

## Hogan Lovells US LLP

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



### Basic Information

609 Main Street  
Suite 4200  
Houston, TX 77002  
Organization Size: 1076  
Office Size: 25  
**Hiring Attorney:**  
Ms. Cristina Rodriguez

**Recruiting Contact:**  
Ms. Veatris Negrete  
Office Administrator  
609 Main Street  
Suite 4200  
Houston, Texas (TX) 77002  
United States  
**Phone:** 713.632.1400  
joinhoganlovellsTX@hoganlovells.com

### Compensation & Benefits 333

2018 compensation for entry-level lawyers (\$/year) 180,000

**Summer Compensation**

2018 compensation for Post-3Ls (\$/week) 3,500  
2018 compensation for 2Ls (\$/week) 3,500  
2018 compensation for 1Ls(\$/week) 3,500

### 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 10	8	1	0	2
	Women 3	8	0	0	4
	Total 13	16	1	0	6
<b>Latinx</b>	Men 1	0	0	0	0
	Women 1	0	0	0	1
<b>White</b>	Men 5	7	1	0	2
	Women 6	5	0	0	2
<b>Black or African American</b>	Men 0	0	0	0	0
	Women 0	1	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Asian</b>	Men 0	0	0	0	0
	Women 0	1	0	0	1
<b>Native American or Alaska Native</b>	Men 0	0	0	0	0
	Women 0	1	0	0	0
<b>2 or More Races</b>	Men 0	1	0	0	0
	Women 0	1	0	0	0
<b>Persons with Disabilities</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men 0	0	0	0	0
	Women 0	0	0	0	1
<b>Veteran</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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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?	Office-specific
% Firm Billable Hours last year	
Average Hours per Attorney last year	98
Percent of associates participating last year	100%
Percent of partners participating last year	83%
Percent of other lawyers participating last year	N/A

## 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 2018
	2016	Prior Summer Associates	2017	Prior Summer Associates	
Entry-level	3	2	1	1	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners		0		0	TBD
Lateral Associates	3	0	4	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	1	1	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	4	1	4
1Ls	2		2		2

Number of 2017 Summer 2Ls considered for associate offers 6

Number of offers made to summer 2L associates 4

**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
Banking, Finance	Finance	3	0	0		0

<b>Intellectual Property</b>	IP, Media & Technology	3	0	5	0
<b>Litigation</b>		5	0	10	0
<b>Business, Corporate</b>	Corporate	1	0	1	0
<b>Government, Regulatory, Administrative</b>	Government Regulatory	1	0	0	1

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## Diversity & Inclusion

**Diversity Contact:** Ms. Leslie Richards-Yellen

**Diversity Website/URL:** <http://www.hoganlovells.com/en/diversity/>

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## Organization Narrative

### ABOUT HOGAN LOVELLS

Hogan Lovells is a global legal practice with 2800 lawyers practicing in over 40 offices on six continents. We were formed in 2010 through an unprecedented combination of two leading firms with international credentials, U.S.-based Hogan & Hartson and European-based Lovells. Hogan Lovells carries on the tradition of excellence established by our founders and further builds on their legacy.

### THE HOUSTON OFFICE

Established in 2008, our Houston office is located in the hub of the U.S. energy industry and offers the sophistication of working in a truly global law practice in a team-oriented and collegial environment located in one of the country's most diverse cities. In a city that is home to 27 Fortune 500 companies (the second highest number in the United States) and widely known as the energy capital of the world, our Houston lawyers handle commercial, intellectual property, and other complex litigation matters involving multiple parties and jurisdictions, and the applications of foreign and domestic law. In addition, our project and international finance and energy lawyers have extensive experience in a wide variety of transactional matters, including mergers and acquisitions, joint ventures, structured energy transactions and exclusive energy supply arrangements.

### The facts about Houston:

- Our team includes almost 35 lawyers and 25 other professionals. We are diverse in many ways.
- Our lawyers are leaders in the community and in the bar. Our partners have been recognized as top practitioners in their fields by industry-leading publications, such as Chambers USA, Chambers Global, and Legal 500. Our roster includes a former trial judge and highly acclaimed international litigators.
- We typically have three to six summer associates join us each year.
- We're located in the heart of downtown, which boasts direct access to all Metro Light Rail lines, five new residential projects under development within five blocks, 1000+ hotel rooms within two blocks and 100+ restaurants within a ten minute walk.
- In June 2017 we became the first law firm to move into the stunning 48-story office tower at 609 Main. Among its many amenities, our new space offers a bright, open design with a welcoming environment, including 10' floor-to-ceiling windows, a high-end conference center, state-of-the-art technology, an abundance of meeting spaces, a wellness room, LEED Silver Certification, and more efficient workspaces. In addition, you will find beautifully designed coffee bars, custom-designed furniture throughout, height-adjustable desks, and an incredible lounge area overlooking Allen's Landing.
- Our building features a state-of-the-art fitness center on the second floor at no cost to employees. The fitness center offers full towel service, filtered water stations, wipe stations, lockers, and fully equipped, secure spa-like bathrooms. Bike storage is also available on site.
- We like to be social – we celebrate milestones, try new workouts, host impromptu happy hours in The Landing (one of our communal spaces), cheer on our World Champion Astros, and enjoy annual summer and holiday gatherings.

