

Basic Information

3000 El Camino Real
5 Palo Alto Square
Palo Alto, CA 94306
Organization Size: 1376
Office Size: 40
Hiring Attorney: Mrs. Rani Gupta
Hiring Attorney #2: Mrs. Megan Rodgers

Recruiting Contact: Ms. Kelsey Donovan
Senior Legal Recruiting & Professional Development Manager
3000 El Camino Real, 5 Palo Alto Square, 10th Floor
Palo Alto, California (CA) 94306 United States
Phone: (650) 632-4700
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	5	9	5	0	2
	Women	8	12	1	0	4
	Non-binary	0	0	0	0	0
	Total	13	21	6	0	6
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	4	5	2	0	2
	Women	5	5	1	0	1
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	1	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	3	3	0	0
	Women	3	6	0	0	2
	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	0	1	0	0	0
	Women	1	4	0	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	1	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	5	5	4	4	3
Entry-level (non-traditional track)					
Lateral Partners			0	0	0
Lateral Associates			2	1	2
All Other Laterals (non-traditional track)					
Post-Clerkship					1
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					0
SUMMER					
Post-3Ls					
2Ls	6	1	5	2	6
1Ls	1	0	1	0	2

Number of 2024 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

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 Litigation	General					
Litigation	Insurance					
Business, Corporate	Life Sciences Transactions					

Business, Corporate	M&A
Litigation	Patent
Business, Corporate	Technology Transactions
Business, Corporate	Venture Capital/Emerging Companies
Litigation	Antitrust

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 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 Palo Alto combines the collegiality and informality of a small office with the challenging and sophisticated practice of a preeminent global firm. The attorneys in the Palo Alto office focus on Antitrust, Class Actions, Commercial Litigation, Insurance Coverage Litigation, Intellectual Property Litigation, Life Sciences Transactions, M&A, Technology Transactions, and Venture Capital & Emerging Companies. Our small-team approach to staffing results in associates getting excellent experience early in their careers, while our practice of staffing cases across offices ensures exposure to a wide variety of partners. We are committed to the personal and professional growth of our attorneys, to encouraging pro bono work and public service, and to practicing in accordance with the highest standards of our profession. 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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