

# 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: 1076  
**Hiring Attorney:** Mrs. Carin Carithers

**Recruiting Contact:** Georgia Gray  
 Director of Associate Recruitment  
 555 13th Street NW  
 Washington, District of Columbia (DC) 20004  
 United States  
**Phone:** +1 202 637 5600  
[joinhoganlovellsDC@hoganlovells.com](mailto:joinhoganlovellsDC@hoganlovells.com)

## Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week) 4,326  
 2024 compensation for 2Ls (\$/week) 4,326  
 2024 compensation for 1Ls(\$/week) 4,326

## 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	256	221	109	14	25
	Women	112	283	60	16	56
	Non-binary	UNK	2	UNK	UNK	UNK
	<b>Total</b>	<b>368</b>	<b>506</b>	<b>169</b>	<b>30</b>	<b>81</b>
<b>Latinx</b>	Men	12	19	3	2	2
	Women	9	22	2	0	6
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>White</b>	Men	203	141	87	9	17
	Women	79	137	44	13	26
	Non-binary	UNK	1	UNK	UNK	UNK
<b>Black or African American</b>	Men	5	13	2	0	2
	Women	5	37	1	1	7
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	7	21	5	1	4
	Women	5	40	5	1	10
	Non-binary	UNK	1	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	1	0	0	0
	Women	1	2	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	2	9	1	1	0
	Women	2	18	3	0	2
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	0	1	0	0	0
	Women	0	6	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	9	22	3	2	1
	Women	7	28	0	0	2
	Non-binary	UNK	2	UNK	UNK	UNK
<b>Veteran</b>	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK

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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	87.2 hours
Percent of associates participating last year	100%
Percent of partners participating last year	100%
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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	50	47	54	48	72
Entry-level (non-traditional track)	1	1	1	1	1
Lateral Partners	7		37		
Lateral Associates	40		67		
All Other Laterals (non-traditional track)	9		25		
Post-Clerkship	6	4	9	9	6
LL.M.s (U.S.)	1	1	1	1	
LL.M.s (non-U.S.)	6	1	4	1	1
<b>SUMMER</b>					
Post-3Ls					
2Ls	61	10	81	16	78
1Ls	19		11		10

Number of 2023 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
Business, Corporate	Corporate & Finance	148	29	175		8

<b>Government, Regulatory, Administrative Intellectual Property</b>	Global Regulatory & IPMT	124	36	164	7
<b>Litigation</b>	Litigation, Arbitration & Employment	94	21	158	14
<b>Civil Rights, Human Rights, Constitutional</b>	Pro Bono	0	0	7	0

## Diversity & Inclusion

**Diversity Contact:** Rosevelie Marquez Morales

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

## 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 2,600 lawyers in over 45 offices around the world, 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. 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.

With guidance from lawyer coordinators and mentors, summer associates complete meaningful client work and participate in training programs designed to develop and enhance legal skills. Summer associates have opportunities to attend client meetings, closings, and legislative and administrative hearings, and meet with firm alumni serving in prominent roles in government and business. Through varied virtual and in-person programming, summer associates hear from Hogan Lovells leaders about our vision and values, practice areas, financial information, and strategic plans for the future, and learn about the functions of the firm. Group team building exercises and work assignments allow summer associates get to know their colleagues across the U.S. and make lifelong connections. Professional training continues throughout the careers of our lawyers, with many opportunities to learn by doing supplemented by a wide range of programs facilitated by the HL Learn team. 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.

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 U.S. 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. Our people at every level 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 [Hogan Lovells 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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