

## Hogan Lovells US LLP

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



### Basic Information

555 13th Street NW  
Washington, DC  
20004  
Organization Size:  
1076  
Office Size: 532  
**Hiring Attorney:**  
Mr. Timothy Lloyd

**Recruiting Contact:**  
Ms. Lynn Ann Herron & Tacie Williams  
Associate Recruitment Managers  
555 13th Street NW  
Washington, District of Columbia (DC) 20004  
United States  
**Phone:** +1 202 637 5600  
joinhoganlovellsDC@hoganlovells.com

### Compensation & Benefits 333

2017 compensation for entry-level lawyers (\$/year) 180,000

**Summer Compensation**

2017 compensation for Post-3Ls (\$/week) 3,500  
2017 compensation for 2Ls (\$/week) 3,500  
2017 compensation for 1Ls(\$/week) 3,500

### 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 153	120	30	11	33
	Women 53	125	28	12	31
	Total 206	245	58	23	64
<b>Latinx</b>	Men 0	3	0	0	2
	Women 3	4	2	1	2
<b>White</b>	Men 144	100	29	9	24
	Women 45	94	25	11	16
<b>Black or African American</b>	Men 3	1	0	0	0
	Women 3	15	0	0	5
<b>Native Hawaiian or Other Pacific Islander</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Asian</b>	Men 5	11	1	2	4
	Women 2	8	0	0	5
<b>Native American or Alaska Native</b>	Men 0	0	0	0	1
	Women 0	0	0	0	0
<b>2 or More Races</b>	Men 1	5	0	0	2
	Women 0	4	1	0	3
<b>Persons with Disabilities</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men 3	7	2	1	3
	Women 3	1	0	0	2
<b>Veteran</b>	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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

NALP Copyright 2024

## 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?	Office-specific
% Firm Billable Hours last year	
Average Hours per Attorney last year	92
Percent of associates participating last year	97%
Percent of partners participating last year	82%
Percent of other lawyers participating last year	83%

## 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 2017
	2015	Prior Summer Associates	2016	Prior Summer Associates	
Entry-level	14	11	21	18	24
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners					
Lateral Associates	47	0	22	0	TBD
All Other Laterals (non-traditional track)	7	0	7	0	TBD
Post-Clerkship	11	4	11	7	7
LL.M.s (U.S.)	2	0	1	0	TBD
LL.M.s (non-U.S.)	0	0	1	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	31	8	36	6	63
1Ls	7		14		3

Number of 2016 Summer 2Ls considered for associate offers 36

Number of offers made to summer 2L associates 36

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	52	4	55		5

<b>Banking, Finance</b>	Finance	8	2	9	2
<b>Government, Regulatory, Administrative</b>	Government Regulatory	100	19	102	21
<b>Intellectual Property</b>	IP, Media & Technology	5	2	13	1
<b>Litigation</b>	Litigation, Arbitration & Employment	40	4	63	19
<b>Civil Rights, Human Rights, Constitutional</b>	Pro Bono	1	0	4	1

---

## Diversity & Inclusion

**Diversity Contact:** Ms. Kimberly Barton

**Diversity Website/URL:** <http://www.hoganlovells.com/citizenship/diversity/>

---

## Organization Narrative

A World of Opportunities within a Great Place to Work

Comprised of more than 2,500 lawyers in over 45 offices, Hogan Lovells combines deep local roots with global reach. We serve clients in virtually all legal disciplines. The common bonds uniting us are a shared commitment to uncompromising excellence in the representation of clients, a diverse workforce that is inclusive and welcoming, a one-team worldwide approach, and service to our community.

One of our greatest assets is our highly collaborative culture, which values the contribution of our diverse team both within the legal practice and in the wider community. These are not just goals; they are integral to 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. Our unique global platform, pre-eminent practices, and one-team approach to serving our clients offer students and new lawyers a great foundation on which to build their legal careers.

