



READY TO START SOMETHING NEW?

Would you like to develop further and take the next step? How about advising innovative companies that are changing the world?

COVINGTON

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www.cov.com

Founded in Washington, DC over a century ago,
the values held by Covington's founders endure
today throughout our international legal practice.



Introduction



Henning Bloss

Managing Partner
Frankfurt Office

Headquartered in Washington, DC, Covington has helped clients navigate their most difficult legal and policy issues for nearly a century. Today, Covington has more than 1,300 lawyers and advisors in offices across Africa, Asia, Europe, the Middle East, and the United States. What sets us apart as a firm is our ability to combine tremendous strength in our litigation, investigations, and corporate practices with two of the world's leading regulatory practices and deep knowledge of policy and policymakers. In an increasingly regulated world, Covington delivers global insight and advice to clients on their most challenging deals and disputes. Our teams advise many of the world's most innovative and successful companies across various sectors, from Meta, AWS, Bayer to NHL, BioNTech, Novo Nordisk, Microsoft and Merck. Moreover, Covington's pro bono practice was ranked number 2 in the US and number 6 internationally in The American Lawyer's 2024 Pro Bono Scorecard.

From our Frankfurt office overlooking the Frankfurt skyline, we offer services to clients across a wide range of practice areas. Our Frankfurt team is an integrated part of the global practice and handles a broad range of German and cross-border matters for local and international clients. The team advises in particular on corporate law (M&A, private equity, financing and restructuring), IT law and data protection (including tech transactions and outsourcing), life sciences & healthcare (including pharmaceutical and medical device law), dispute resolution and white collar/ corporate criminal law, antitrust and foreign direct investments (FDI), and employment law.

We have some of the best lawyers in the world, but in addition to legal excellence, we place enormous value on effective teamwork and generosity to colleagues and clients.

Welcome to Covington.



"Our collaborative, team-based culture continues to be a core competitive strength that differentiates us from other firms. Clients increasingly focus on our culture as something that allows us to deliver higher value services across practices and geographies."

