

## Hogan Lovells US LLP

(<https://www.hoganlovells.com/en/global-careers/careers-in-the-united-states>)



### Basic Information

All US Offices Combined  
Organization Size: 1076  
Office Size: 961  
**Hiring Attorney:** Mrs. Carin Carithers

**Recruiting Contact:** Ms. Patrice Hayden  
Director of Associate Recruitment  
555 13th Street NW  
Washington, District of Columbia (DC) 20004  
United States  
**Phone:** +1 202 637 5600  
[joinhoganlovellsDC@hoganlovells.com](mailto:joinhoganlovellsDC@hoganlovells.com)

### Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 225,000

#### Summer Compensation

2023 compensation for Post-3Ls (\$/week) 4,135

2023 compensation for 2Ls (\$/week) 4,135

2023 compensation for 1Ls(\$/week) 4,135

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8

How many years is the equity track? Varies

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	232	216	96	20	30
	Women	101	253	49	15	52
	Non-binary	1	2	0	0	0
	Total	334	471	145	35	82
Latinx	Men	11	17	1	2	3
	Women	10	20	3	0	2
	Non-binary	0	0	0	0	0
White	Men	189	138	83	13	15
	Women	68	129	38	11	21
	Non-binary	1	0	0	0	0
Black or African American	Men	4	11	1	0	6
	Women	4	31	2	1	10
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native Hawaiian or Other Pacific Islander	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Asian	Men	9	19	4	1	3
	Women	5	30	2	1	11
	Non-binary	0	1	0	0	0
Native American or Alaska Native	Men	0	1	0	0	0
	Women	1	2	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
2 or More Races	Men	1	8	0	1	1
	Women	1	17	2	0	5
	Non-binary	UNK	UNK	UNK	UNK	UNK
Persons with Disabilities	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
LGBTQ	Men	4	22	5	2	3
	Women	5	22	1	0	1
	Non-binary	1	2	0	0	0
Veteran	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK

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## Pro Bono/Public Interest

T. Clark Weymouth  
Pro Bono Partner  
202.637.8633  
t.weymouth@hoganlovells.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

7%

Average Hours per Attorney last year

103.2 hours

Percent of associates participating last year

100%

Percent of partners participating last year

89%

Percent of other lawyers participating last year

100%

## Professional Development

Evaluations

Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

Yes

Rotation for junior associates between departments/practice groups?

Case-by-case

Is rotation mandatory?

No

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	50	47	52	48	53
Entry-level (non-traditional track)					
Lateral Partners	8				
Lateral Associates	43				
All Other Laterals (non-traditional track)	7				
Post-Clerkship	15	12	3	3	9
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	1				
<b>SUMMER</b>					
Post-3Ls					
2Ls	63	11	64	11	80
1Ls	13		20		11

Number of 2022

63

Summer 2Ls  
considered for  
associate offers

Number of offers

63

made to summer  
2L associates

General Hiring  
Criteria

The application process for Hogan Lovells' summer program is very competitive, and we select our participants each year from among many highly qualified candidates. We are able to offer positions only to those applicants whose records demonstrate outstanding performance. Although we apply no formulas in our selection process, superior academic credentials, particularly with respect to law school grades and class rank, and excellent written and oral communication skills, are required. We also look for other indicators of likely success at Hogan Lovells, such as demonstrated leadership skill, strong motivation, good judgment, the ability to work well with others, and an interest in community involvement.

## 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	Corporate & Finance	122	22	149		8

<b>Government, Regulatory, Administrative</b>	Global Regulatory & IPMT	123	31	165	7
<b>Litigation</b>	Litigation, Arbitration & Employment	87	16	149	19
<b>Civil Rights, Human Rights, Constitutional</b>	Pro Bono	0	0	7	0

## Diversity & Inclusion

**Diversity Contact:** Rosevelie Marquez Morales

**Diversity Website/URL:** <https://www.hoganlovells.com/en/diversity/regions/americas>

## Organization Narrative

### A world of opportunities

By joining Hogan Lovells, you will become part of a law practice that has both a long tradition of excellence and a worldwide profile of more than 2,600 lawyers in over 45 offices around the world, working with an integrated team of lawyers to provide first-rate legal service in and across our diverse and sophisticated areas of practice. Our lawyers are at the top of their fields in corporate, finance, regulatory, litigation and intellectual property and are regularly called upon to respond to a wide range of cutting edge legal issues. Our unique global platform and one-team approach to serving our clients will offer you a great foundation on which to build your legal career, now and into the future.

### A great place to work

One of our greatest assets is our widely known culture of collegiality and respect. These are not just goals; they are an integral part of how we operate every day. We prize our friendly, team-oriented work environment, which encourages professional development, good associate-partner relations, and early client contact. We recruit well-rounded lawyers of intellectual distinction who not only have demonstrated strong leadership and communication skills and excellent judgment but also share our commitment to work as part of a cohesive and supportive team.

### A commitment to your future

At Hogan Lovells, you will have access to many opportunities to develop and refine your legal skills.

With guidance from lawyer coordinators and mentors, summer associates complete meaningful client work and participate in training programs designed to develop and enhance legal skills. Summer associates have opportunities to attend client meetings, closings, and legislative and administrative hearings, and meet with firm alumni serving in prominent roles in government and business. Through varied virtual and in-person programming, summer associates hear from Hogan Lovells leaders about our vision and values, practice areas, financial information, and strategic plans for the future, and learn about the functions of the firm. Group team building exercises and work assignments allow summer associates get to know their colleagues across the U.S. and make lifelong connections. Professional training continues throughout the careers of our lawyers, with many opportunities to learn by doing supplemented by a wide range of programs facilitated by the HL Learn team. The quality of our legal training is reflected in the fact that Hogan Lovells lawyers are recognized as pre-eminent in a wide variety of fields and our alumni serve in prominent leadership roles in government and business. Hogan Lovells is committed to fostering your professional development, including attentive mentoring that is essential to professional growth.

Support for the professional development of our associates continues through participation in our Lawyer Development Framework which helps our attorneys to achieve their career goals.

### An inclusive atmosphere

Our commitment to being a diverse and inclusive place to work is at the core of our vision and our values. Hogan Lovells' success depends on our ability to foster a work environment where people of all backgrounds and experiences may reach their full potential. We have a long history of being committed to recruiting, retaining, and promoting lawyers and others with diverse backgrounds and experiences. We continue to build on our history as one of the first major U.S. law firms to achieve a critical mass of people of color and women. Our culture of inclusion, which respects and values the diversity of all our people, significantly enhances the quality of our workplace and our ability to provide excellent legal services to our clients.

### Make a difference in your community

Hogan Lovells' commitment to pro bono legal work is deeply rooted in our culture and history. Our pioneering US Pro Bono practice began more than 40 years ago, when we were the first firm to establish a separate practice devoted exclusively to pro bono services. Drawing on the experience of our professionals worldwide, we take seriously our responsibility to improve the lives of those without access to justice or the means to hire lawyers, and to meet the legal needs of charities and nonprofit social enterprises. Our people at every level are extensively engaged in these efforts, providing you with the opportunity to make a meaningful difference right from the start of your career.

For more information on our U.S. law student recruitment initiatives, please visit [Hogan Lovells Careers in the United States](#).

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.

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