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Total # offices: **5** Firm size range: **701+**
 NALP member? **Y** Office size range: **251-500**
 Total attys in this office:

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
We have no formal departments but rather operate through a number of practice groups. See firm brochure and website for a complete description of our practice areas. Among our leading practice areas in DC are:		
Litigation, Corporate,		
Technology, Media & Communications,		
White Collar Defense & Investigations,		
Sports,		
Life Sciences, FDA,		
Antitrust, International Trade,		
Tax, Employee Benefits,		
Legislation,		

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		18 (0)	14 (1)	TBD
Post-clerkship		16 (11)	21 (17)	TBD
Entry-level	160000 /yr	22 (21)	31 (29)	TBD
LLMs (US)		()	()	
LLMs (non-US)		1 (0)	1 (0)	TBD
Summer				
Post-3Ls	3,080 \$/wk	1 ()	0 ()	0
2Ls	3,080 \$/wk	75 ()	63 ()	64
1Ls	n/a \$/wk	0	0	0

2007 summer 2Ls considered for associate offers: **63** # offers made: **63**
 Hire school term clerks? **N**
 1Ls hired? **N** When after 12/1 should 1Ls apply? **n/a**
 Split summers allowed? **Y** If yes, minimum weeks: **8**
 Comments: **See firm recruiting brochure and website.**
 Accept applications for 2009 summer program from:
 Joint degree students graduating in 2011? **N**
 Evening students graduating in 2011? **N**
 Judicial clerks? **N** Students at non-US law schools? **N**
 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. See our website for more information.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? **Y**
 Comp./prog. credit for judicial clerkship? **Y**
 Comp./prog. credit for other adv. degrees? **CBC**
 Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **8**
 Additional partnership prog. info: **Partnership information is for all C&B offices combined. In 2007, across all offices, 6 associates were promoted to partner.**

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail. to entry-level? **Y**
 # p-t assoc. **0** (m) **7** (w) ptrs/mbrs. **0** (m) **3** (w) oth. lawy. **7** (m) **7** (w)
 Elig. for alt. work sched. determined by: **Firm's alt. work schedule policy.**
 Paid non-medical parental leave? **Y**
 Comments: **In childbirth and adoption situations, 18 weeks for primary caregivers, and 42 days or 6 weeks for non-primary caregivers.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**
 Evaluations: **Annual** Upward reviews? **N**
 Professional development staff? **Y** Billable hours credit for training time? **N**
 Rotation for jr. associates between departments/practice groups? **CBC**
 Is rotation mandatory? **CBC**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	1	6	0	0
	Women	0	4	3	3
White	Men	88	95	83	27
	Women	26	75	32	23
Black/African American	Men	3	7	12	1
	Women	2	7	18	4
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	6	2	4
	Women	0	7	4	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	1	1	0
	Women	0	3	2	0
TOTAL	Men	92	115	98	33
	Women	28	96	59	31
TOTAL NUMBER		120	211	157	64
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	7	0	1
	Women	2	3	1	1

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Outreach to law student groups
- Directed mentoring efforts
- Bar sponsored programs
- Firm diversity committee
- Rec. at schools w/large min. pop.

Comments: **We cannot achieve our core commitment to excellence without recruiting, retaining and promoting a strong and diverse work force.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2007: **26** # job fairs/consortia attended in 2007: **11**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **2250 2250**
 Avg. annual assoc. billable hrs: **1900 1850**
 Is there a minimum billable hours expectation? **N** If yes, number:
 Hours policy details: **Billable hour benchmark of 1950/year.**

Is billable hour credit given for pro bono work? **Y**

Is there a maximum that will be credited? **N** If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**

PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: avg. hrs. per attorney: **135**
 Participation: **93** % assoc. **73** % ptrs/mbrs **86** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
 Comments: **The Covington & Burling Howard C. Westwood Fellowship at the Neighborhood Legal Services Program (NLSP) in the District of Columbia.**

NARRATIVE: A new Covington lawyer is offered the chance to work in virtually any area of the law. You might appear in courtrooms across America, or before international tribunals. You can participate in complex transactions and the development of new technologies. You might be involved in the development of important public policies. We offer you the opportunity to practice in long-established fields, such as litigation, corporate and securities, antitrust, sports, legislation and a broad range of regulatory fields, and in areas that have grown significantly in recent years, such as emerging technologies, patents, white collar defense and investigations, privacy, and Congressional investigations.

At all times, you will be expected to practice in accord with the highest standards of our profession. You will be strongly encouraged to undertake pro bono representation of those who otherwise might find themselves without appropriate legal assistance.

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.