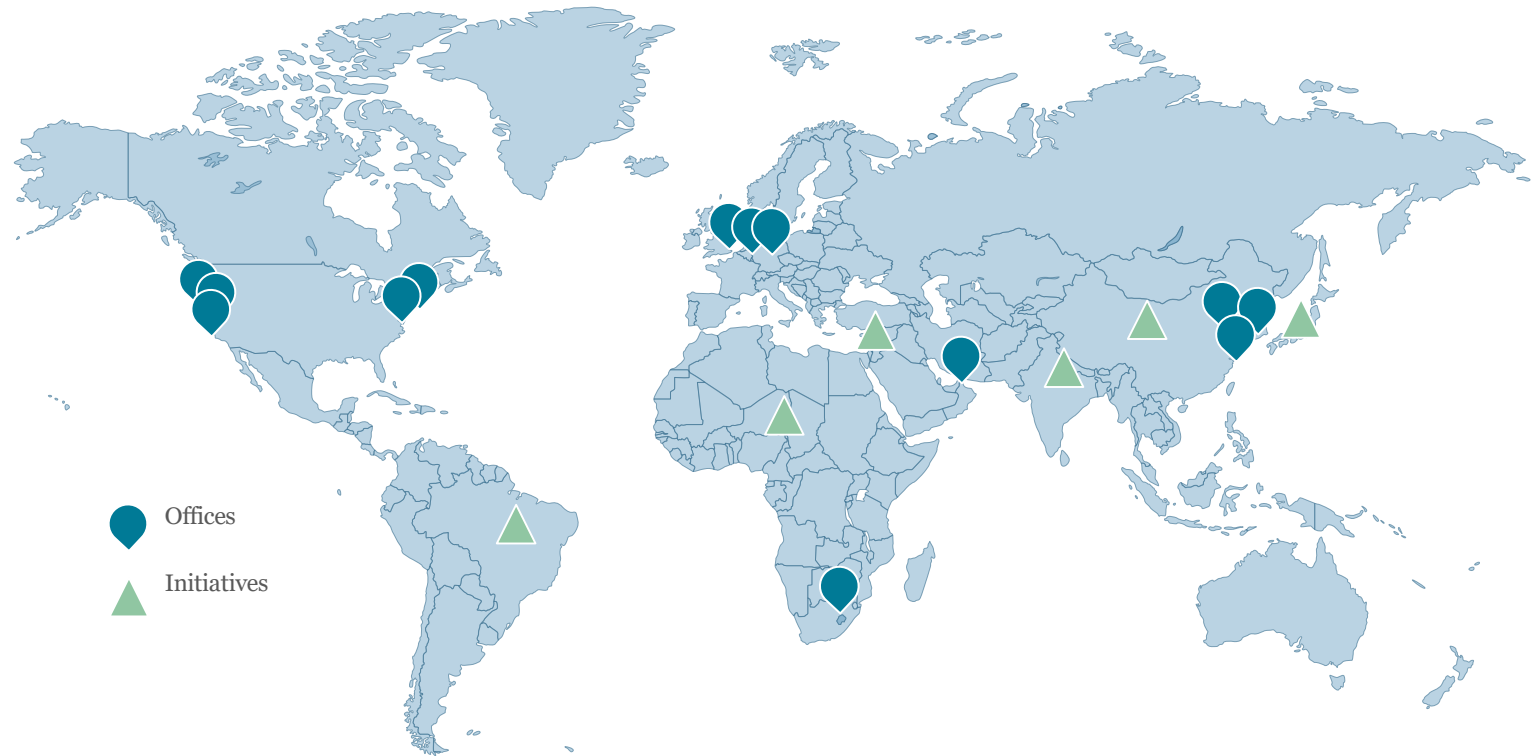
1919

Year Founded  
in Washington



# One Firm Globally

- Our distinctively collaborative culture allows us to be truly one team globally, drawing on the diverse experience of lawyers and advisors across the firm by seamlessly sharing insight and expertise.
- We combine the tremendous strength in our litigation, investigations, and corporate practices with deep knowledge of policy and policymakers, and one of the world's leading regulatory practices.
- This enables us to create novel solutions to our clients' toughest problems, successfully try their toughest cases, and deliver commercially practical advice of the highest quality.



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# Corporate Practice

**500+**M&A Deals

Valued at \$500+ billion in the  
past 5 years

**200+**Capital Markets Deals

Valued at \$100 billion in the past 5 years,  
including 32 IPOS

**250+**Transactional Lawyers

In major financial sectors  
around the globe

[Learn More ▶](#)

## Overview

- Our corporate practice covers a broad range of transactional and advisory work on behalf of public and private companies, financial institutions, private equity and venture capital funds and sponsors, and corporate boards.
- Industries include life sciences, financial institutions, energy, defense and national security, consumer and luxury goods, sports, and technology and media.

