

Covington & Burling LLP seeks to hire first-year law students through the Leadership Council on Legal Diversity (“LCLD”) to join our ten-week Summer Associate Program in our Los Angeles, New York, Palo Alto, San Francisco, and Washington, DC offices. This opportunity is open to students of all backgrounds who have just completed their first year of law school and commit to participate in the [LCLD 1L Scholars Program](#).

Through our summer associate program, we provide a diverse group of law students from around the country the opportunity to participate in a broad and exciting range of legal matters. In select offices, 1L LCLD Scholars will have the opportunity to spend part of the summer working in-house with one of our clients.

Past client partnerships have included:

- Los Angeles – Disney
- New York – Johnson & Johnson
- Palo Alto – Clorox
- San Francisco – Salesforce
- Washington, DC – Accenture; AstraZeneca

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.

## Application Deadline: January 17, 2025

To apply, please submit the following materials to the appropriate office contact. If you are interested in more than one office, please submit an application to each office.

- Cover letter
  - Indicate your interest in the LCLD 1L Scholars Program.
  - Explain how your personal, academic, and/or professional background and experiences will help you to offer a diverse perspective to our team and the clients we serve.
- Resume
- Undergraduate and law school transcripts
  - Please submit your law school transcript by January 24, 2025 in order to complete your application if not yet available.
- Legal writing sample
- List of references (including a faculty reference)

## Salary

- Summer associates are paid a weekly salary of \$4,326.

## Resources

- [Firm Website](#)
- [Summer Associate Program Brochure](#)
- [Frequently Asked Questions](#)

## Office Contacts

### Los Angeles, Palo Alto, and San Francisco:

Kelsey Donovan

Senior Manager of Legal Recruiting and Professional Development

[legalrecruitingca@cov.com](mailto:legalrecruitingca@cov.com)

### New York:

Ali Gabriella Iannuzzo

Director of Legal Recruiting and Professional Development

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

### Washington, DC:

Karema Page

Senior Director of Legal Recruiting

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

Covington is an equal opportunity employer and does not discriminate in employment practices on the basis of race, color, religion, sex, gender identity or expression, national origin, disability, veteran status, or any other characteristic protected by applicable law.