

Basic Information

415 Mission St
Suite 5400
San Francisco, CA
94105
Organization Size:
1376
Office Size: 108
Hiring Attorney:
Ms. Ingrid Rechtin
Hiring Attorney #2:
Mr. Cort Lannin

Recruiting Contact:
Ms. Kelsey Donovan
Senior Legal Recruiting & Professional
Development Manager
Salesforce Tower, 415 Mission Street, Suite
5400
San Francisco, California (CA) 94105
United States
Phone: (415) 591-6000
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	12	17	15	0	10
	Women	9	43	10	0	4
	Non-binary	1	1	0	0	0
	Total	22	61	25	0	14
Latinx	Men	0	3	1	0	3
	Women	0	4	0	0	0
	Non-binary	0	1	0	0	0
White	Men	11	7	14	0	5
	Women	7	21	8	0	2
	Non-binary	1	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	3	0	0	1
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	4	0	0	1
	Women	2	14	2	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	3	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	1	0	0
	Women	0	2	1	0	0
	Non-binary	0	1	0	0	0
LGBTQ+	Men	3	5	0	0	2
	Women	0	6	0	0	1
	Non-binary	1	1	0	0	0
Veteran	Men	0	0	0	0	1
	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	5	5	10
Entry-level (non-traditional track)					
Lateral Partners	1	0	0	0	0
Lateral Associates	1	0	1	0	4
All Other Laterals (non-traditional track)	1	0			
Post-Clerkship	2	2	3	3	2
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					0
SUMMER					
Post-3Ls					
2Ls	11	1	12	2	14
1Ls	3	0	2	0	3

Number of 2024 Summer 2Ls considered for associate offers 12

Number of offers made to summer 2L associates 12

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	Antitrust					
Litigation	Class Actions					
Litigation	Commercial					
Government, Regulatory, Administrative	Cybersecurity/Data Privacy					
Government, Regulatory, Administrative	Environmental					

Government, Regulatory, Administrative	Food, Drug, and Device
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	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's San Francisco office represents a client base ranging from global life sciences firms and technology giants to start-up companies and individuals on a wide range of cases, transactions and advisory matters. Areas of focus include: Antitrust, Class Actions, Commercial Litigation, Cybersecurity & Data Privacy, Environmental, Food, Drug & Device, Insurance Coverage Litigation, Intellectual Property Litigation, Life Sciences Transactions, M&A, Technology Transactions, Venture Capital & Emerging Companies, and White Collar Defense & Investigations. Our attorneys regularly work across multiple offices, tapping into the firm's broad expertise and client base, while operating in a diverse, informal and uniquely California setting. 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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