

# Hogan Lovells US LLP

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



## Basic Information

1601 Wewatta St.  
Suite 900  
Denver, CO 80202  
Organization Size:  
1076  
Office Size: 72  
**Hiring Attorney:**  
Mr. Craig Umbaugh

**Recruiting Contact:**  
Ms. Kasey Fenn  
Associate Recruitment Manager - Western  
Region  
1601 Wewatta St.  
Suite 900  
Denver, Colorado (CO) 80202  
United States  
**Phone:** +1 303 899 7300  
[joinhoganlovellsCO@hoganlovells.com](mailto:joinhoganlovellsCO@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            | 16         | 21      | 4                                     | 1                 |
|  | Women          | 6          | 17      | 2                                     | 1                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
|  | Total          | 22         | 38      | 6                                     | 2                 |
| <b>Latinx</b>                                    | Men            | 0          | 0       | 3                                     | 0                 |
|  | Women          | 1          | 0       | 1                                     | 0                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>White</b>                                     | Men            | 14         | 16      | 4                                     | 1                 |
|  | Women          | 4          | 9       | 1                                     | 1                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>Black or African American</b>                 | Men            | 1          | 0       | 0                                     | 0                 |
|  | Women          | 0          | 1       | 0                                     | 0                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>Native Hawaiian or Other Pacific Islander</b> | Men            | 0          | 1       | 0                                     | 0                 |
|  | Women          | 0          | 0       | 0                                     | 0                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>Asian</b>                                     | Men            | 0          | 0       | 0                                     | 0                 |
|  | Women          | 1          | 2       | 0                                     | 0                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>Native American or Alaska Native</b>          | Men            | 0          | 0       | 0                                     | 0                 |
|  | Women          | 0          | 1       | 0                                     | 0                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>2 or More Races</b>                           | Men            | 0          | 1       | 0                                     | 0                 |
|  | Women          | 0          | 2       | 0                                     | 0                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>Persons with Disabilities</b>                 | Men            | UNK        | UNK     | UNK                                   | UNK               |
|  | Women          | UNK        | UNK     | UNK                                   | UNK               |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>LGBTQ</b>                                     | Men            | 0          | 3       | 0                                     | 0                 |
|  | Women          | 0          | 1       | 0                                     | 0                 |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |
| <b>Veteran</b>                                   | Men            | UNK        | UNK     | UNK                                   | UNK               |
|  | Women          | UNK        | UNK     | UNK                                   | UNK               |
|  | Non-binary     | UNK        | UNK     | UNK                                   | UNK               |

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2024

## 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<br>2024 |
|--|---------------|-------------------------|------|-------------------------|------------------|
|  | 2022          | Prior Summer Associates | 2023 | Prior Summer Associates |                  |
| Entry-level                                | 3             | 3                       | 3    | 2                       | 5                |
| Entry-level (non-traditional track)        |               |                         |      |                         |                  |
| Lateral Partners                           |               |                         |      |                         |                  |
| Lateral Associates                         | 11            |                         | 0    |                         |                  |
| All Other Laterals (non-traditional track) | 1             |                         | 1    |                         |                  |
| Post-Clerkship                             | 1             |                         | 0    |                         |                  |
| LL.M.s (U.S.)                              |               |                         |      |                         |                  |
| LL.M.s (non-U.S.)                          |               |                         |      |                         |                  |
| <b>SUMMER</b>                              |               |                         |      |                         |                  |
| Post-3Ls                                   |               |                         |      |                         |                  |
| 2Ls  | 4             | 1                       | 5    | 0                       | 6                |
| 1Ls  | 2             |                         | 1    |                         |                  |

Number of 2023 Summer 2Ls considered for associate offers: 5

Number of offers made to summer 2L associates: 5

**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            | 15                      | 2              | 24                |   | 1  |

|   |                                      |   |   |   |   |
|---|--------------------------------------|---|---|---|---|
| <b>Government, Regulatory, Administrative Intellectual Property</b> | Global Regulatory & IPMT             | 4 | 0 | 7 | 0 |
| <b>Litigation</b>   | Litigation, Arbitration & Employment | 3 | 1 | 7 | 1 |
| <b>Civil Rights, Human Rights, Constitutional</b>                   | Pro Bono                             | 0 | 0 | 0 | 0 |

## Diversity & Inclusion

**Diversity Contact:** Rosevelie Marquez Morales

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

## Organization Narrative

Denver has a long-standing and well-deserved reputation for its dynamic, thriving business environment. As one of the largest legal practices in the Rocky Mountain region, our Denver office has been instrumental in shaping the legal landscape of the Rocky Mountain region for over 30 years.

Fortune 500 companies, venture-backed start-ups, and emerging technology businesses alike rely on our legal services. With dedicated lawyers working at the intersection of law and public policy, clients benefit from our distinguished experience working in key industries on issues driving Colorado's ever-evolving legal and business landscape.

From complex corporate transactions to high-stakes litigation, we provide innovative solutions to mitigate risk and propel your goals forward. We also offer a strong combination of local insight, national perspective, and global knowledge, bringing clients world-class legal service backed by established, on-the-ground support.

With our extensive industry experience, we speak your language and concentrate on what's most important to meet your goals. Our work spans aerospace, automotive, energy and natural resources, environment, life sciences and health care, private capital, real estate, sports, media and entertainment, technology, and transportation and logistics.

We also have deep ties with the Denver community, supporting local non-profits and an elementary school. Our lawyers each contribute an average of around 100 hours annually to pro bono initiatives. And our annual Practical Skills Program serves law students in Colorado and Wyoming.

Our lawyers are recognized by leading publications, including *Best Lawyers in America*, *Chambers & Partners*, *Law360*, *Law Week Colorado*, *Legal 500*, *National Law Journal*, *Super Lawyers*, *5280 Magazine*, *Denver Business Journal*, and *Sports Business Journal*.

**"They have a strong bench... a leading firm in the region." – Client Feedback: Chambers USA**

Our multi-practice Colorado presence has our clients legal needs comprehensively covered.

- Corporate & Finance
- Global Regulatory
- Litigation, Arbitration, & Employment
- Intellectual Property, Media, & Technology

Sector-focused approach

- Aerospace & Defense
- Automotive
- Construction & Engineering
- Consumer
- Education
- Energy & Natural Resources
- Environment
- Life Sciences & Healthcare
- Manufacturing & Industrials
- Private Capital
- Real Estate
- Sports, Media, and Entertainment
- Technology
- Transportation & Logistics

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 2024