

**Basic Information**

One International Place  
Suite 1020  
Boston, MA 02110  
Organization Size: 1308  
Office Size: 16  
**Hiring Attorney:**  
Mr. Paul Rogers

**Recruiting Contact:**  
Ms. Karema Page  
Director of Legal Recruiting  
One International Place  
Suite 1020  
Boston, Massachusetts (MA) 02110  
United States  
**Phone:** 202-662-6200  
legal.recruiting@cov.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 4,326

2024 compensation for 1Ls(\$/week) 4,326

**Partnership & Advancement**

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 8

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	1	2	0	0
	Women	4	8	1	0
	Non-binary	0	0	0	0
	Total	5	10	1	0
<b>Latinx</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	1	2	0	0
	Women	2	3	1	0
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	0	0	0	0
	Women	2	4	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

## Pro Bono/Public Interest

Maureen Browne  
Partner, Co-Chair of the Public Service Committee  
202-662-5038  
mbrowne@cov.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	10.9%
Average Hours per Attorney last year	174.51
Percent of associates participating last year	100%
Percent of partners participating last year	91%
Percent of other lawyers participating last year	92%

## Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	Case-by-case
Is rotation mandatory?	Case-by-case
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level			0	0	TBD
Entry-level (non-traditional track)					
Lateral Partners			1	0	
Lateral Associates			4	0	TBD
All Other Laterals (non-traditional track)					
Post-Clerkship			2	1	TBD
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls					2
1Ls					1

Number of 2023 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria

We look for excellent academic achievement in law school and undergraduate studies, diverse life experiences and backgrounds, and strong interpersonal and writing skills. More information may be found in the recruiting section of the firm's website.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate					
Government, Regulatory, Administrative	Food, Drug & Device					
Government, Regulatory, Administrative	Healthcare					
Government, Regulatory, Administrative	Life Sciences					

<b>Litigation</b>	Life Sciences Investigations
<b>Business, Corporate</b>	Life Sciences Transactions
<b>Business, Corporate</b>	M&A
<b>Government, Regulatory, Administrative</b>	National Security & Defense
<b>Business, Corporate</b>	Securities and Capital Markets
<b>Government, Regulatory, Administrative</b>	Technology & Aerospace
<b>Litigation</b>	White Collar

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## Diversity & Inclusion

**Diversity Contact:** Ms. Marlene Aquino

**Diversity Website/URL:** <https://www.cov.com/en/diversity-equity-and-inclusion>

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## Organization Narrative

Covington's Boston office combines the tremendous strengths of our corporate, transactional, litigation, and investigations practices with a deep knowledge of policy and policymakers, and one of the world's leading regulatory practices, to advise our life sciences, technology, financial services, and aerospace and defense clients.

By leveraging our rare blend of practices and industry knowledge, Covington supports our strong network of clients in the region.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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