### SUMMER PROGRAM

We seek candidates who have a serious long-term interest in living and practicing in Houston. The application process for Hogan Lovells' summer program is competitive. We look for superior academic credentials as well as excellent written and oral communication skills. We also look for other indicators of likely success at our firm, such as demonstrated leadership skills, good judgment, strong motivation, work experience, and the ability to work well with others. Given our deep commitment to pro bono and citizenship matters, we also attract lawyers who want to serve their communities.

Summer associates will work with an assignment coordinator to help identify suitable assignments and ensure that they are able to explore their areas of interest. In addition to ongoing opportunities to work closely with partners and associates on substantive projects, summer associates are invited to experience our formal training opportunities including participating in Hogan Lovells Academy programs.

Social events are an important opportunity for summer associates to meet and get to know our lawyers. The Houston office offers a mix of small and large social events to facilitate the development of these relationships in a less formal environment.

While we do not preclude our summer associates from "splitting" their summer to work with another firm or other organization, we do require that they spend eight to 10 weeks with us during a 10-week window.

### PRO BONO

Pro bono and other citizenship activities are key components of our culture. We partner with many legal service providers to match lawyers or teams of lawyers with direct representation matters in both the litigation and corporate contexts, including the Houston Volunteer Lawyers Program (HVLP), Tahirih Justice Center, KIND, CAIR, the Instituto Argentino del Petróleo y del Gas de Houston (IAPGH), and the Veterans Consortium Pro Bono Program.

Recently, we successfully represented a prisoner who was housed in administrative segregation. Our pro bono client was kept isolated in his cell for 23 or 24 hours per day for consecutive days—and sometimes weeks—without a shower or recreation time, and he was also fed nutritionally deficient cold snack meals with little to any variety, fruits, or vegetables. We obtained a settlement including \$5,000 and non-monetary relief, including a court-ordered emergency trip to the prison's commissary so the client could make purchases in time for his birthday.

We also obtained a very favorable settlement in the Southern District of Texas for a pro bono client—an inmate at the Harris County jail—in his Section 1983 civil rights lawsuit over inadequate dental care, which is a rare outcome for such cases. We not only obtained all the non-monetary relief our client sought and desperately needed, but secured an opinion that will help protect the rights of all inmates to adequate care and that could ignite major policy changes at the jail. Highlighting the rewards of our pro bono commitment, the team received a call from the client's mother after the settlement tearfully expressing her sincere gratitude for their generosity and support of her son.

### OUR COMMUNITY OUTREACH

Our Houston office has worked on 13 projects, engaged two non-profit partners, and dedicated many hours to our Empowering Girls & Women Initiative. In the

aftermath of Hurricane Harvey we worked with existing community partners, the Houston Area Food Bank and Houston Area Women's Center, to schedule extra shifts to help provide food and other basic necessities to Houston-area residents. Our volunteers in Houston have dedicated several hours to non-legal Hurricane Harvey disaster relief and recovery efforts since the hurricane made landfall.

We volunteer on a bi-monthly basis at the Houston Food Bank. Members of our office assist with meal preparation and packaging for daily distribution. The Houston Food Bank is America's largest food bank in distribution to its network of 600 hunger relief charities in 18 southeast Texas counties. Named "Top Charity in Texas" by Charity Navigator for financial performance and accountability, the Houston Food Bank provides 83 million nutritious meals to food pantries, soup kitchens, senior centers, and other agencies, feeding 800,000 people each year.

Members of our team also volunteer at the Houston Area Women's Center, specifically with administrative, awareness projects, and event support. For over 35 years, the Houston Area Women's Center has worked relentlessly to help survivors affected by domestic and sexual violence build lives free from the effects of violence.

Every December we host a toy drive on behalf of BE A Resource (BEAR). BEAR for CPS Kids is a non-profit that offers hope and help for abused and neglected children and the caseworkers who protect them. BEAR provides emergency good and services directly to children under the care of Children Protective Services in Harris County.

We also team up with the Juvenile Diabetes Research Fund (JDRF) for the annual JDRF One Walk – their flagship fundraising event that draws more than 900,000 people who raise money for T1D research each year. JDRF is the only global diabetes foundation with a strategic plan to end type 1 diabetes (T1D).

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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