

# Hogan Lovells US LLP

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



## Basic Information

100 International Drive  
Suite 2000  
Baltimore, MD 21202  
Organization Size: 1076  
Office Size: 39  
**Hiring Attorney:**  
Mr. Brian R. Chappell  
**Hiring Attorney #2:**  
Ms. Allison Caplis

**Recruiting Contact:**  
Ms. Sally Sessions  
Senior Associate Recruitment Coordinator  
100 International Drive  
Suite 2000  
Baltimore, Maryland (MD) 21202  
United States  
**Phone:** +1 410-659-2717  
[joinhoganlovellsMD@hoganlovells.com](mailto:joinhoganlovellsMD@hoganlovells.com)

## Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week) 4,326

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? 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	8	2	3	0	1
	Women	4	6	2	1	2
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>12</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>3</b>
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>White</b>	Men	8	2	3	0	1
	Women	4	5	2	1	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Veteran</b>	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	87.2 hours
Percent of associates participating last year	100%
Percent of partners participating last year	100%
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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	1	1	2	2	1
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates	1		1		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	2	1	3	1	2
1Ls	1				

Number of 2023 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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	10	1	4		0

<b>Government, Regulatory, Administrative Intellectual Property</b>	Global Regulatory & IP, Media & Technology	0	0	0
<b>Litigation</b>	Litigation, Arbitration & Employment	2	3	4
<b>Civil Rights, Human Rights, Constitutional</b>	Pro Bono	0	0	0

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## Diversity & Inclusion

**Diversity Contact:** Rosevelie Marquez Morales

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

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## Organization Narrative

Hogan Lovells is one of the world's leading legal services provider with a distinctive market position founded on exceptional practice breadth and deep industry knowledge. Our 2,600 lawyers in over 22 countries serve clients in a practice that cuts across virtually all legal disciplines. At Hogan Lovells, you become a part of a team that understands client issues, solves problems, builds relationships and works together. You can expect challenging work, world-class training, inclusive teams and a strong commitment to the community.

### The Baltimore Office

As a leading legal practice in Maryland, our Baltimore office combines local, national, and international experience with the resources of a top-ten global law firm. We offer sophisticated advice and representation in the areas of complex civil and white collar litigation; corporate and securities; energy and alternative technologies; health and special investigations; mergers and acquisitions; private equity; project development; secured and public finance; and tax. We have achieved successful results for a broad range of clients, including technology, energy, global aerospace and defense, and biotechnology companies.

Office highlights include:

- Representing clients in complex civil and business matters, including some of the largest, most high-profile civil litigation in the U.S.
- Providing the full range of corporate transaction services to private and public companies and investment funds, including debt and equity securities offerings, mergers and acquisitions, and private equity investments.
- Representing corporations and individuals in securities and corporate transaction litigation matters.
- Assisting investors, lenders and developers of renewable energy projects in acquiring and selling, developing and financing traditional energy and renewable energy projects in the U.S. and across the globe.
- Assisting publicly held companies, including Fortune 500 companies, private corporations, partnerships, major educational and nonprofit institutions, and corporate executives, to navigate government investigations and in a broad array of corporate transactions.
- Representing companies, financial institutions, and other participants in financing major infrastructure projects around the world.

### Associate Life & Development

As an associate at Hogan Lovells, you can expect to be challenged. You can also expect to work with people who are supportive and good-natured while maintaining the highest professional standards. The firm places a premium on associate training and feedback, and we believe that the best training is practical experience. As a result, partners look for opportunities to provide associates with hands-on experience and take time to educate associates on the practical skills necessary to excel in their practice. To prepare associates for these opportunities, the firm has created award-winning learning and development opportunities, providing in-house training programs that teach associates the fundamental tools to grow and advance their career. Each practice group also organizes specialized training sessions geared toward its particular area of law for associates.

### Summer Associate Program

Our summer associate program in Baltimore provides law students with a realistic and challenging introduction to their legal career. Our program is designed to ensure extensive interaction with associates and partners and to encourage the exploration of practice areas. Hogan Lovells offers extensive practical learning opportunities, including working closely with partners and associates who are experts in their fields, along with access to a variety of training programs to give students an introduction to law practice. Students learn from our lawyers in a range of settings, participating in skills development courses, and attending closings, depositions and hearings. In addition to internal training provided by Hogan Lovells lawyers, summer associates have both partner and associate mentors and benefit from the guidance of a large group of lawyers who involve themselves in the summer program. We also host a variety of social events throughout the summer to allow our summer associates and lawyers get to know one another on a more informal basis.

Summer associates also participate in a conference in Washington, D.C. with their colleagues from all of our U.S. offices. At the conference, firm leaders share insights about the firm's vision, culture and values, commitment to diversity, leading practices, management, firm finance and strategic plans for the future. Partners speak with attendees about their career paths and why they love what they do. Summer associates get to know their colleagues from US offices through group activities and fun team-building exercises.

### Diversity, Equity and Inclusion

Our commitment to delivering on DEI is a strategic priority for the firm. We take a multi-faceted approach to our DEI goals and objectives that leverage the strength of our people. Whether it is training and team building, accountability through leadership, sponsorship and mentorship or collaboration with clients, all of our work is driven by our core mission to cultivate an inclusive workplace where all of our people can reach their full potential as their authentic selves, to create a better, stronger and more collaborative firm that allows us to deliver the highest level of service for our clients.

### Responsible Business

Exemplary Responsible Business is an integral part of Hogan Lovells' culture and strategy. Our shared belief in the value of social responsibility is one of the bonds that unify us as a global firm and we seek to engage all of our offices and people, as well as our clients and neighbors, in our Responsible Business programs. Through our global and local Responsible Business programs we work together as a community to promote justice, opportunity, inclusion, and

sustainability.

#### Pro Bono - Making a Difference in Our Community

Hogan Lovells' 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. Since that time, our demonstrated commitment to community service has only strengthened and grown. 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 non-profit social enterprises. Our lawyers are engaged in a wide range of pro bono efforts, including handling ground-breaking and high-impact assignments. Summer associates and associates are extensively engaged in these efforts, providing all with the opportunity to make a meaningful difference right from the start of their legal careers.

#### Community Investment

Our community investment initiative builds awareness within the firm and with our clients and other stakeholders about the local communities in which our firm operates and works. We support and develop projects that focus on issues of poverty and exclusion in our communities. The strength of the firm's community affairs work lies in the excellent relationships we have forged with partnering agencies and local community leaders.

#### Sustainability

As a modern global law firm, we acknowledge our responsibility to carry out our business in a sustainable way. Our overall strategy is to minimize our environmental footprint around the world through bike-to-work programs, composting, in-house water bottling, a rooftop bee hive, auto-light sensors and computer shut-offs, and much more.

#### Wellbeing

Our wellbeing strategy seeks to create a supportive environment that enables all of our people to sustain high performance and drive.

Please visit us at [www.hoganlovells.com](http://www.hoganlovells.com) to learn more about the firm. We encourage interested candidates to sign up for on-campus interviews at their law schools or to contact us directly at [Careers in the United States \(hoganlovells.com\)](http://www.hoganlovells.com/careers).

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