

Hogan Lovells US LLP

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



Basic Information

100 International Drive
Suite 2000
Baltimore, MD 21202
Organization Size: 1076
Office Size: 39
Hiring Attorney:
Mr. Brian R. Chappell
Hiring Attorney #2:
Ms. Allison Caplis

Recruiting Contact:
Mrs. Sally Sessions
Senior Associate Recruitment Coordinator
100 International Drive
Suite 2000
Baltimore, Maryland (MD) 21202
United States
Phone: +1 410 659 2700
joinhoganlovellsMD@hoganlovells.com

Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 215,000

Summer Compensation

2023 compensation for Post-3Ls (\$/week) 4,135

2023 compensation for 2Ls (\$/week) 4,135

2023 compensation for 1Ls(\$/week) 4,135

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	1	4	0	0
	Women	4	5	2	0	3
	Non-binary	UNK	UNK	UNK	UNK	UNK
	Total	12	6	6	0	3
Latinx	Men	0	0	0	0	0
	Women	0	4	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
White	Men	8	1	4	0	0
	Women	4	4	2	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
Black or African American	Men	0	1	0	0	0
	Women	0	0	0	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Asian	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
2 or More Races	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Persons with Disabilities	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Veteran	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK

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

7%

Average Hours per Attorney last year

103.2 hours

Percent of associates participating last year

100%

Percent of partners participating last year

89%

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level			1	1	2
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates	1		1		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	2	2	2	1	3
1Ls	1		1		

Number of 2022

2

Summer 2Ls
considered for
associate offers

Number of offers

2

made to summer
2L associates

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	10	2	4		0

Government, Regulatory, Administrative	Global Regulatory	0	0	0	0
Intellectual Property	IP, Media & Technology	0	0	0	0
Litigation	Litigation, Arbitration & Employment	2	2	2	0
Civil Rights, Human Rights, Constitutional	Pro Bono		0	0	0

Diversity & Inclusion

Diversity Contact: Rosevelie Marquez Morales

Diversity Website/URL: <https://www.hoganlovells.com/en/diversity/regions/americas>

Organization Narrative

Hogan Lovells is a top 10 global legal services provider with a distinctive market position founded on exceptional practice breadth, and deep industry knowledge. Our 2,500 lawyers on six continents serve clients in a practice that cuts across virtually all legal disciplines.

As a leading legal practice in Maryland, our Baltimore office combines local, national, and international experience with the resources of a top-ten global law firm. We offer sophisticated advice and representation in the areas of complex civil and white collar litigation; corporate and securities; energy and alternative technologies; health and special investigations; mergers and acquisitions; private equity; project development; secured and public finance; and tax. We have achieved successful results for a broad range of clients, including technology, energy, global aerospace and defense, and biotechnology companies.

Office highlights include:

- Representing clients in complex civil and business matters, including some of the largest, most high-profile civil litigation in the U.S.
- Providing the full range of corporate transaction services to private and public companies and investment funds, including debt and equity securities offerings, mergers and acquisitions, and private equity investments.
- Representing corporations and individuals in securities and corporate transaction litigation matters.
- Assisting investors, lenders and developers of renewable energy projects in acquiring and selling, developing and financing traditional energy and renewable energy projects in the U.S. and across the globe.
- Assisting publicly held companies, including Fortune 500 companies, private corporations, partnerships, major educational and nonprofit institutions, and corporate executives, to navigate government investigations and in a broad array of corporate transactions.
- Representing companies, financial institutions, and other participants in financing major infrastructure projects around the world.

Associate Life and Development

As an associate at Hogan Lovells, you can expect to be challenged. You can also expect to work with people who are supportive and good-natured while maintaining the highest professional standards. The firm places a premium on associate training and feedback, and we believe that the best training is practical experience. As a result, partners look for opportunities to provide associates with hands-on experience and take time to educate associates on the practical skills necessary to excel in their practice. To prepare associates for these opportunities, the firm has created award-winning learning and development opportunities, providing in-house training programs that teach associates the fundamental tools to grow and advance their career. Each practice group also organizes specialized training sessions geared toward its particular area of law for associates.

