

# Summer Associate Program

**COVINGTON**

BEIJING BOSTON 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 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, cooking classes, and hiking.

“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

Ranked #1

*The American Lawyer*

For Average Pro Bono Hours  
per U.S. Lawyer (2024)



1,300+

Lawyers and Advisors  
Worldwide

19

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



229K+

Pro Bono Hours  
Provided in 2024

120+

Former Government  
Officials and Diplomats



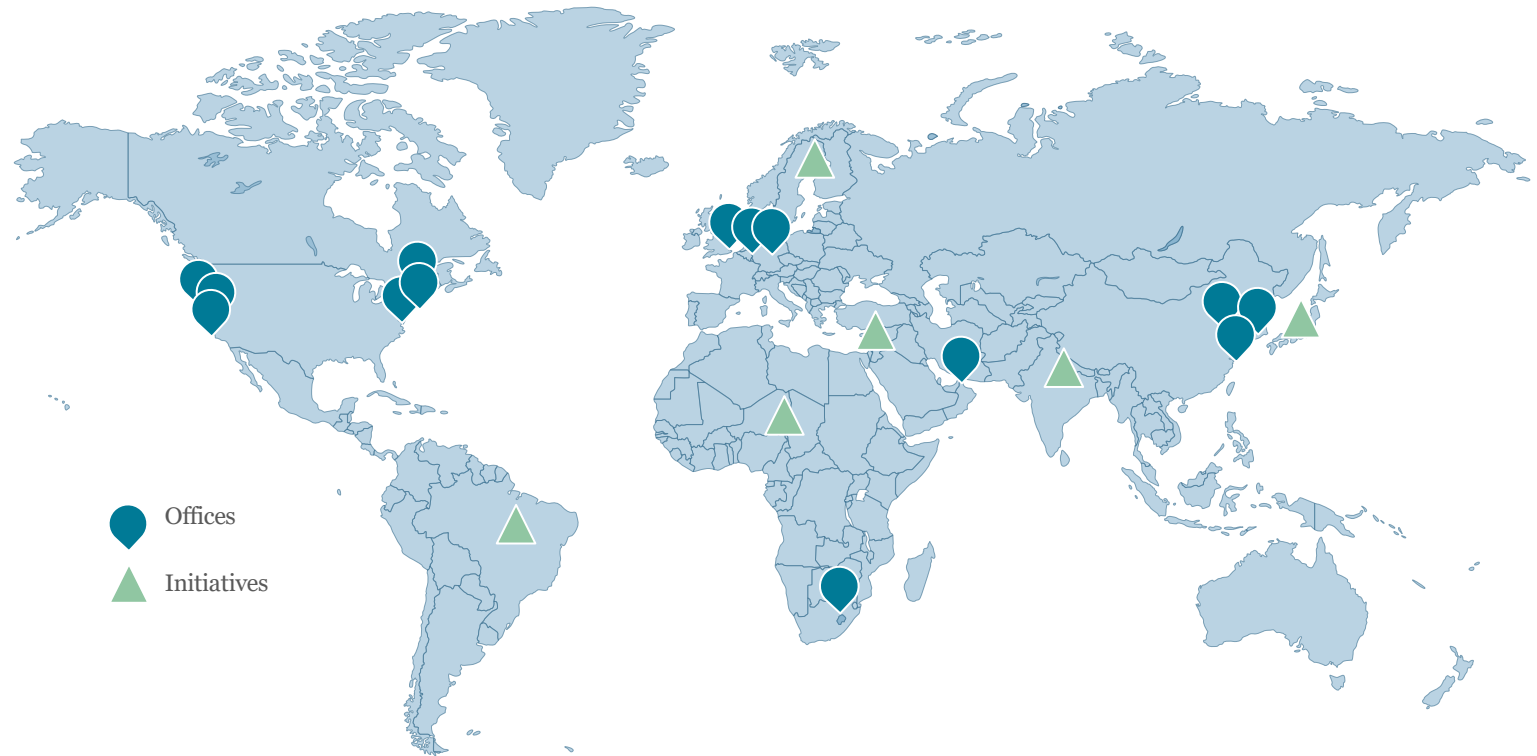
1919

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

550+

M&A Deals

Valued at \$750+ billion  
in recent years

390+

Capital Markets Deals

Valued at \$113+ billion  
in the past 5 years

300+

Transactional Lawyers

In major financial sectors  
around the globe

Learn More ►

## Overview

- The 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, technology and media, energy, infrastructure, defense and national security, industrials, consumer and luxury goods, and sports.

## 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+

Trials to verdict in the last 3 years, which include 9 members of the American College of Trial Lawyers

\$30+  
Billion

Insurance recoveries secured for policyholders

100+  
ITC Section 337 Cases

Handled before the U.S. International Trade Commission over 30 years

400

Appeals in the last 5 years and 50+ U.S. Supreme Court oral arguments by lawyers now at the firm

[Learn More ▶](#)

## Overview

- We handle bet-the-company litigation; defend against ever more aggressive enforcement actions by national and local government agencies; and tackle complicated international disputes.
- Our litigators appear before courts in Europe, state and federal courts and enforcement agencies throughout the U.S., and arbitral tribunals throughout the world; we also counsel our clients in cross-border disputes involving Europe, Asia, Africa, the Middle East, and the Americas.

