

Basic Information

1999 Avenue of the Stars
Suite 3500
Los Angeles, CA 90067-3044
Organization Size: 1376
Office Size: 70
Hiring Attorney: Mr. Wade Ackerman
Hiring Attorney #2: Mrs. Helen Hwang

Recruiting Contact:
Ms. Kelsey Donovan
Senior Manager of Legal Recruiting & Professional Development
1999 Avenue of the Stars
Los Angeles, California (CA) 90067
United States
Phone: 424-303-6638
legalrecruitingca@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 | 9 | 26 | 3 | 0 | 1 |
| | Women | 9 | 18 | 4 | 0 | 7 |
| | Non-binary | 0 | 1 | 0 | 0 | 0 |
| | Total | 18 | 45 | 7 | 0 | 8 |
| Latinx | Men | 0 | 1 | 0 | 0 | 0 |
| | Women | 0 | 2 | 0 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 7 | 18 | 2 | 0 | 0 |
| | Women | 7 | 16 | 3 | 0 | 0 |
| | Non-binary | 0 | 1 | 0 | 0 | 0 |
| Black or African American | Men | 1 | 3 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 2 |
| | 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 | 1 | 3 | 1 | 0 | 1 |
| | Women | 2 | 0 | 1 | 0 | 4 |
| | Non-binary | 0 | 0 | 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 | 1 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| LGBTQ+ | Men | 1 | 5 | 0 | 0 | 0 |
| | Women | 2 | 2 | 0 | 0 | 1 |
| | 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 2025 |
|--|---------------|-------------------------|------|-------------------------|------------------|
| | 2023 | Prior Summer Associates | 2024 | Prior Summer Associates | |
| Entry-level | 8 | 8 | 6 | 6 | 6 |
| Entry-level (non-traditional track) | | | | | |
| Lateral Partners | 1 | 0 | 3 | 0 | 3 |
| Lateral Associates | 1 | 0 | 2 | 0 | 2 |
| All Other Laterals (non-traditional track) | | | | | |
| Post-Clerkship | 4 | 3 | 1 | 1 | 3 |
| LL.M.s (U.S.) | | | | | |
| LL.M.s (non-U.S.) | 1 | 0 | 1 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | | | | | |
| 2Ls | 8 | | 7 | 2 | 9 |
| 1Ls | 1 | | 1 | 0 | 1 |

Number of 2024 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

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 | Bankruptcy and Restructuring | | | | | |
| Litigation | Class Actions | | | | | |
| Litigation | Commercial | | | | | |
| Business, Corporate | Entertainment and Media | | | | | |

| | |
|---|---|
| Government, Regulatory, Administrative | Food, Drug, and Device |
| Litigation | General |
| Litigation | Insurance |
| Litigation | Patent |
| Litigation | White Collar/ Government Investigations |

Diversity & Inclusion

Diversity Contact: Ms. Marlene Aquino

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

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. Covington Los Angeles combines the collegiality and informality of a small office with the challenging and sophisticated practice of a preeminent global firm. Our Los Angeles office combines knowledge of the California market with a global perspective to offer clients counsel built upon core strengths. Our Southern California practice focus includes: Bankruptcy & Restructuring, Class Actions, Commercial Litigation, Food, Drug & Device, Insurance Coverage Litigation, Entertainment & Media, Patent Litigation, and White Collar Defense & Investigations. 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

NALP Copyright 2025