### HOGAN LOVELLS US LLP - WASHINGTON, DC OFFICE

Hogan Lovells' Washington, D.C. office, the firm's largest US office with approximately 500 lawyers, epitomizes our culture and commitment to excellence with an environment characterized by teamwork and collegiality. Working at the intersection of business and government, our diverse practice areas include corporate; finance; government regulatory; intellectual property, media & technology; litigation, arbitration & employment; and pro bono. Hogan Lovells lawyers have deep experience in a wide range of industries, including aerospace, defense and government services; automotive; consumer; education; energy and natural resources; financial institutions; infrastructure and transportation; life sciences and healthcare; real estate and REITs; and technology, media, and telecommunications. Many of our lawyers have served in senior levels of government, including on both sides of the aisle in the U.S. Congress and the Executive Branch. Summer associates and entry-level associates will have opportunities to gain experience with our many practice areas before deciding which practice group to join.

### SUMMER ASSOCIATE PROGRAM

Hogan Lovells summer associates participate in meaningful projects, educational programs, citizenship and social activities designed to develop their legal skills, teach them about our firm, and expose them to our diverse practice areas and lawyers.

#### Assignments

With the advice and guidance of associates who serve as assignment coordinators and mentors, summer associates select projects from a "pool" of substantive assignment requests from lawyers in our corporate, finance, litigation, intellectual property and regulatory practices, as well as our pioneering pro bono practice. Students are encouraged to choose projects from a variety of practice areas in order to gain broad experience and work with a diverse group of lawyers. Practice groups also offer summer associates opportunities to undertake "mini-rotations" for greater exposure to practice groups of particular interest to them. During a mini-rotation, summer associates work exclusively with one practice area for a designated period to develop a deeper understanding of the work and the clients, attend practice meetings, and get to the know the lawyers.

#### Professional Development and Training

Hogan Lovells provides summer associates with extensive practical learning opportunities, including working closely with partners and associates on client assignments and participating in a variety of training programs and simulation exercises designed to facilitate the transition from studying law to practicing it. Students participate in skills development courses in our litigation, corporate and regulatory groups, attend closings, depositions and legislative and administrative hearings and meet with firm alumni and clients serving in prominent roles in government and business. Summer associates enjoy both partner and associate mentors and benefit from the guidance of the many lawyers who involve themselves in our summer program.

#### Annual US Summer Associates Retreat

US summer associates attend a retreat in Washington, D.C. with their colleagues from all of our US offices. At the retreat, 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 from US offices through small group dinners and fun team-building exercises.

### ASSOCIATE INFORMATION

#### Washington Office Practice Rotation Program

New associates in the Washington, D.C. office have the opportunity to rotate through our practice groups, including the pro bono practice, during their first year with Hogan Lovells. Practice group assignments are made based on preferences expressed by incoming associates and an assessment of the firm's needs.

#### Hogan Lovells Lawyer Development Framework

While much of our lawyers' training and professional development occurs as a natural part of their day-to-day work, Hogan Lovells recognizes that formal training and focused development programs are critical to the professional growth of our lawyers. The quality of our legal training is reflected in the fact that so many Hogan Lovells lawyers are recognized as distinguished in their fields. The Hogan Lovells Lawyer Development Framework includes 13 skills that are

important throughout the career of an associate and was developed to guide associate training and professional development. Coaching and mentoring supplement the training to enable associates to manage their individual development. The Hogan Lovells Winthrop Academy conducts programs covering substantive areas of law, core legal and business development skills, practice management, ethics and professionalism and other topics. New associates from US offices participate in an annual week-long training program designed to assist with their successful transition from law student or judicial clerk to associate. When associates join the firm, they are assigned to a development circle for one year with peers and a senior associate. The goal is to set them up for success from their first year with the firm. Hogan Lovells has also implemented a formal Associate Professional Development Program intended to help associates think strategically about their career goals and to identify concrete steps they can take to achieve those goals with the help and advice of a partner or counsel mentor.

## CITIZENSHIP

Exemplary Citizenship 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 Citizenship programs. Through our global and local Citizenship programs we work together as a community to promote justice, opportunity, inclusion, and sustainability. The firm's Global Citizenship Policy asks everyone at the firm to commit to at least 25 hours a year to Citizenship activities. This target covers the five pillars of our Citizenship 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 <http://www.hoganlovells.com/citizenship>.

### 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 <http://www.hoganlovells.com/citizenship/diversity>.

### 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 <http://www.hoganlovells.com/probono>.

### 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.

We encourage interested candidates to sign up for on-campus interviews at their law schools or to contact us directly at <http://careers-us.hoganlovells.com>.

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)

NALP Copyright 2024