## Select Practices

- Antitrust Transactions
- Capital Markets and Securities
- Content Creation and Distribution
- Corporate Governance
- Employee Benefits  
and Executive Compensation
- Finance
- Life Sciences Transactions
- Mergers and Acquisitions
- Outsourcing
- Private Equity
- Private Funds
- Project Development and Finance
- Restructuring and Bankruptcy
- Tax
- Technology and IP Transactions
- Venture Capital and Emerging  
Companies





# Litigation and Investigations Practice

50+  
Trial Wins

80+  
Appellate  
Victories

30+  
Governmental  
Declinations

In the past three years

65  
Countries

Where we have handled investigation  
matters in the past two years

Learn More ►

## Overview

- Our clients turn to us for their toughest challenges. We handle bet-the-company [antitrust](#), [class action](#), [insurance recovery](#), and [intellectual property](#) litigation; defend against ever more aggressive enforcement actions by national and local government agencies; and tackle their most complicated international disputes.
- Our team includes one of the largest collections of former prosecutors in private practice, alumni of 30 of the most active investigating agencies in U.S. and EU, and former U.S. Attorney General Eric Holder and three former Heads of U.S. Department of Justice Criminal Division.

## Select Practices

- Appellate and Supreme Court
- Class Actions
- Commercial Litigation
- Copyright and Trademark Litigation
- E-Discovery and Information Management
- ERISA and Employee Benefits Litigation
- Insurance Recovery
- International Arbitration
- ITC Section 337
- Media and Entertainment Litigation
- Patent Litigation
- Patent Office (PTAB) Trials
- Product Liability and Mass Tort Defense
- Securities Litigation and Enforcement
- Tax Controversies
- Trade Secrets Litigation and Counseling





# Regulatory and Public Policy Practice

## Dozens

### Of Top-ranked Regulatory Practices

Across substantive areas

## 120+

Former regulatory and  
enforcement officials

## Long History

Linking regulatory expertise  
with leading practices in  
litigation, corporate,  
and white collar

Learn More ►

## Overview

- Our leading practices cover a broad array of practices and government-regulated industries.
- As a core component of the firm, we turn regulatory insight into practical advice for doing business anywhere in the world.
- Our team includes senior officials from the European Commission, EU Parliament, Swedish government, U.S. Departments of Commerce, Defense, Energy, Health and Human Services, Homeland Security, Justice, Treasury, and State, the Environmental Protection Agency, Securities and Exchange Commission, Office of the Comptroller of the Currency, Office of the United States Trade Representative, International Trade Commission, Federal Trade Commission, Commodity Futures Trading Commission, World Trade Organization, and more.

## Select Practices

- Antitrust/Competition
- CFIUS
- Communications and Media
- Consumer Product Safety
- Copyrights, Patents, Trademarks
- Data Privacy and Cybersecurity
- Election and Political Law
- Employment
- Energy
- Environmental
- Export Controls and Trade Sanctions
- Financial Services
- Food, Drug, and Device
- Futures and Derivatives
- Government Contracts
- Health Care
- Public Policy and Government Affairs



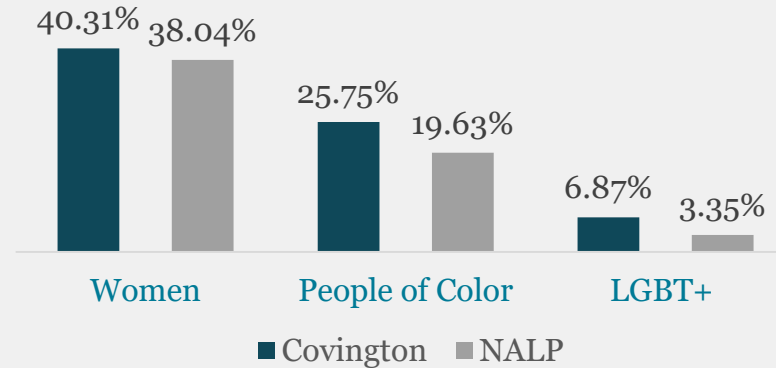
# About Our D&I Initiatives

At Covington, we recognize the differences among us as an asset and a source of strength. We believe that excellence in the practice of law knows no racial, ethnic, gender, religious, sexual orientation, or other boundaries.

Covington lawyers bring a wide variety of backgrounds, perspectives, and life experiences to our practice. By recruiting, retaining, developing, and promoting a diverse group of lawyers, we advance the interests of our clients, our practice, and our entire profession.

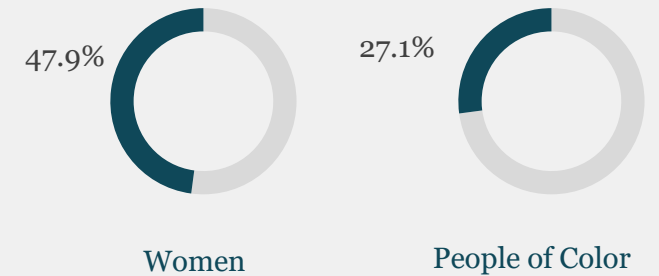
[Learn More ▶](#)

## Our Demographics



Covington lawyers as of 12/31/19. NALP: National Association of Law Placement 2019 Report on Diversity in US Law Firms.