Doug Gibson

Management Committee Chair

Covington at a Glance

120+

Former Government
Officials and Diplomats

1,300+

Lawyers and Advisors
Worldwide

50+

Languages Spoken

234K+

Total Firmwide Pro Bono
Hours in 2023

1919

Founded in
Washington, DC

14

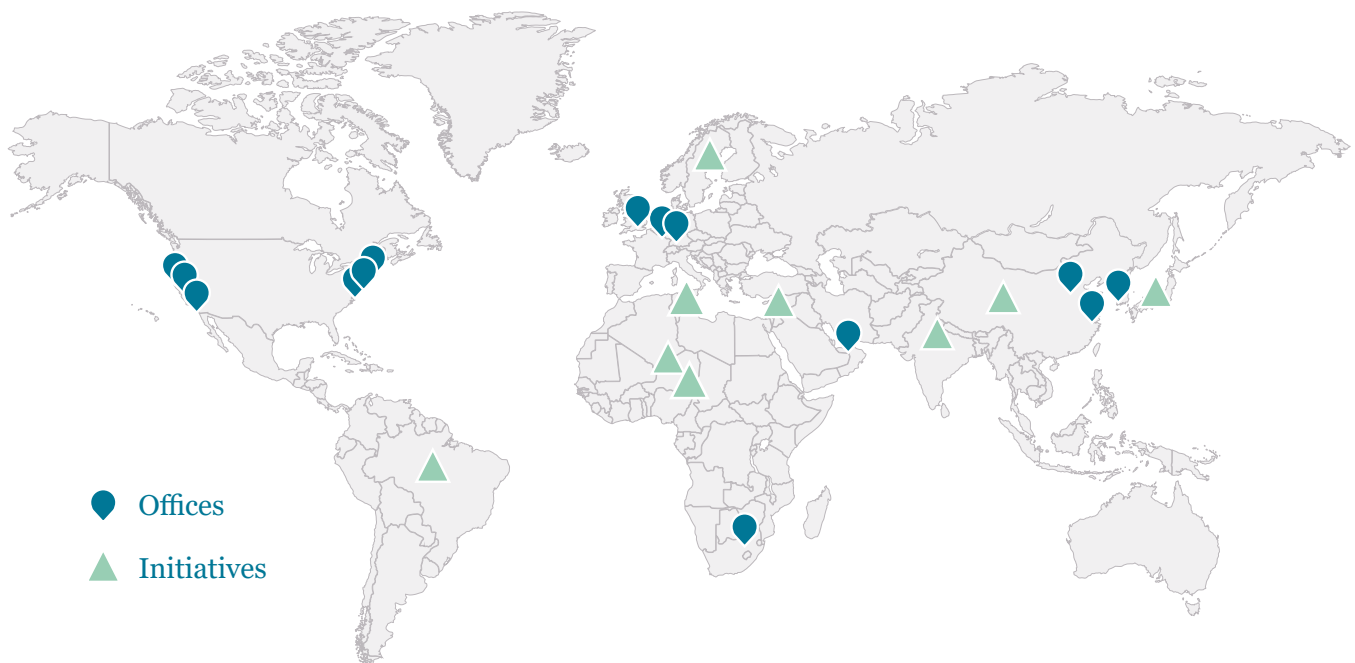
Global Offices



What Sets Covington Apart

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.

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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Our Commitment to DEI

Covington is committed to fostering a diverse, equitable, and inclusive firm, where all colleagues are supported and have access to opportunities. We recognise that diversity enriches our culture, enhances our work with clients, and strengthens the profession.

Our efforts extend to traditionally underrepresented and historically excluded groups. We are intentional, deliberate, and focused, and implement a broad range of initiatives to support DEI within our firm while advancing these values in the legal profession.

Learn more at [Cov.com/DEI](https://cov.com/DEI)

Recent Highlights

Since 2022, we have hosted the biennial Covington Connected DEI Summit, which brings together lawyers and advisors from each of our 14 offices who are racially or ethnically diverse and/or identify with the LGBTQ+ community. This event provides a forum for colleagues to strengthen relationships with each other through programming designed to advance inclusion at Covington. During the 2024 Summit, attendees heard from leadership experts and participated in activities centred around the primary theme of “Leading with Purpose,” exploring ways in which we can connect ourselves, our work, and our organisations to a deeper sense of meaning – all of which leads to a stronger firm.

Our Firm Resource Groups are a critical part of Covington’s inclusive approaches and practices by fostering community-building and member connections, promoting broad firm education and awareness on the experiences of their members, and advocating for practices that enhance our inclusive workplace. The groups regularly host external speakers, often in celebration of heritage months and other observances that celebrate the many communities represented by our colleagues and help us better understand how to build a more inclusive workplace. For participation in such activities, the firm’s DEI Billable Hours Credit policy provides associates and counsel up to 50 hours on DEI activities toward bonus eligibility.

A Leader in Diversity, Equity, and Inclusion

Covington is proud to receive [external recognition](#) for our diversity, equity, and inclusion efforts.

- Achieved U.S. and UK Gold Certification by the Women in Law Empowerment Forum (WILEF) in 2023, representing the ninth year the firm has been recognized in the U.S. and the fourth year it has been recognized for both countries
- Ranked among the top 20 firms in Seramount’s 2024 Best Law Firms for Women and Diversity and has been ranked amongst the top 50 firms for the past three years
- Achieved Mansfield Rule Certification Plus every year since 2018
- Achieved a score of 100 on the *Human Rights Campaign’s* “Corporate Equality Index Survey” for 15 consecutive years
- Ranked 4th among the 100 largest law firms in *Law 360 Pulse’s* 2023 Social Impact Leaders
- Ranked 19th among firms with 600+ lawyers in *Law 360 Pulse’s* 2024 Diversity Snapshot

DEI Partnerships

Covington’s Frankfurt office is proud to be a signatory of the Charta der Vielfalt (Diversity Charter), sending a clear signal of our commitment to diversity and tolerance within the office and across the firm. The Charta der Vielfalt is the largest diversity network in Germany, which champions efforts that promote and recognise the need for DEI initiatives and activities. By signing the charter, we agree to provide a supportive and unbiased working environment, and also to create a working environment free of prejudice. Through this approach, we strive to empower our colleagues to feel valued regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation, and social background.





