

# Hogan Lovells US LLP

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



## Basic Information

100 High Street,  
20th Floor  
Boston, MA 02110  
Organization Size:  
1076  
Office Size: 23  
**Hiring Attorney:**  
Anthony Fuller

**Recruiting Contact:**  
Ms. Alexandra Garcia  
Associate Recruitment Manager, Northeast  
Region  
125 High Street Suite 2010  
Boston, Massachusetts (MA) 02110  
United States  
**Phone:** +1 617 371 1000  
joinhoganlovellsboston@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	7	3	1	2
	Women	3	8	0	0
	Non-binary	UNK	UNK	UNK	UNK
	Total	10	11	1	2
<b>Latinx</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>White</b>	Men	6	2	1	0
	Women	2	4	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	2	1	0	0
	Women	0	1	0	0
	Non-binary	UNK	UNK	UNK	UNK
<b>Veteran</b>	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
	Non-binary	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	0		2	2	2
Entry-level (non-traditional track)					
Lateral Partners	2		1		
Lateral Associates	1		2		
All Other Laterals (non-traditional track)			1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	2		3	1	3
1Ls	1				

Number of 2023 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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	2	1	4		0

<b>Government, Regulatory, Administrative Intellectual Property</b>	Global Regulatory & IPMT	4	0	1	0
<b>Litigation</b>	Litigation, Arbitration & Employment	4	0	6	0
<b>Civil Rights, Human Rights, Constitutional</b>	Pro Bono	0	0	0	0

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## Diversity & Inclusion

**Diversity Contact:** Rosevelie Marquez Morales

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

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## Organization Narrative

*Boston is the seat of some of the most significant social, cultural, and political moments in the history of the United States.*

Located in the heart of Boston's financial district, our Boston office houses one of the largest groups of trial lawyers in the city that is experienced in handling complex litigation with a strong focus on life sciences, financial services, and technology. With extensive experience in white collar criminal matters and government investigations, our Boston lawyers understand the challenges clients face both inside and outside of the courtroom.

Boston is home to global leaders in many industries, including life sciences and health care. Our Boston office will serve as a cornerstone for our global life sciences and health care team, which includes more than 500 lawyers who work with all sizes of life sciences and health care innovators — from cutting-edge startups and boutique venture funds to world-renowned research institutions and health systems to global biopharmaceutical conglomerates.

Our Boston practice includes a full range of legal services, and includes:

- Education
- Financial Services
- Health Law
- Investigations
- Litigation

Hogan Lovells is among a select group of international law firms able to meet the domestic and cross-border needs of the world's most prominent businesses, helping them address their most difficult challenges and realize their most exciting opportunities.

**SUMMER ASSOCIATE PROGRAM.** Our Boston summer associate program provides law students with a realistic and challenging introduction to their legal career. Our program is designed to ensure extensive interaction with associates and partners and to encourage the exploration of a broad array of practice areas and activities. Weekly training sessions are held on topics such as legal writing skills, negotiation skills and taking and defending depositions. Our goal is to introduce summer associates to the life and business of the firm so that they can fully experience our "one team" approach to the practice of law.

US summer associates also 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 finance 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 through small group dinners and fun team-building exercises.

**ASSOCIATE LIFE & DEVELOPMENT.** As an associate at Hogan Lovells, you can expect to be challenged. We are committed to excellence in all we do, including our associate training program. We combine practical experience with a world-class training and development program. 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 offers an in-house training program through HL Learn that teaches associates the fundamental tools for the highest quality legal practice, as well as professional development programs to enable all Hogan Lovells lawyers to achieve their full career potential. Each practice group also organizes specialized training sessions geared toward its particular area of law. The firm also has a Practicum Program that gives associates the ability to devote approximately 40 hours per year to learning opportunities such as shadowing and observation to supplement the skills training and to promote rapid professional development in the early years as an associate.

**PRO BONO.** The attorneys in our Boston office have a long tradition of providing pro bono legal services. Firmly believing that every person is entitled to a fair and complete trial process, our Boston attorneys provide pro bono litigation services across New England. Our attorneys handle a broad range of matters, but here is a sampling of some of our most recent endeavors:

- With former AUSA attorneys resident in our Boston office, we proudly handle pro bono cases on behalf of veterans across the country. Most recently, we successfully handled a matter in the US District Court involving a wounded Army veteran who was improperly denied a medical retirement. To help him correct his discharge status, we were involved in a suit against the Army and National Guard, proudly prevailing on his behalf.
- We have the stamina to see pro bono cases through to completion over the long haul. We worked for many years as pro bono counsel in connection with a death penalty case in Connecticut. After lengthy advocacy for an appeal for a death penalty convict, the state of Connecticut abolished the death penalty.
- Our attorneys obtained clemency from President Obama in connection with a Connecticut resident who had a Federal conviction of conspiracy to distribute drugs.
- Our Boston attorneys are very active in the Women's Bar Foundation and the Boston Bar Foundation. Both organizations provide access to justice for the community at large. We have a rich history of leadership, committee participation, volunteer work and financial support of these well-respected foundations.

The Hogan Lovells Boston attorneys are committed to providing pro bono services in New England for many years to come. To that end, we are currently exploring an exciting pro bono partnership with the New England Innocence Project. This non-profit organization identifies and exonerates wrongfully convicted individuals throughout New England. This partnership provides an excellent platform to match much-needed pro bono needs within the community with our attorneys' desire to help people who may not otherwise have access to excellent legal counsel.

Please visit us at <http://www.hoganlovells.com/en/locations/boston> to learn more about the firm.

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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