

Basic Information

1999 Avenue of the Stars
Suite 3500
Los Angeles, CA 90067-3044
Organization Size: 1308
Office Size: 62
Hiring Attorney: Mr. Wade Ackerman
Hiring Attorney #2: Mrs. Helen Hwang

Recruiting Contact:
Ms. Kelsey Donovan
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

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	8	23	4	0	5
	Women	6	15	5	0	4
	Non-binary	0	1	0	0	0
	Total	14	39	9	0	9
Latinx	Men	0	2	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
White	Men	6	16	3	0	1
	Women	4	14	4	0	2
	Non-binary	0	1	0	0	0
Black or African American	Men	1	3	0	0	1
	Women	0	0	0	0	1
	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	2	1	0	3
	Women	2	0	1	0	1
	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	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	5	0	0	1
	Women	2	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	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	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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	4	4	8	8	6
Entry-level (non-traditional track)					
Lateral Partners	0	0	1	0	2
Lateral Associates	1	0	1	0	
All Other Laterals (non-traditional track)					
Post-Clerkship	4	3	4	3	1
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	2	0	1	0	1
SUMMER					
Post-3Ls					
2Ls	8		8		7
1Ls	0		1		1

Number of 2023 Summer 2Ls considered for associate offers 8

Number of offers made to summer 2L associates 8

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
Litigation	Class Actions					
Litigation	Commercial					
Business, Corporate	Entertainment and Media					
Business, Corporate	Executive Compensation					

Government, Regulatory, Administrative	Food, Drug, and Device
Litigation	General
Litigation	Insurance
Litigation	Patent
Litigation	White Collar/ Government Investigations
Business, Corporate	Bankruptcy and Restructuring

Diversity & Inclusion

Diversity Contact: Ms. Marlene Aquino

Diversity Website/URL: <https://www.cov.com/en/diversity-equity-and-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, Employee Benefits & Executive Compensation, 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.

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