Covington EMEA Pro Bono

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, with the firm’s pro bono program long acknowledged as preeminent in the legal community. Our work is anchored in providing legal assistance to people and organizations in our communities, frequently taking on challenging matters that affect vulnerable clients and address broader systemic issues.

In Germany we provide free legal support to a variety of pro bono clients, including economically disadvantaged individuals and families, charities and non-profit organizations, advising them on matters ranging from employment law to public international policy. We encourage all of our lawyers in Germany to get involved in pro bono work, and a wide variety of opportunities in this space is available to them.

We work closely with the Public International Law and Policy Group, providing research on transitional justice, UN mechanisms, and conflict resolution in Africa to inform the organization’s human rights protection work in the region.

Our Employment lawyers support not-for profit organizations assisting elderly individuals, migrants and students, giving them advice on employment contracts, and thus allowing them to spend their budgets on frontline services rather than legal advice.

In collaboration with the death penalty and fair trials charity Amicus ALJ, we assist those on death row in the US, by reviewing records, creating case chronologies and developing mitigation arguments to support the individuals’ legal teams in preparing for trial.

1,400

Active Pro Bono
Matters Firmwide
in 2023

234K+

Total Firmwide
Pro Bono Hours
in 2023

156

Average Pro Bono
Hours per Lawyer
Firmwide in 2023

Ranked #2

in the US and #6
Internationally in *The
American Lawyer’s 2024
Pro Bono Scorecard*



“Since joining Covington’s employment practice, I have had the opportunity to use my legal expertise to make a meaningful impact through the firm’s pro bono practice. Covington places a strong emphasis on international pro bono matters, particularly in areas such as human rights, the death penalty, and trial monitoring, in collaboration with some of the world’s leading NGOs. At the same time, Covington supports local German pro bono, allowing charities to benefit from free legal expertise.

From a personal perspective, this has been an exceptional opportunity to engage in meaningful and complex work at an early stage in my career. It has provided me with the confidence to independently draft work products, all while benefiting from the guidance of experienced lawyers.”

Maximilian Schunder
Associate

Principal Practices

Our Frankfurt office brings together experts in the following areas.

Corporate

Our corporate team's clientele ranges from start-ups to established multinational companies, including private equity and venture funds, as well as strategic investors. Due to Covington's particular strengths, much of our work takes place in regulated industries, particularly in life sciences/healthcare, energy/renewable energy, technology/Big Data and Media.

Our activities include large cross-border M&A deals, complex global licensing cooperations and joint ventures as well as domestic mid-cap M&A deals and investments by international investors in the German market.

Dispute Resolution

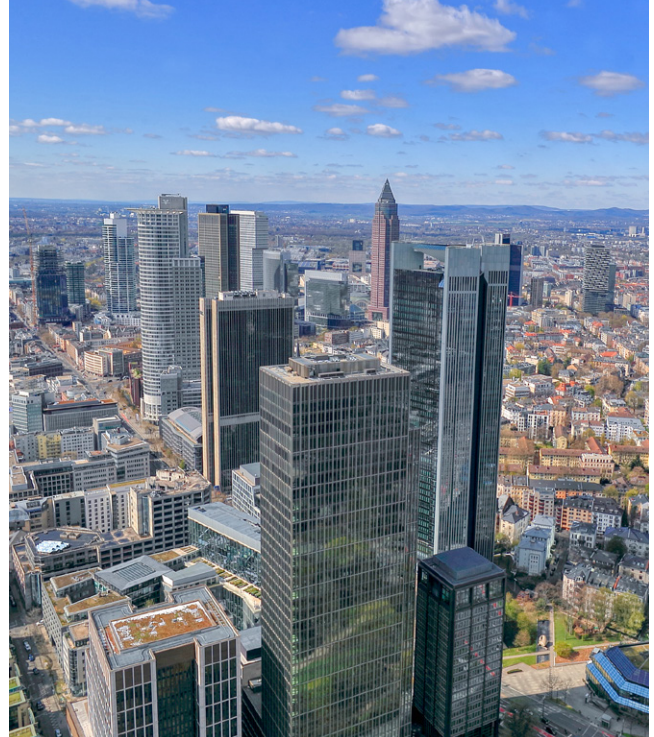
The lawyers in our Dispute Resolution department advise companies from a wide range of industries on issues of national and international dispute resolution. This includes civil litigation before ordinary courts as well as arbitration and alternative dispute resolution as well as advice in regulatory disputes.

