

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

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, 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

First

Ranked first by *The American Lawyer* in average pro bono hours performed by U.S.-based firms in 2022



1,300+

Lawyers and Advisors
Worldwide

17

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



248K+

Pro Bono Hours
Provided in 2022

120+

Former Government
Officials and Diplomats



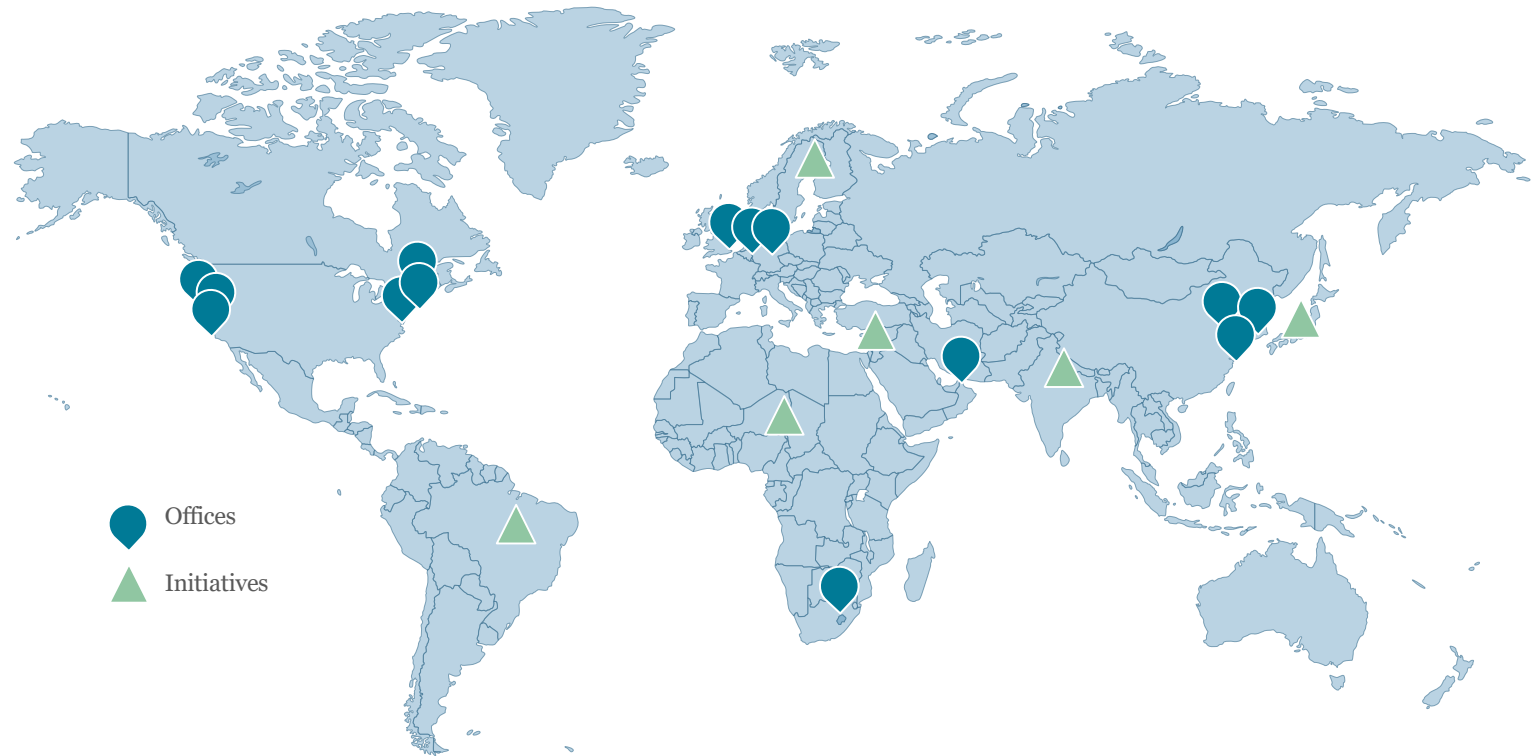
1919

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 the
past 5 years

200+Capital Markets Deals

Valued at \$120+ billion
in the past 5 years

300Transactional Lawyers

In major financial sectors
around the globe

[Learn More ▶](#)

Overview

- 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+
Trial Wins

Trials to verdict in the last 5 years, which include 7 members of the American College of Trial Lawyers

\$20+
Billion

Insurance recoveries secured for policyholders

90+
ITC Section 337 Cases

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

65
Countries

Appeals in the last 5 years and 70 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 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