## 2018-2020 Partner Classes



## Affinity Groups

An important part of our work and culture, affinity groups help us connect and provide mentoring, learning, and development opportunities in professional forums.

- African American/Black
- Asian American
- Hispanic/Latino
- LGBT+
- Women's Forum
- Veterans

We have joined the newly formed Law Firm Antiracism Alliance, a coalition of leading U.S. law firms that will work collectively to challenge systemic racism in the law and in government institutions.

# Accolades



Covington achieved a [perfect score](#) on the “Corporate Equality Index Survey” in each of the last 12 years. This survey rates employers and their policies pertinent to LGBT+ employees, consumers, and investors.



**Mansfield Rule**  
Certified *Plus* 2020 Powered by DIVERSITYLAB

Covington was certified “[Mansfield Rule Certification Plus](#)” by Diversity Lab in 2018, 2019 and 2020. The certification measures whether the firm has considered and achieved at least 30% women, people of color, and LGBT+ lawyers for leadership roles and senior lateral positions.



Covington was ranked among [The American Lawyer's A-List for 2020](#) ranking of the top 20 firms based on revenue per lawyer, pro bono commitment, diversity, associate satisfaction, and the percentage of female equity partners.



Covington was recognized with the 2019 “[Law Firm Diversity of the Year Award](#)” by the John M. Langston Bar Association of Los Angeles for our continued commitment to diversity.



Covington achieved U.S. and UK “[Gold Standard Certification](#)” in 2020 by the Women in Law Empowerment Forum (WILEF). WILEF grants the certification to major law firms that meet criteria concerning the number of women equity partners, in firm leadership positions, and the most highly compensated partners.



Covington ranked among the top 10 “Best Law Firms for Minority Attorneys” for firms with more than 600 lawyers in 2020.



**Starbucks**  
Excellence in  
Diversity and  
Inclusion award

Starbucks recognized Covington with its Excellence in Diversity and Inclusion award for 2019 for our intentional commitment to diversity and inclusion in key areas such as recruitment, pipeline development, promotions to partnership, firm management, and retention.



Covington has been recognized by *Euromoney Legal Media Group* with the “Americas Women in Business Law Award.” The award honors firms that set the standard for female-friendly work practices.

# Covington's Pro Bono Commitment

1,270+

Active Pro Bono Matters in 2019

#1

Ranked first by *The American Lawyer* in average pro bono hours performed by lawyers based in the U.S. in 2019

190

Average Pro Bono Hours per U.S. Lawyer. #1 Highest Average Pro Bono Hours for U.S. Firms

1,100+

Covington partners, counsel, and associates who dedicated pro bono hours to a wide range of matters serving our local and global communities.

[Learn More](#) ▶

## Overview

- From its beginning, Covington has been committed not only to the highest professional standards of representation but also to public service. The firm's pro bono program has long been acknowledged as preeminent in the legal community—our work is anchored in providing legal assistance to people and organizations of limited means in our surrounding communities, while also always looking to take on sometimes challenging matters that affect the most vulnerable clients and support important causes.

## Key Areas of Impact

- Criminal Justice
- Immigration
- Civil Rights
- Civil Legal Aid
- Non-Profits and Enterprise
- International
- Veterans
- LGBTQ+
- Gun Violence Prevention
- Environment
- Racial Justice
- Women and Girls' Empowerment



### Pro Bono Video: 11 Years to Freedom

Brian Ferguson turned to Covington to help him fight for his freedom.



## Social and Racial Justice

We have redoubled our efforts to combat racism and promote social justice through our pro bono efforts. In just the last year and a half, the firm has devoted nearly 120,000 pro bono hours to racial justice issues, worth more than \$75 million.

# North American Offices



## Washington

[Learn More ▶](#)

- 700+ lawyers and advisors
- Our office is located in CityCenterDC
- #1 Best Law Firms in Washington in 2019 - Vault



## New York

[Learn More ▶](#)

- 200+ lawyers and advisors
- Our office is in The New York Times Building, designed by Pritzker-Prize-winning architect Renzo Piano
- Five former federal prosecutors



## Los Angeles

[Learn More ▶](#)

- 45+ lawyers and advisors
- Our office is in Century City
- Four former federal prosecutors



## Palo Alto

[Learn More ▶](#)

- 40+ lawyers and advisors
- We are at the epicenter of Silicon Valley
- 90% of the world's largest technology companies are represented by Covington



## San Francisco

[Learn More ▶](#)

- 90+ lawyers and advisors
- Our office is in the new Salesforce Tower
- 20+ years in San Francisco



# #1

Covington received the most [Law360 Rising Stars](#) accolades among all law firms in 2020, with honorees from our Los Angeles, New York, and Washington offices.



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

Washington

**Karema Page**

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New York

**Nicole Carney**

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California

**Dana Mandell**

[legal.recruitingca@cov.com](mailto:legal.recruitingca@cov.com)

