

**Basic Information**

3000 El Camino Real  
5 Palo Alto Square  
Palo Alto, CA 94306  
Organization Size: 1308  
Office Size: 46  
**Hiring Attorney:**  
Mr. Anupam Sharma

**Recruiting Contact:**  
Ms. Gabrielle Hall  
Regional Human Resources Manager  
One Front Street  
35th Floor  
San Francisco, California (CA) 94111  
United States  
**Phone:** 415-955-6810  
ghall@cov.com

**Compensation & Benefits 333**

2014 compensation for entry-level lawyers (\$/year) 160,000  
**Summer Compensation**  
2014 compensation for Post-3Ls (\$/week)  
2014 compensation for 2Ls (\$/week) 3,080  
2014 compensation for 1Ls(\$/week) 3,080

**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 5	6	1	0	3
	Women 2	6	1	0	1
	Total 7	12	2	0	4
<b>Latinx</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>White</b>	Men 3	4	0	0	0
	Women 2	1	1	0	1
<b>Black or African American</b>	Men 0	0	0	0	0
	Women 0	1	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Asian</b>	Men 2	2	1	0	3
	Women 0	2	0	0	0
<b>Native American or Alaska Native</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>2 or More Races</b>	Men 0	0	0	0	0
	Women 0	2	0	0	0
<b>Persons with Disabilities</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>LGBTQ</b>	Men 0	1	0	0	0
	Women 0	0	0	0	0

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## Pro Bono/Public Interest

Andrea Fitanides  
California Pro Bono Manager  
415-955-6897  
afitanides@cov.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	6.4
Average Hours per Attorney last year	104
Percent of associates participating last year	89
Percent of partners participating last year	81
Percent of other lawyers participating last year	53

## 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 2014
	2012	Prior Summer Associates	2013	Prior Summer Associates	
Laterals	8	0	0	0	TBD
Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	1	0	2	1	TBD
Entry-level	2	1	1	1	TBD
Entry-level (non-traditional track)	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	2	1	3
1Ls	1	0	2	0	1

Number of 2013 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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
Litigation	Litigation					
Business, Corporate Intellectual Property	Corporate					
Intellectual Property	Technology					
Intellectual Property	Media & Communications					
Banking, Finance Business, Corporate	White Collar Defense & Investigations					

<b>General Practice</b>	Sports
<b>Intellectual Property</b>	Life Sciences
<b>Government, Regulatory, Administrative</b>	FDA
<b>Business, Corporate Government, Regulatory, Administrative</b>	Antitrust
<b>International</b>	International Trade
<b>Tax</b>	Tax
<b>Labor and Employment</b>	Employee Benefits
<b>Government, Regulatory, Administrative</b>	Legislation
<b>Government, Regulatory, Administrative</b>	Environmental & Carbon Markets
<b>Government, Regulatory, Administrative Intellectual Property</b>	Technology & Government Affairs
<b>Government, Regulatory, Administrative</b>	Government Contracts & Federal- State Programs
<b>Labor and Employment</b>	Insurance Coverage- Poliyholders
<b>Intellectual Property</b>	Intellectual Property
<b>Intellectual Property</b>	Privacy & Data Security
<b>Government, Regulatory, Administrative Public, Municipal</b>	Education
<b>Banking, Finance</b>	Financial Servcies

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## Diversity & Inclusion

**Diversity Contact:** Ms. Tammy Albarran

**Diversity Website/URL:** <http://www.cov.com/diversityoverview/>

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## Organization Narrative

Covington & Burling LLP is a leading international law firm of more than 800 lawyers with offices in Silicon Valley, Washington, New York, San Francisco, San Diego, London, Brussels, Beijing, Shanghai, and Seoul. Covington Silicon Valley combines the collegiality and informality of a small office with the challenging and sophisticated practice of a preeminent global firm. The attorneys in the Silicon Valley office focus primarily on intellectual property litigation, working on a variety of exciting cases across the country involving market-leading companies, cutting-edge technologies, and novel issues of law. We also offer expertise in general litigation, including class action litigation, false advertising disputes, white collar investigations and defense, election and political law and in life sciences transactions. Our small-team approach to staffing results in associates getting excellent experience early in their careers, while our practice of staffing cases across offices ensures exposure to a wide variety of partners. We are committed to the personal and professional growth of our attorneys, to encouraging pro bono work and public service, and to practicing in accordance with the highest standards of our profession.

<p>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.</p>
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