Summer Associate Professional Development and Training

The summer associate program in Baltimore provides law students with a realistic and enjoyable introduction to their legal career. Our program is designed to ensure extensive interaction with associates and partners and to encourage the exploration of practice areas. Hogan Lovells offers extensive practical learning opportunities, including working closely with partners and associates who are experts in their fields, along with access to a variety of training programs to give students an introduction to law practice. Students learn from our lawyers in a range of settings, participating in skills development courses, and attending closings, depositions and hearings. In addition to internal training provided by Hogan Lovells lawyers, summer associates have both partner and associate mentors and benefit from the guidance of a large group of lawyers who involve themselves in the summer program. We also host a variety of social events throughout the summer to allow our summer associates and lawyers get to know one another on a more informal basis. Summer associates also participate in a conference held in our Washington, DC office along with summer associates from all of our U.S. offices, where they get to know their colleagues through small group dinners and fun team-building exercises. At the conference, firm leaders share insights about the firm's vision and values, commitment to diversity, pre-eminent practices, management, firm finance and strategic plans for the future. Partners speak with attendees about their career paths and why they love what they do.

Responsible Business

Exemplary Responsible Business is an integral part of Hogan Lovells' culture and strategy. Our shared belief in the value of social responsibility is one of the bonds that unify us as a global firm and we seek to engage all of our offices and people, as well as our clients and neighbors, in our Responsible Business programs. Through our global and local Responsible Business programs we work together as a community to promote justice, opportunity, inclusion, and sustainability. The firm's Global Responsible Business Policy asks everyone at the firm to commit to at least 25 hours a year to Responsible Business activities. This target covers the five pillars of our Responsible Business program: Pro Bono, Diversity, Community Investment, Matched Global Giving (Touch) and Sustainability. More information about these initiatives can be found below and on our website at [Responsible Business \(hoganlovells.com\)](https://www.hoganlovells.com/responsible-business).

Diversity and Inclusion

Our commitment to being a diverse and inclusive place to work is at the core of Hogan Lovells' vision and values. We have a longstanding commitment to recruiting, retaining and promoting lawyers and others with diverse backgrounds and experiences. Our culture, which respects and values the diversity of all our people, significantly enhances our workplace and our ability to provide excellent legal services to our clients. To this end, we are committed to cultivating and

sustaining an inclusive culture where all lawyers, regardless of race, national origin, gender, religion, disability, sexual orientation, gender identity or expression, or age, have the same opportunity to excel. For more details regarding Hogan Lovells' Diversity initiatives, please visit [Diversity & Inclusion \(hoganlovells.com\)](https://www.hoganlovells.com/diversity-inclusion).

Pro Bono - Making a Difference in Our Community

Hogan Lovells' 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. Since that time, our demonstrated commitment to community service has only strengthened and grown. 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 non-profit social enterprises. Our lawyers are engaged in a wide range of pro bono efforts, including handling ground-breaking and high-impact assignments. Summer associates and associates are extensively engaged in these efforts, providing all with the opportunity to make a meaningful difference right from the start of their legal careers. For more details on the firm's extensive pro bono work, please visit [Pro Bono \(hoganlovells.com\)](https://www.hoganlovells.com/pro-bono).

Community Investment

Our community investment initiative builds awareness within the firm and with our clients and other stakeholders about the local communities in which our firm operates and works. We support and develop projects that focus on issues of poverty and exclusion in our communities. The strength of the firm's community affairs work lies in the excellent relationships we have forged with partnering agencies and local community leaders.

Sustainability

As a modern global law firm, we acknowledge our responsibility to carry out our business in a sustainable way. Our overall strategy is to minimize our environmental footprint around the world through bike-to-work programs, composting, in-house water bottling, a rooftop bee hive, auto-light sensors and computer shut-offs, and much more.

Please visit us at www.hoganlovells.com to learn more about the firm. We encourage interested candidates to sign up for on-campus interviews at their law schools or to contact us directly at [Careers in the United States \(hoganlovells.com\)](https://www.hoganlovells.com/careers-us).

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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