

Basic Information

850 10th Street, NW
Washington, DC 20001
Organization Size: 1259
Office Size: 743
Hiring Attorney:
Mr. Ben Block
Hiring Attorney #2:
Mr. Ranga Sudarshan

Recruiting Contact:
Ms. Karema Page
Director of Legal Recruiting
One CityCenter
850 Tenth Street, NW
Washington, District of Columbia (DC)
20001
United States
Phone: 202-662-6200
legal.recruiting@cov.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 4,134
2023 compensation for 1Ls(\$/week) 4,134

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	126	191	121	35	41
	Women	53	200	53	35	45
	Non-binary	0	5	0	0	0
	Total	179	396	174	70	86
Latinx	Men	3	13	4	5	6
	Women	1	15	3	4	5
	Non-binary	0	0	0	0	0
White	Men	111	136	102	16	21
	Women	41	135	39	12	24
	Non-binary	0	1	0	0	0
Black or African American	Men	1	10	5	7	7
	Women	4	15	3	8	7
	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	7	27	4	4	6
	Women	6	28	6	8	8
	Non-binary	0	2	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	1	0	0	0
	Women	0	5	1	1	1
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	2	1	0	0
	Women	0	2	0	1	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	27	3	5	6
	Women	4	15	1	1	3
	Non-binary	0	0	0	0	0
Veteran	Men	5	11	11	1	3
	Women	0	2	2	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Alan Pemberton
Partner, Co-Chair of the Public Service Committee
202-662-5642
apemberton@cov.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	11.3%
Average Hours per Attorney last year	191.74
Percent of associates participating last year	100%
Percent of partners participating last year	91%
Percent of other lawyers participating last year	96%

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	
Entry-level	54	54	45	44	53
Entry-level (non-traditional track)					
Lateral Partners	3	0	6	1	0
Lateral Associates	16		21		10
All Other Laterals (non-traditional track)					
Post-Clerkship	21	19	33	23	37
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	0		0		
2Ls	80		79		87
1Ls	3		7		5

Number of 2022 Summer 2Ls considered for associate offers 79

Number of offers made to summer 2L associates 79

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
Government, Regulatory, Administrative	Advertising and Consumer Protection					
Litigation	Anti-Corruption/FCPA					

Government, Regulatory, Administrative Litigation Antitrust	Antitrust
Appellate Litigation	Appellate
Government, Regulatory, Administrative Litigation	CFIUS
Litigation	Class Actions
Litigation	Commercial Litigation
Government, Regulatory, Administrative Litigation	Communications and Media
Litigation	Congressional Investigations
Government, Regulatory, Administrative Litigation	Copyright and Trademark
Government, Regulatory, Administrative Litigation	Customs
Litigation	E-Discovery
Government, Regulatory, Administrative Litigation	Election and Political Law
Government, Regulatory, Administrative Litigation	Employee Benefits
Government, Regulatory, Administrative Litigation	Employment
Energy Government, Regulatory, Administrative Litigation	Energy and Climate
Government, Regulatory, Administrative Litigation	Environmental
Government, Regulatory, Administrative Litigation	Export Controls
Litigation	False Claims Act
Business, Corporate Litigation	Finance
Government, Regulatory, Administrative Litigation	Financial Services
Government, Regulatory, Administrative Litigation	Food, Drug, and Device
Government, Regulatory, Administrative Litigation	Government Contracts
Government, Regulatory, Administrative Litigation	Healthcare
Litigation	Insurance
Arbitration, Dispute Resolution, Mediation Litigation	International Arbitration
Litigation	Life Sciences Investigations
Litigation	Life Sciences Litigation
Business, Corporate Litigation	Life Sciences Transactions
Business, Corporate Litigation	M&A
Government, Regulatory, Administrative Litigation	Patent Counseling & Prosecution
Intellectual Property Litigation	Patent Litigation
Government, Regulatory, Administrative Litigation	Privacy and Cybersecurity
Litigation	Product Liability
Government, Regulatory, Administrative Litigation	Product Safety
Government, Regulatory, Administrative Litigation	Public Policy
Business, Corporate Litigation	Real Estate
Business, Corporate Litigation	Securities and Capital Markets
Government, Regulatory, Administrative Tax Litigation	Tax
Government, Regulatory, Administrative Litigation	Trade Controls
Government, Regulatory, Administrative Litigation	Trade Policies and Remedies
Litigation	White Collar

Diversity & Inclusion

Diversity Contact: Ms. Marlene Aquino

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

Organization Narrative

In an increasingly regulated world, the attorneys of Covington & Burling LLP have an exceptional ability to navigate clients through their most complex business problems, deals and disputes. 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. What sets us apart is our ability to 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. Today our Washington office has over 750 lawyers representing clients according to the highest standards and fulfilling the firm's strong commitment to public service. We have no formal departments but rather operate through a number of practice groups. Please visit the Firm's website for a complete description of our practice areas.

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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