

Hogan Lovells US LLP

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



Basic Information

390 Madison Avenue
New York, NY 10017
Organization Size: 1076
Office Size: 146
Hiring Attorney: Michael Ridley-Kaye
Hiring Attorney #2: Allison Wuertz

Recruiting Contact:
Ms. Alexandra Garcia
Associate Recruitment Manager, Northeast Region
390 Madison Avenue
New York, New York (NY) 10017
United States
Phone: +1 212 918 6122
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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	56	38	21	2	3
	Women	15	44	10	2	3
	Non-binary	UNK	UNK	UNK	UNK	UNK
	Total	71	82	31	4	6
Latinx	Men	3	5	1	1	0
	Women	0	2	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
White	Men	39	17	13	1	0
	Women	13	6	6	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
Black or African American	Men	0	2	0	0	0
	Women	0	5	0	1	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Asian	Men	0	8	0	0	0
	Women	0	10	2	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native American or Alaska Native	Men	0	0	1	0	0
	Women	0	2	0	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
2 or More Races	Men	1	1	0	0	0
	Women	0	2	0	0	1
	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	1	3	1	0	0
	Women	1	5	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Veteran	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK

For more details, visit www.nalpdirectory.com

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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	5	5	9	4	12
Entry-level (non-traditional track)					
Lateral Partners			22		
Lateral Associates			29		
All Other Laterals (non-traditional track)			17		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	1		1		0
SUMMER					
Post-3Ls					
2Ls	5	0	7	0	11
1Ls	1				

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

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	44	11	47	1	2

Government, Regulatory, Administrative Intellectual Property	Global Regulatory & IPMT	4	0	5		1
Litigation	Litigation, Arbitration & Employment	23	5	29	3	1
Civil Rights, Human Rights, Constitutional	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

OUR GLOBAL PRACTICE. Hogan Lovells is one of the world's leading legal practices. We provide the highest quality professional services to corporations, financial institutions, and governmental entities across the full spectrum of their critical business and legal issues globally and locally. With more than 2,500 lawyers operating out of more than 47 offices in the United States, Latin America, Europe, the Middle East, Africa, and Asia, we have one of the world's truly global practices. Our distinctive market position is founded on our exceptional breadth of our practice, on deep industry knowledge, and on our "one team" global approach.

THE NEW YORK OFFICE. Hogan Lovells' New York office provides a full range of litigation and transactional services to Fortune 500 companies, multinational corporations, emerging businesses, and individual business leaders. Among our clients are some of the world's largest media, entertainment, and telecommunications companies; pharmaceutical manufacturers; accounting firms; internet businesses; real estate developers; automobile manufacturers; insurance and reinsurance companies; investment banks and international financial institutions; investment funds; energy companies; hospitals; universities; and healthcare providers.

The New York office has an exciting and rapidly growing practice. As an integral part of our global practice, the New York office handles a significant amount of international and cross-border matters, including US matters for global clients and multijurisdictional matters in which we team with other Hogan Lovells offices around the world. Our matters include, international arbitrations for Latin American energy clients, international mergers and acquisitions, media litigation in the US and Europe for a global media companies, representation of European banks in litigation and regulatory matters, and transactions for large pharmaceutical companies, to name just a few.

Our New York practice includes a full range of legal services, and includes:

- International Arbitration
- Banking and Finance
- Bankruptcy and Restructuring
- Complex Commercial Litigation
- Employment
- Financial Institutions Litigation
- Mergers and Acquisitions, Private Equity and Capital Markets
- Securities Litigation
- Real Estate
- Tax
- White Collar and Investigations

Hogan Lovells is among a select group of international law firms able to meet the domestic and cross-border needs of the world's most prominent businesses, helping them address their most difficult challenges and realize their most exciting opportunities.

SUMMER ASSOCIATE PROGRAM. Our New York summer associate program 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 a broad array of practice areas and activities. Weekly training sessions are held on topics such as legal writing skills, negotiation skills and taking and defending depositions. Our goal is to introduce summer associates to the life and business of the firm so that they can fully experience our "one team" approach to the practice of law.

US summer associates also attend a conference in Washington, D.C. with their colleagues from all of our US offices. At the conference, firm leaders share insights about the firm's vision 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 through small group dinners and fun team-building exercises.

ASSOCIATE LIFE & DEVELOPMENT. As an associate at Hogan Lovells, you can expect to be challenged. We are committed to excellence in all we do, including our associate training program. We combine practical experience with a world-class training and development program. 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 offers an in-house training program through HL Learn that teaches associates the fundamental tools for the highest quality legal practice, as well as professional development programs to enable all Hogan Lovells lawyers to achieve their full career potential. Each practice group also organizes specialized training sessions geared toward its particular area of law. The firm also has a Practicum Program that gives associates the ability to devote approximately 40 hours per year to learning opportunities such as shadowing and observation to supplement the skills training and to promote rapid professional development in the early years as an associate.

PRO BONO. Our Pro Bono practice draws on the experience of our professionals worldwide 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. Providing high-quality legal services to those most in need and least able to pay is an integral part of being a lawyer. At Hogan Lovells we take that responsibility seriously. We handle a wide variety of pro bono matters in the areas of human rights, civil liberties, environmental justice, sustainable development, housing, immigration, and arts/culture.

Please visit us at www.hoganlovells.com or careers-us.hoganlovells.com/office/new-york/ to learn more about the firm.

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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