

## Basic Information

850 10th Street, NW  
Washington, DC 20001  
Organization Size: 1308  
Office Size: 820  
**Hiring Attorney:**  
Mr. Ben Block  
**Hiring Attorney #2:**  
Mr. Ranga Sudarshan

**Recruiting Contact:**  
Ms. Karema Page  
Director of Legal Recruiting  
One CityCenter  
850 Tenth Street, NW  
Washington, District of Columbia (DC)  
20001  
United States  
**Phone:** 202-662-6200  
legal.recruiting@cov.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 215,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 4,134  
2023 compensation for 1Ls(\$/week) 4,134

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	126	191	121	35	41
	Women	53	200	53	35	45
	Non-binary	0	5	0	0	0
	Total	179	396	174	70	86
Latinx	Men	3	13	4	5	6
	Women	1	15	3	4	5
	Non-binary	0	0	0	0	0
White	Men	111	136	102	16	21
	Women	41	135	39	12	24
	Non-binary	0	1	0	0	0
Black or African American	Men	1	10	5	7	7
	Women	4	15	3	8	7
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	7	27	4	4	6
	Women	6	28	6	8	8
	Non-binary	0	2	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	0	0	0
	Women	0	5	1	1	1
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	2	1	0	0
	Women	0	2	0	1	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	27	3	5	6
	Women	4	15	1	1	3
	Non-binary	0	0	0	0	0
Veteran	Men	5	11	11	1	3
	Women	0	2	2	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Alan Pemberton  
Partner, Co-Chair of the Public Service Committee  
202-662-5642  
apemberton@cov.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

11.3%

Average Hours per Attorney last year

191.74

Percent of associates participating last year

100%

Percent of partners participating last year

91%

Percent of other lawyers participating last year

96%

## Professional Development

Evaluations

Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

No

Rotation for junior associates between departments/practice groups?

Case-by-case

Is rotation mandatory?

Case-by-case

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	54	54	45	44	53
Entry-level (non-traditional track)					
Lateral Partners	3	0	6	1	0
Lateral Associates	16		21		10
All Other Laterals (non-traditional track)					
Post-Clerkship	21	19	33	23	37
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls	0		0		
2Ls	80		79		87
1Ls	3		7		5

Number of 2022 Summer 2Ls considered for associate offers 79

Number of offers made to summer 2L associates 79

General Hiring Criteria

We look for excellent academic achievement in law school and undergraduate studies, diverse life experiences and backgrounds, and strong interpersonal and writing skills. More information may be found in the recruiting section of the firm's website.

## 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
Government, Regulatory, Administrative	Advertising and Consumer Protection					
Litigation	Anti-Corruption/FCPA					
Government, Regulatory, Administrative Litigation	Antitrust					
Antitrust						

<b>Appellate Litigation</b>	Appellate
<b>Government, Regulatory, Administrative</b>	CFIUS
<b>Litigation</b>	Class Actions
<b>Litigation</b>	Commercial Litigation
<b>Government, Regulatory, Administrative</b>	Communications and Media
<b>Litigation</b>	Congressional Investigations
<b>Government, Regulatory, Administrative</b>	Copyright and Trademark
<b>Government, Regulatory, Administrative</b>	Customs
<b>Litigation</b>	E-Discovery
<b>Government, Regulatory, Administrative</b>	Election and Political Law
<b>Government, Regulatory, Administrative</b>	Employee Benefits
<b>Government, Regulatory, Administrative</b>	Employment
<b>Energy Government, Regulatory, Administrative</b>	Energy and Climate
<b>Government, Regulatory, Administrative</b>	Environmental
<b>Government, Regulatory, Administrative</b>	Export Controls
<b>Litigation</b>	False Claims Act
<b>Business, Corporate</b>	Finance
<b>Government, Regulatory, Administrative</b>	Financial Services
<b>Government, Regulatory, Administrative</b>	Food, Drug, and Device
<b>Government, Regulatory, Administrative</b>	Government Contracts
<b>Government, Regulatory, Administrative</b>	Healthcare
<b>Litigation</b>	Insurance
<b>Arbitration, Dispute Resolution, Mediation Litigation</b>	International Arbitration
<b>Litigation</b>	Life Sciences Investigations
<b>Litigation</b>	Life Sciences Litigation
<b>Business, Corporate</b>	Life Sciences Transactions
<b>Business, Corporate</b>	M&A
<b>Government, Regulatory, Administrative</b>	Patent Counseling & Prosecution
<b>Intellectual Property Litigation</b>	Patent Litigation
<b>Government, Regulatory, Administrative</b>	Privacy and Cybersecurity
<b>Litigation</b>	Product Liability
<b>Government, Regulatory, Administrative</b>	Product Safety
<b>Government, Regulatory, Administrative</b>	Public Policy
<b>Business, Corporate</b>	Real Estate
<b>Business, Corporate</b>	Securities and Capital Markets
<b>Government, Regulatory, Administrative Tax</b>	Tax
<b>Government, Regulatory, Administrative</b>	Trade Controls
<b>Government, Regulatory, Administrative</b>	Trade Policies and Remedies
<b>Litigation</b>	White Collar

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## Diversity & Inclusion

**Diversity Contact:** Ms. Marlene Aquino

**Diversity Website/URL:** <https://www.cov.com/en/diversity>

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## Organization Narrative

In an increasingly regulated world, the attorneys of Covington & Burling LLP have an exceptional ability to navigate clients through their most complex business problems, deals and disputes. Our distinctively collaborative culture allows us to be truly one team globally, drawing on the diverse experience of lawyers and advisors across the firm by seamlessly sharing insight and expertise. What sets us apart is our ability to combine the tremendous strength in our litigation, investigations, and corporate practices with deep knowledge of policy and policymakers, and one of the world's leading regulatory practices. This enables us to create novel solutions to our clients' toughest problems, successfully try their toughest cases and deliver commercially practical advice of the highest quality. Today our Washington office has over 750 lawyers representing clients according to the highest standards and fulfilling the firm's strong commitment to public service. We have no formal departments but rather operate through a number of practice groups. Please visit the Firm's website for a complete description of our practice areas.

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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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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