Furthermore, the department covers the entire area of white collar crime and internal investigations, as well as advice on public prosecutor's investigations. We advise our multinational clients on a range of issues, such as bribery, money laundering, embezzlement and securities fraud.

IP/IT and Data Protection

We advise our clients on a wide range of IT and outsourcing issues as well as questions of intellectual property rights and similar legal positions, such as in the context of complex licensing and cooperation with regard to copyright, patent and trademark rights as well as know-how. This also includes advice on the outsourcing of IT and business processes, cloud and IT projects, data protection and IT litigation and e-commerce.

One of Covington's particular strengths is the combination of our outstanding expertise in life sciences and healthcare and technology. For example, we advise on a large number of digital health projects together with our team from the life sciences and healthcare sectors. The same applies to the Financial Services sector, which



is facing a growing increase in IT and outsourcing due to advancing digitalization and the increasing requirements of banking supervisory law in the area of IT/outsourcing

Life Sciences and Healthcare

Covington is one of the world's leading law firms providing advice to companies in the life sciences sector. These include manufacturers of pharmaceuticals, medical devices, cosmetics and food. Our clients also include associations, service providers and research institutions, as well as international large corporations, medium-sized companies and start-ups.

Life sciences and healthcare are a cross-sectional area for legal practice. Our activities include regulatory mandates (e.g. new drug approvals), compliance advice, IP issues, contract drafting and litigation (including product liability and competition law). We advise our life sciences clients holistically and accompany them from the development of their new products and their market access to litigation and transactions. Due to its close proximity to medicine, life sciences and healthcare is a very realistic and dynamic field of consulting.

Employment Law

Covington's international employment practice advises and assists national and multinational companies in all aspects of employment and labour law. We help companies to draft employment contracts, including flexible new terms of work, the implementation and termination of employment relationships by mutual agreement or in contentious negotiations.

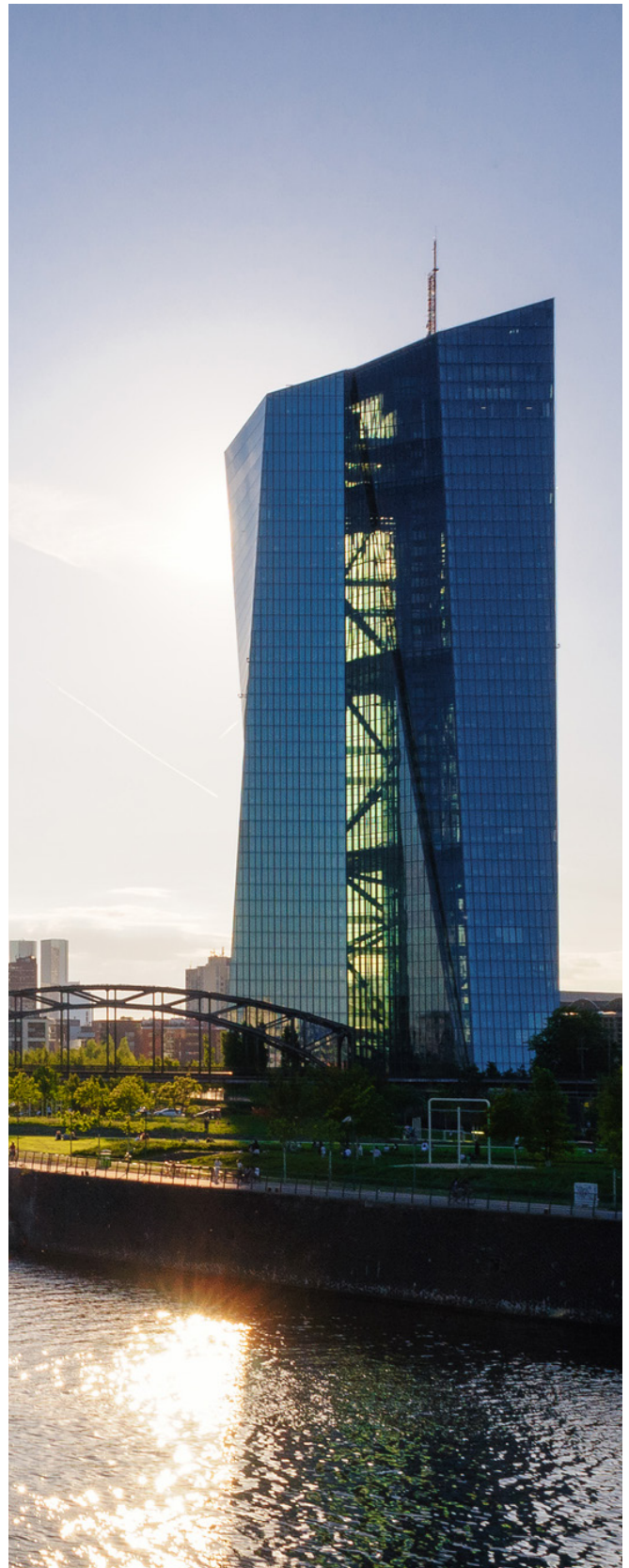
On behalf of employers, we conduct negotiations with works councils in all areas of co-determination and represent employers in court in labour and works constitution disputes.

