

Hogan Lovells US LLP

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



Basic Information

All US Offices Combined
 Organization Size: 1076
 Office Size: 961
Hiring Attorney: Mr. Timothy Lloyd

Recruiting Contact: Ms. Irena McGrath
 Chief Associate Recruitment Officer - Americas
 555 13th Street NW
 Washington, District of Columbia (DC) 20004
 United States
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irena.mcgrath@hoganlovells.com

Compensation & Benefits 333

2019 compensation for entry-level lawyers (\$/year) 180,000-190,000

Summer Compensation

2019 compensation for Post-3Ls (\$/week) 2,500-3,655

2019 compensation for 2Ls (\$/week) 2,500-3,655

2019 compensation for 1Ls(\$/week) 2,500-3,655

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 274	272	89	17	44
	Women 104	264	48	35	55
	Total 378	536	137	52	99
Latinx	Men 16	11	1	0	8
	Women 7	19	3	3	3
White	Men 246	224	83	16	27
	Women 86	173	41	23	25
Black or African American	Men 3	10	0	0	1
	Women 3	25	2	2	6
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	1
Asian	Men 6	22	4	1	6
	Women 7	37	0	4	15
Native American or Alaska Native	Men 0	0	0	0	0
	Women 1	1	0	0	1
2 or More Races	Men 3	5	1	0	2
	Women 0	9	2	3	4
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 5	23	4	2	7
	Women 4	16	0	0	4
Veteran	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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	
Average Hours per Attorney last year	90
Percent of associates participating last year	87%
Percent of partners participating last year	74%
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 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
Entry-level	63	61	76	76	62
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	20	0	7	0	TBD
Lateral Associates	52	1	37	0	TBD
All Other Laterals (non-traditional track)	3	1	8	0	TBD
Post-Clerkship	12	8	9	4	11
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	2	0	1	0	1
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	111	20	85	13	79
1Ls	16		16		17

Number of 2018 Summer 2Ls considered for associate offers 81

Number of offers made to summer 2L associates 81

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

Rotation (associates rotate through areas)	Associates on Rotation				44	
Business, Corporate	Corporate	119	13	142	10	18
Banking, Finance	Finance	33	13	37	7	10
Government, Regulatory, Administrative	Global Regulatory	107	26	122	1	27
Intellectual Property	IP, Media & Technology	25	7	41	1	8
Litigation	Litigation, Arbitration & Employment	103	18	180	19	59
Civil Rights, Human Rights, Constitutional	Pro Bono	1	0	5	0	1

Diversity & Inclusion

Diversity Contact: Ms. Leslie Richards-Yellen

Diversity Website/URL: <https://www.hoganlovells.com/en/citizenship/diversity-and-inclusion>

Organization Narrative

A world of opportunities

By joining Hogan Lovells, you will become part of a law practice that has both a long tradition of excellence and a worldwide profile of more than 3,000 lawyers in over 45 offices in 25 countries, working with an integrated team of lawyers to provide first-rate legal service in and across our diverse and sophisticated areas of practice. Our lawyers are at the top of their fields in corporate, finance, regulatory, litigation and intellectual property and are regularly called upon to respond to a wide range of cutting edge legal issues. As a summer associate, you will have opportunities to gain experience with many different areas of our practice before deciding which practice group you wish to join. Our unique global platform and one-team approach to serving our clients will offer you a great foundation on which to build your legal career, now and into the future.

A great place to work

One of our greatest assets is our widely known culture of collegiality and respect. These are not just goals; they are an integral part of how we operate every day. We prize our friendly, team-oriented work environment, which encourages professional development, good associate-partner relations, and early client contact. We recruit well-rounded lawyers of intellectual distinction who not only have demonstrated strong leadership and communication skills and excellent judgment but also share our commitment to work as part of a cohesive and supportive team.

A commitment to your future

At Hogan Lovells, you will have access to many opportunities to develop and refine your legal skills. Summer associates participate in formal legal training programs and workshops and work with our many and varied practice groups. Summer associates frequently attend closings, depositions, and legislative and administrative hearings. All U.S. summer associates attend a conference in Washington, DC where they meet their colleagues from other offices and hear from Hogan Lovells leaders about our vision and values, practice areas, financial information, and strategic plans for the future. Professional training continues throughout our lawyers' careers, with many opportunities to learn by doing supplemented by a wide range of programs conducted by the Hogan Lovells Winthrop Academy and a formal professional development program. The quality of our legal training is reflected in the fact that Hogan Lovells lawyers are recognized as pre-eminent in a wide variety of fields and our alumni serve in prominent leadership roles in government and business.

Hogan Lovells is committed to fostering your professional development, including attentive mentoring that is essential to professional growth. Summer associates enjoy both partner and associate mentors and benefit from the guidance of a large group of lawyers who involve themselves in the summer program. Support for the professional development of our associates continues through participation in our Lawyer Development Framework which helps our attorneys to achieve their career goals.

An inclusive atmosphere

Our commitment to being a diverse and inclusive place to work is at the core of our vision and our values. Hogan Lovells' success depends on our ability to foster a work environment where people of all backgrounds and experiences may reach their full potential. We have a long history of being committed to recruiting, retaining, and promoting lawyers and others with diverse backgrounds and experiences. We continue to build on our history as one of the first major US law firms to achieve a critical mass of people of color and women. Our culture of inclusion, which respects and values the diversity of all our people, significantly enhances the quality of our workplace and our ability to provide excellent legal services to our clients.

Make a difference in your community

Hogan Lovells' commitment to pro bono legal work is deeply rooted in our culture and history. Our 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. Drawing on the experience of our professionals worldwide, 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 nonprofit social enterprises. Summer Associates and associates are extensively engaged in these efforts, providing you with the opportunity to make a meaningful difference right from the start of your career.

For more information on our U.S. law student recruitment initiatives, please visit <https://www.hoganlovells.com/en/global-careers/careers-in-the-united-states>.

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.