## Select Practices

- Antitrust Litigation
- Appellate and Supreme Court Litigation
- Class Actions
- Commercial Litigation
- Copyright and Trademark Litigation
- E-Discovery, AI, and Information Governance
- Employment Litigation
- ERISA and Employee Benefits Litigation
- Government 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 and staff from the European Commission, EU Parliament, UK Parliament and government, U.S. Congress, U.S. Departments of Commerce, Defense, Energy, Health and Human Services, Homeland Security, Justice, Treasury, and State, the Environmental Protection Agency, Federal Communications Commission, Food and Drug Administration, Securities and Exchange Commission, Office of the Comptroller of the Currency, Office of the U.S. Trade Representative, International Trade Commission, Federal Trade Commission, Commodity Futures Trading Commission, World Trade Organization, and more.

## Select Practices

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



# Our Values



At Covington, we recognize the differences among us as an asset and a source of strength.

Covington lawyers bring a wide variety of backgrounds, perspectives, and life experiences to our practice, and this contributes to the firm's ability to provide excellence in the practice of law.

By recruiting, retaining, developing, and promoting a widely diverse group of lawyers, we advance the interests of our clients, our practice, and our entire profession.

[Learn More ▶](#)

“Covington is a firm that is committed to providing inclusive spaces for associates, partners, and staff, which is why I chose to practice here.”

- 2<sup>nd</sup> Year Associate

“We face complex issues so difference in perspective and background is huge in how we craft our strategies.”

- Client Feedback

## Firm Experience Survey

We offered a standardized opportunity for all colleagues to share meaningful feedback on our workplace culture. Survey responses were analyzed and used to compose a summary of themes and priorities for review and actioning by firm leadership.

## Resource Group Programming

Our resource groups invite experts to speak and help advance our understanding of workplace culture. During these events we celebrate the many heritages and communities represented at Covington.

## Contributing to Our Inclusive Culture

All associates and counsel may count up to 50 hours toward bonus eligibility for activities focused on advancing our values.

# Accolades and Commitments



Ranked 1st among the 100 largest law firms on *Law 360 Pulse's* [Social Impact Leaders](#).



AMERICAN **BAR** ASSOCIATION

Covington is a proud signatory of the American Bar Association's (ABA) [Pledge For Change](#) to help shape an inclusive workplace for lawyers with disabilities.



AMERICAN **BAR** ASSOCIATION

Covington is a proud signatory of the ABA [Well-Being Pledge Campaign](#) to help legal employers support a healthy and sustainable work environment.



Ranked among The American Lawyer's [2024 A-List](#) of 20 elite U.S. law firms based on financial performance, pro bono activity, associate satisfaction, and racial diversity and gender diversity.



Ranked as one of the Top 50 "Best Law Firms for Talent" for the past three years.



Certified by Diversity Lab every year [since 2018](#) for our work to ensure a fair and equal opportunity for all lawyers to advance into leadership.



Achieved a score of 100 on the ["Corporate Equality Index Survey"](#) in each of the last 16 years.



Selected as a 2023 [DEI Leadership Gold Seal](#) recipient by the State Bar of California.

# Covington's Pro Bono Commitment

1,600+

Active Firmwide Pro Bono Matters

100%

U.S. Associate Pro Bono  
Participation

183 Hours

Average Pro Bono Hours  
per U.S. Lawyer

1,300+

Covington lawyers who volunteered on a  
diverse range of pro bono matters

Learn More ►

## Overview

- Since its founding more than 100 years ago, 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, and we frequently take on challenging matters that affect the most vulnerable clients and address broader systemic issues and public rights.

## Key Practice Areas

- Increasing Access to Civil Justice
- Advancing Civil Rights & Protecting Civil Liberties
- Reforming the Criminal Legal System
- Safeguarding Human Rights & International Law
- Promoting Media Freedom & Protecting Journalists
- Supporting Nonprofits, Social Enterprises, & Entrepreneurs



Video: 11  
Years to  
Freedom



## Anchored in Service

“Covington regards pro bono service as a professional obligation of each firm lawyer—with the privilege we all have as lawyers comes a responsibility to give back.”

- Doug Gibson, Partner and Firm Chair

# North American Offices



## Washington

[Learn More ▶](#)

- 700+ lawyers and advisors
- Our office is located in CityCenterDC
- #1 Best Law Firms in Washington in 2025 - 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 ▶](#)

- 55+ 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
- Nine of the world's 10 largest technology companies are represented by Covington



## San Francisco

[Learn More ▶](#)

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



## Boston

[Learn More ▶](#)

- Newest Covington office
- Focus on life sciences and technology

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

Los Angeles | Palo Alto | San Francisco

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