In addition, our employment law practice is involved in cross-border project management and cross-border M&A and outsourcing projects, especially with regard to transfer of business issues. Furthermore, we advise companies on all questions of employee data protection, protection of company secrets and ESG related issues, contractual and post-contractual non-competition clauses.

Antitrust & Foreign Investment Review (FIR)

Covington's EU antitrust practice is involved in numerous high-profile cases raising cutting-edge enforcement issues. We are one of the leading practices in the high-tech and life sciences sectors, but our client base also extends to the energy, financial services, media, fast-moving consumer goods and communications industries.

Covington is also a leader in FIR, particularly with our outstanding CFIUS practice in Washington, D.C. Building on this Covington's antitrust and FIR practice groups collaborate closely within one integrated cross-office team, helping clients to develop a holistic deal strategy and manage complex merger control, antitrust, FIR and also Foreign Subsidies Review (FSR) risks.



Meet Our People



Emanuel Ghebregergis

Associate
Dispute Resolution/Trade
Controls

After successfully studying Political Science and Law (qualified in Germany), I worked as an associate at an international law firm in Frankfurt, Germany. With a passion for international politics, I pursued an LL.M. at Columbia Law School, specializing in international human rights law. My path then took me through impactful experiences at the United Nations before joining Covington's D.C. office. After a year in D.C. I relocated back to the Frankfurt office.

At Covington, I found the perfect intersection for my passion for law and international politics. As a member of the firm's International Trade Controls practice group, that consists of an exceptional team of lawyers across the world, I offer advice to clients, guiding them through the intricate web of international sanctions and export controls. Among the many aspects that I enjoy about my work is that it requires me to stay informed about current developments in international politics, allowing me to combine my natural interest with my work.

Beyond my work on trade controls, I am also a member of the firm's Business and Human Rights practice group. This facet of my role allows me to continue addressing human rights-related issues, an area of law close to my heart since my political science studies. The firm's pro bono practice further enables me to contribute to matters involving international human rights and international humanitarian law, amplifying my dedication to these vital areas.



Michelle Adam

Associate

Antitrust/Competition

It was September 2017 when I joined Covington as a trainee solicitor in London. At the time, choosing a law firm to kick start my career could feel overwhelming. Then I came across a Washington-headquartered firm with a number of international offices focusing on the life sciences and technology sectors with a warm and collaborative atmosphere. It seemed like a great place with lots of opportunities for a junior lawyer. Six years on, Covington has turned out to be exactly that – international, intellectually stimulating, and collaborative.

