

Basic Information

The New York Times Building
620 Eighth Avenue
New York, NY 10018
Organization Size: 1308
Office Size: 250
Hiring Attorney: Ms. Clea Liquard
Hiring Attorney #2: Ms. Jenna Wallace

Recruiting Contact:
Ms. Ali Gabriella Iannuzzo
Director of Legal Recruiting & Professional Development
The New York Times Building
620 Eighth Avenue
New York, New York (NY) 10018
United States
Phone: 212-841-1000
legal.recruitingny@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	35	73	37	6	14
	Women	10	83	10	2	24
	Non-binary	0	2	0	0	0
	Total	45	158	47	8	38
Latinx	Men	2	8	1	1	2
	Women	1	8	0	0	4
	Non-binary	0	0	0	0	0
White	Men	32	51	30	4	9
	Women	7	43	7	0	8
	Non-binary	0	2	0	0	0
Black or African American	Men	0	3	1	0	2
	Women	1	10	0	0	5
	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	10	2	1	1
	Women	1	22	3	2	7
	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	1	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	10	1	1	1
	Women	0	12	0	0	2
	Non-binary	0	1	0	0	0
Veteran	Men	0	3	1	0	1
	Women	1	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	21	20	29	28	TBD
Entry-level (non-traditional track)	0	0	1	0	TBD
Lateral Partners	3	0	2	0	TBD
Lateral Associates	12	0	1	0	TBD
All Other Laterals (non-traditional track)	0	0	2	0	TBD
Post-Clerkship	8	8	4	4	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	8	0	4	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	37	3	36	5	21
1Ls	4		2		1

Number of 2023 Summer 2Ls considered for associate offers 36

Number of offers made to summer 2L associates 36

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	Business/Corporate	26	31	78	18	
Litigation	Litigation	19	16	80	11	

Diversity & Inclusion

Diversity Contact: Ms. Marlene Aquino

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

Organization Narrative

Covington's New York office offers the rare combination of a top international law firm practice, opportunities for young lawyers to take on substantial responsibility, a highly collegial work environment, and a proven commitment to pro bono work. We have over 250 lawyers representing clients according to the highest standards and fulfilling the firm's strong commitment to public service.

We seek colleagues with exceptional academic and personal qualifications who are eager to learn, work and take initiative. Our doors are open to outstanding law students and lawyers of all backgrounds who share our commitment to the highest ethical and professional standards and our passion for the practice of law.

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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