

# Hogan Lovells US LLP

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



## Basic Information

1733 Market Street  
 Floor 23  
 Philadelphia, PA 19103  
 Organization Size: 1076  
 Office Size: 34  
**Hiring Attorney:** Ms. Jessica Bisignano

**Recruiting Contact:**  
 Ms. Alexandra Garcia  
 Regional Manager, Associate Recruitment,  
 Northeast Region  
 1735 Market Street  
 Floor 23  
 Philadelphia, Pennsylvania (PA) 19103  
 United States  
**Phone:** +1 267 675 4600  
[joinhoganlovellsPA@hoganlovells.com](mailto:joinhoganlovellsPA@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	12	2	0
	Women	5	12	1	2
	Non-binary	0	1	0	0
	<b>Total</b>	<b>13</b>	<b>25</b>	<b>3</b>	<b>2</b>
<b>Latinx</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>White</b>	Men	8	7	2	0
	Women	4	7	0	1
	Non-binary	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	0	2	0	0
	Women	1	3	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	0	1	0	0
	Women	0	1	1	1
	Non-binary	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	0	1	0	0
	Women	0	1	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	1	UNK	UNK
<b>LGBTQ</b>	Men	UNK	UNK	UNK	UNK
	Women	UNK	2	UNK	UNK
	Non-binary	UNK	1	UNK	UNK
<b>Veteran</b>	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
	Non-binary	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	2	2	4	4	2
Entry-level (non-traditional track)					
Lateral Partners	1				
Lateral Associates	5		4		
All Other Laterals (non-traditional track)	1		1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	4	2	2	1	1
1Ls	1		0		1

Number of 2023 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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	6	2	6		0

<b>Government, Regulatory, Administrative Intellectual Property</b>	Global Regulatory & IPMT	3	0	4	0
<b>Litigation</b>	Litigation, Arbitration & Employment	4	1	10	0
<b>Civil Rights, Human Rights, Constitutional</b>	Pro Bono	0	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

Lawyers in the Philadelphia office provide U.S. and international clients with a wide range of legal services, leveraging the multidisciplinary resources of the firm's 2,500 lawyers in more than 40 offices worldwide.

FDA lawyers help clients from start-ups to blue chips with approval for cutting edge medical devices. Our corporate lawyers help clients with mergers and acquisitions public offerings, securities law compliance, and corporate governance. White collar litigators defend hot-button investigations and enforcement actions in the life sciences, education, and financial services industries. Commercial litigators handle precedent-setting cross-border business disputes in the insurance and telecom space.

Our game-changing strategies rest on a deep understanding of the region's courts, regulators, and enforcement agencies. Their time-bound traditions and archaic procedures can baffle. We show clients how to use them to blaze new paths, fix what's broken, and protect what's now.

The same goes for Pro Bono clients. From individual cases (like securing benefits for homeless clients) to mass impact litigation (we persuaded the Pennsylvania Supreme Court to overturn the state redistricting plan), we strive to make our institutions better for everyone.

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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