I specialise in strategic transactions in the life sciences industry - think of it as a mixture of fast-paced M&A-like negotiations combined with the intellectual rigor of intellectual property law. Covington's client base includes many of the biggest names in the pharmaceutical and technology industries, who come to us with some of their highest-stake legal and business questions. During the COVID-19 pandemic, I was involved in negotiations between pharmaceutical companies, and governments and international stakeholders for the development and sale of vaccines (which, at the time, were still in the early stages of research and development).

Covington is quintessentially internationally minded, with project teams often spanning time zones, cultures and different areas of expertise. After five years in London and a stint in Covington's Brussels office, I relocated to Frankfurt in 2022. I continue working closely with my team in London and the US, as well as my life sciences regulatory colleagues in Brussels on a daily basis. Recently, I have been involved in a number of EU in-licensing arrangements with Chinese counterparties and being able to draw on the China-expertise of our colleagues based in Shanghai helped us navigate a challenging regulatory and political landscape.

Pro bono is a significant part of our work at Covington. Over the years, I have helped a number of young children in the United Kingdom regularise their immigration status, been involved in a comparative law analysis on reproductive rights, and advised on the renewal of the Policy on Children of the Office of the Prosecutor of the International Criminal Court.

I am looking forward to continuing my journey at Covington and perhaps will welcome you as a new colleague in the future.



Björn Schneider

Associate
Corporate

I started my professional career in 2020 in Covington's Frankfurt office during my legal clerkship (Referendariat) and in the final phase of my Ph.D studies. Overall, it wasn't the best time to start a legal career due to the Covid-19 pandemic. But I was very fortunate with my choice of Covington and to start in a motivated and inspiring corporate team

alongside great colleagues and partners in Frankfurt. I learned a lot from them - but most importantly: I realized that I want to become a lawyer. And it was clear to me where to apply.

It is the quite unique mixture that makes the daily experience in Covington's Frankfurt office: First, the impressive client portfolio of a global law firm, including companies from all over the world. On the other hand, it is still a young and growing office, allowing trainees and associates to take responsibility very quickly, e.g. talking to clients' executives face to face.

My work covers a wide range: transactional work (M&A; private equity, venture capital), general corporate advice and, within these fields, questions on ESG (Environmental, Social, Governance) compliance.

Regulatory questions nearly always play a role and require cooperation with our colleagues from different (and interesting) areas, such as antitrust, FIR, IT or Life Sciences. In practice, corporate law does not stand alone. My practice also covers various types of clients: listed global companies, global private equity funds or small but fascinating start-ups. Therefore, my work and my exposure to clients provide constant stimulus and broadens my theoretical knowledge and practical experience – the learning curve remains steep.

Apart from that, the firm values an exceptional working atmosphere and the offices and teams organize frequent social activities. I do not regret the choice I made in 2020.

Associates

As an associate, you will work in small but often multinational teams on exciting mandates right from the start. You will be given responsibility at an early stage and will be given contact with clients and colleagues from other offices. In our Frankfurt office, which is still growing, our associates can help shape long term development right from the start. We are committed to your professional development:

Mentoring

You will be assigned an experienced associate as a personal mentor. Your mentor will support you in getting started and with further integration into the firm.

Further education

We support your further education:

- Frankfurt Academy: As part of our “Frankfurt Academy”, we invite external and internal speakers to discuss current cases, legal issues and developments and to share learning.
- Coaching: We regularly host skills training in communication and presentation skills.
- English: To further improve your English skills, we offer associates the opportunity to attend English courses and one-to-one coaching.
- Specialist courses: Depending on your specialty, we will support you in attending specialist courses (subject to business and bar rule needs).

Feedback

Associates receive regular feedback, both informally as part of the processing of mandates and annually. The annual evaluations provide the firm with valuable information regarding the progress and needs of individual lawyers; this information is used in arranging future assignments and legal education programs. Usually after five years, the “senior process” begins, in which opportunities for promotion are considered.

Networking

Frankfurt colleagues regularly take part in cultural events together and meet for after work events. To this end, we offer the opportunity to work across departments and locations.

Get to know lawyers from other offices at our annual seminars. For example:

- Integration Seminar: For all new joiners at junior level we invite you, along with the new associates in other offices, to our annual orientation event in Washington D.C. There you will get to know your peers and learn everything that is important for your start at Covington. The orientation program is accompanied by a series of great evening events.

