

### Basic Information

The New York Times Building  
620 Eighth Avenue  
New York, NY 10018  
Organization Size: 1376  
Office Size: 271  
Hiring Attorney: Ms. Clea Liquard  
Hiring Attorney #2: Ms. Jenna Wallace

**Recruiting Contact:**  
Ms. Ali Gabriella Iannuzzo  
Director of Legal Recruiting and 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

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	35	78	36	6	8
	Women	11	85	14	2	15
	Non-binary	0	4	0	0	0
	Total	46	167	50	8	23
<b>Latinx</b>	Men	2	10	1	1	0
	Women	1	10	0	0	0
	Non-binary	0	1	0	0	0
<b>White</b>	Men	32	54	29	4	4
	Women	7	43	9	0	5
	Non-binary	0	2	0	0	0
<b>Black or African American</b>	Men	0	4	1	0	1
	Women	1	12	1	0	3
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	1	9	2	1	2
	Women	2	19	4	2	7
	Non-binary	0	1	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	1	1	0	1
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	1	1	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ+</b>	Men	1	13	1	1	0
	Women	0	15	0	0	1
	Non-binary	0	1	0	0	0
<b>Veteran</b>	Men	0	5	0	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	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	29	28	29	29	TBD
Entry-level (non-traditional track)	1	0	0	0	TBD
Lateral Partners	2	0	2	0	TBD
Lateral Associates	1	0	3	1	TBD
All Other Laterals (non-traditional track)	2	0	2	0	TBD
Post-Clerkship	4	4	7	6	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	4	0	3	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	36	5	21	0	23
1Ls	2		2		1

Number of 2024 Summer 2Ls considered for associate offers 21

Number of offers made to summer 2L associates 21

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	Litigation	20	20	87	16	
Business, Corporate	Corporate	26	30	80	14	

---

## Diversity & Inclusion

**Diversity Contact:** Ms. Marlene Aquino

**Diversity Website/URL:** <https://www.cov.com/en/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 our highest standards and fulfilling the firm's strong commitment to public service.

We seek colleagues with exceptional academic and professional 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](http://www.nalpdirectory.com)

NALP Copyright 2025