

Basic Information

One International Place
Suite 1020
Boston, MA 02110
Organization Size: 1376
Office Size: 15
Hiring Attorney: Mr. Paul Rogers

Recruiting Contact:
Ms. Ali Gabriella Iannuzzo
Director of Legal Recruiting and Professional Development
One International Place
Suite 1020
Boston, Massachusetts (MA) 02110
United States
Phone: 212-841-1000
legal.recruitingbo@cov.com

Compensation & Benefits 333

2025 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2025 compensation for Post-3Ls (\$/week)
2025 compensation for 2Ls (\$/week) 4,326
2025 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	4	0	0	1
	Women	3	4	2	0	2
	Non-binary	0	1	0	0	0
	Total	4	9	2	0	3
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	1	3	0	0	1
	Women	2	2	2	0	2
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	1	0	0	0
	Women	1	2	0	0	0
	Non-binary	0	1	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ+	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	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	11.0%
Average Hours per Attorney last year	183.21
Percent of associates participating last year	100%
Percent of partners participating last year	89%
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
	2023	Prior Summer Associates	2024	Prior Summer Associates	2025
Entry-level			0	0	3
Entry-level (non-traditional track)					
Lateral Partners			0	0	0
Lateral Associates			2	0	2
All Other Laterals (non-traditional track)					
Post-Clerkship			1	0	1
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls			0		0
2Ls			2		3
1Ls			1		1

Number of 2024 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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	Capital Markets and Securities					
Business, Corporate	Corporate					
Government, Regulatory, Administrative	Food, Drug & Device					
Government, Regulatory, Administrative	Health Care					

Government, Regulatory, Administrative	Life Sciences
Litigation	Life Sciences Investigations
Business, Corporate	Life Sciences Transactions
Business, Corporate	Mergers and Acquisitions
Government, Regulatory, Administrative	National Security & Defense
Government, Regulatory, Administrative	Technology & Aerospace
Litigation	White Collar

Diversity & Inclusion

Diversity Contact: Ms. Marlene Aquino

Diversity Website/URL: <https://www.cov.com/en/inclusion>

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

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