

Hogan Lovells US LLP

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



Basic Information

1735 Market Street
 Floor 23
 Philadelphia, PA 19103
 Organization Size: 1076
 Office Size: 26
Hiring Attorney: Mr. Steve Loney
Hiring Attorney #2: Mr. John Duke

Recruiting Contact: Ms. Melissa Leidl & Meg Mejia
 Associate Recruitment Manager, Northeast Region & Associate Recruitment Coordinator
 1735 Market Street
 Floor 23
 Philadelphia, Pennsylvania (PA) 19103
 United States
Phone: +1 267 675 4600
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Compensation & Benefits 333

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

Summer Compensation

2019 compensation for Post-3Ls (\$/week) 3,655
 2019 compensation for 2Ls (\$/week) 3,655
 2019 compensation for 1Ls(\$/week) 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	5	8	0	0	1
	Women	3	7	1	0	2
	Total	8	15	1	0	3
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
White	Men	5	7	0	0	1
	Women	3	3	1	0	2
Black or African American	Men	0	0	0	0	0
	Women	0	1	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	0	1	0	0	0
	Women	0	3	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
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?	Office-specific
% Firm Billable Hours last year	
Average Hours per Attorney last year	163
Percent of associates participating last year	82%
Percent of partners participating last year	71%
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	1	1	1	1	3
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	TBD
Lateral Associates	2	0	2	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	0	0	0	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	2	0	3	0	3
1Ls	0		0		1

Number of 2018 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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	3	0	4	1	0

Government, Regulatory, Administrative	Global Regulatory	1	1	3	0	1
Litigation	Litigation, Arbitration & Employment	4	0	8	0	0

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 in your backyard

Change is happening faster than ever, and to stay ahead, we need to anticipate what's next. We work together to solve the toughest legal issues in major industries and commercial centers around the world. Our more than 3,000 lawyers on six continents provide practical legal solutions for corporations, financial institutions, and governments.

What does this mean for you? At Hogan Lovells, you become part of a team that understands client issues, solves problems, builds relationships, and works together. You can expect challenging work, world-class training, inclusive teams, and a strong commitment to the community.

Collegiality is not just a goal – it's how we operate every day. We're known for strong associate-partner relationships and early client contact. That means you'll have a chance to learn and grow while making a meaningful contribution to our collective success. We recruit smart, well-rounded candidates who want to maximize their professional potential and who share our commitment to client service. Our unique global platform, pre-eminent practices, and one-team approach to serving our clients offer students and new lawyers a great foundation on which to build their legal careers.

HOGAN LOVELLS US LLP – PHILADELPHIA OFFICE

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.

SUMMER ASSOCIATE PROGRAM

Hogan Lovells summer associates participate in meaningful projects, educational programs, citizenship and social activities designed to develop their legal skills, teach them about our firm, and expose them to our diverse practice areas and lawyers.

Professional Development and Training

Hogan Lovells provides summer associates with extensive practical learning opportunities, including working closely with partners and associates on client assignments and participating in a variety of training programs and simulation exercises designed to facilitate the transition from studying law to practicing it. Students participate in skills development courses in our litigation, corporate and regulatory groups, attend closings, depositions, and legislative and administrative hearings, and meet with firm alumni and clients serving in prominent roles in government and business. Summer associates enjoy both partner and associate mentors and benefit from the guidance of the many lawyers who involve themselves in our summer program.

Annual US Summer Associate Conference

US summer associates 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 finances, 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 from US offices through small group dinners and fun team-building exercises.

ASSOCIATE INFORMATION

Hogan Lovells Lawyer Development Framework

While much of our lawyers' training and professional development occurs as a natural part of their day-to-day work, Hogan Lovells recognizes that formal training and focused development programs are critical to the professional growth of our lawyers. The quality of our legal training is reflected in the fact that so many Hogan Lovells lawyers are recognized as distinguished in their fields. The Hogan Lovells Lawyer Development Framework includes 13 skills that are important throughout the career of an associate and was developed to guide associate training and professional development. Coaching and mentoring supplement the training to enable associates to manage their individual development. Our HL Learn team conducts programs covering substantive areas of law, core legal and business development skills, practice management, ethics and professionalism and other topics. New associates from US offices participate in an annual week-long training program, known as Launch, which is designed to assist with their successful transition from law student or judicial clerk to associate. When associates join the firm, they are assigned to a development circle for one year with peers and a senior associate. The goal is to set them up for success from their first year with the firm. Hogan Lovells has also implemented a formal Associate Professional Development Program intended to help associates think strategically about their career goals and to identify concrete steps they can take to achieve those goals with the help and advice of a partner or counsel mentor.

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.

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