Associate Advisory Committee

Covington takes the concerns of our associates very seriously and, against this background, has representatives from all offices who make up the Associate Advisory Committee. Each office appoints an associate as a member of the committee in which the concerns of the associates are discussed. The Associate Advisory Committee reports directly to our Management Committee on a regular basis.

The AAC provides an organized way for the firm’s management and associates to exchange views and perspectives.



Our Opportunities

Join an extraordinarily collaborative team at Covington. From the very beginning, you will work on international mandates with the personal support of experienced colleagues at your side. Grow with us!

For our office in Frankfurt we are looking for (m/f/d)

- Lawyers
- Legal interns (Referendare & wissenschaftliche Mitarbeiter)

For the following areas:

- Corporate and M&A
- Dispute Resolution (Litigation and White Collar)
- IT and Data Protection
- Life Sciences and Healthcare
- Employment Law
- Antitrust law/FDI

We opened our Frankfurt office in 2018 and are planning a continuous, strategic development here. Take advantage of the development opportunities of a growing team. The manageable size of our Frankfurt office guarantees personal contact, visibility, team culture and creative possibilities. At the same time, you will work in multinational teams in an international law firm with more than 1,300 lawyers and advise international clients.

If you have first class exam results, good English skills and an interest in business law advice, please get in touch at: LegalRecruitingFR@cov.com



Legal interns (Referendare & wissenschaftliche Mitarbeiter)

We take our trainee program “future colleagues” at its word. We hope to find a potential future associate in every trainee and involve you comprehensively in our teams and in the mandate work.

Our program offers all the components that are relevant for sound training and early career planning:

Mentoring

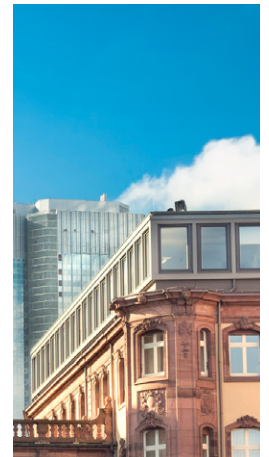
You will be assigned a personal mentor - usually an experienced associate as a contact person who will support you in getting started with and finding your way around the firm.

Exam preparation

We support you in your exam preparation, in particular by offering you the opportunity to take part in commercial tutor courses.

Networking

Through numerous events, e.g. Trainee evenings and further training events, there is the opportunity to get to know other trainees and lawyers across departments. This is where personally enriching and long term valuable contacts can be made.



iurratio
awards
2022

Top 50
Frankfurt

What do we offer?

Our Engagement

Covington actively promotes a manageable work-life balance, diversity within the firm and social commitment principles.

Pro Bono

The focus of our pro bono activities in Germany includes economically disadvantaged individuals and families, charitable associations, non-profit organizations, NGOs and educational institutions.

DEI Committees

We believe that excellence in legal practice knows no ethnic, gender, religious, sexual or other boundaries. In addition to our Diversity Committees, Covington has established five subcommittees and the Women's Forum to support the activities of various affinity groups. The Women's Forum is a firmwide initiative that aims to encourage greater interaction between women lawyers at all levels of the firm.

Work-Life Balance

Our global work-life balance group, which provides a forum for the firm's women and men, discusses topics of interest to lawyers pursuing a career while raising children, among other things. The group holds regular informal meetings, including with external speakers.

Social Committee

The Social Committee is very active in organizing events and activities for the whole office to participate in. These have included cultural evenings and cooking events!

Benefits

Covington offers a number of benefits in Frankfurt, of which we would like to briefly present a few examples below.

Hybrid working model

At Covington, we offer a flexible work schedule (part in office and part at home).

Job ticket

We will refund your ticket for the public local transport in the area of the RMV.

Parental leave

Covington supports mothers and fathers after the birth or adoption of the child and has set up a special program for this purpose that supplements the statutory parental leave.

Bar association fee

We pay for your Bar association fee.



How do I apply?

Please send your application documents to:

LegalRecruitingFR@cov.com

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