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



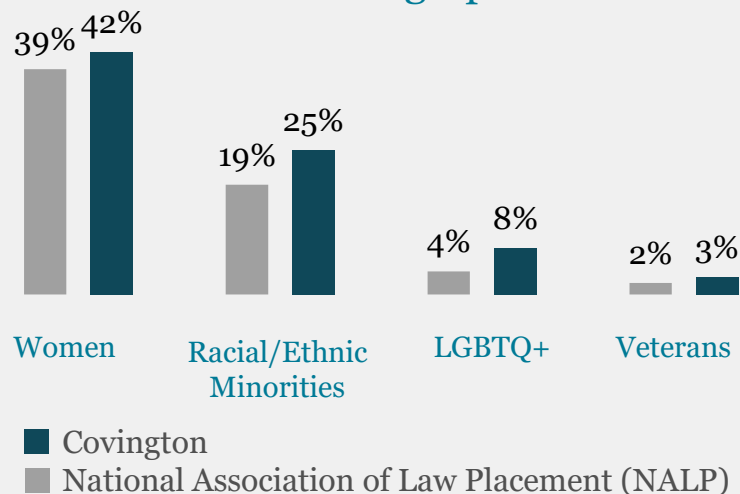
Our Commitment to DEI

At Covington, we strive to put our diversity, equity, and inclusion (DEI) values into action every day. We recognize that diversity enriches our culture, enhances our work with clients, and strengthens the profession.

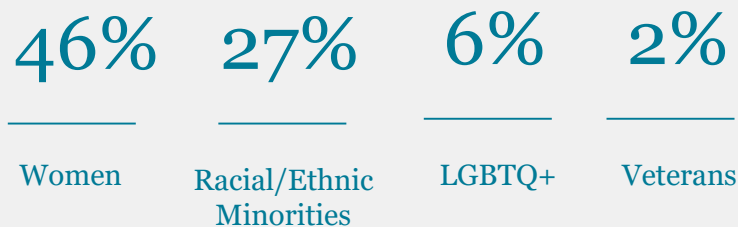
Covington lawyers bring a wide variety of backgrounds, perspectives, and life experiences to our practice. The firm emphasizes DEI principles in its recruitment, retention, development, and promotion practices. We are intentional, deliberate, and focused on what we want to achieve – a diverse, equitable, and inclusive firm.

[Learn More ►](#)

Our Demographics



2019-2022 Partner Classes



Covington Connected: Lawyers Diversity Summit

We proudly host lawyers who are persons of color and/or members of the LGBTQ+ community at Covington Connected. This event is focused on making connections to reaffirm existing bonds and cultivate new ones.

Affinity Group

Heritage Month Events

Our affinity group speaker series and heritage month programming includes topics focused on celebrating diversity and understanding how to build a more inclusive workplace.

DEI Billable Credit Hours

Our DEI Billable Hours Credit policy provides associates and counsel up to 50 hours on DEI activities toward bonus eligibility.

Accolades



Shared Covington's commitments to furthering diversity, equity, and inclusion through LCLD's [Leaders at the Front](#) initiative.



Mansfield Rule
Certified *Plus* 2022 Powered by DIVERSITYLAB

Certified by Diversity Lab [every year since 2018](#).



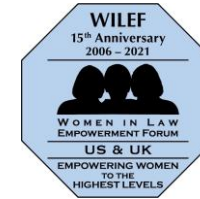
Achieved a perfect score of 100 on the "[Corporate Equality Index Survey](#)" in each of the last 14 years.



Ranked among *The American Lawyer's* 2022 A-List of 20 elite U.S. law firms based on financial performance, pro bono activity, associate satisfaction, and diversity.



Covington ranked 4th for minority partners and a "[Top Firms for Women Equity Partners](#)" for firms with more than 600 lawyers.



One of 4 Firms to achieve both U.S. and UK "[Gold Standard Certification](#)" in 2022 by the Women in Law Empowerment Forum (WILEF).



Covington was named to Seramount's "Best Law Firms for Women" list recognizing law firms that utilize best practices in recruiting, retaining, promoting, and developing women lawyers. Covington was among the 50 firms that earned a spot on this year's list.



Covington was named as the Outstanding Veterans Program at the Chambers Diversity & Inclusion Awards: North America 2022. The award celebrates efforts to remove barriers for, and increase representation of, military personnel in the workplace.

Covington's Pro Bono Commitment

1,400+

Active Pro Bono Matters

Top 3 Firm

The American Lawyer's
pro bono ranking

191 Hours
(Average)

#1 highest average pro bono hours
per lawyer for U.S. firms

1,200+

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 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



Video:
LGBTQ+
Asylum from
Russia



Social and Racial Justice

We have intensified our efforts to combat racism and promote social justice through our pro bono efforts. In the past two years, the firm has devoted over 99,000 pro bono hours to racial justice issues.

North American Offices



Washington

[Learn More ▶](#)

- 750+ lawyers and advisors
- Our office is located in CityCenterDC
- #1 Best Law Firms in Washington in 2023 - 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
- Nine of the world's 10 largest technology companies are represented by Covington



San Francisco

[Learn More ▶](#)

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



Boston

[Learn More ▶](#)

- Newest Covington office opened in 2023
- 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 related office contact.

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