

Hogan Lovells US LLP

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



Basic Information

3 Embarcadero Center
Suite 1500
San Francisco, CA 94111
Organization Size: 1076
Office Size: 19
Hiring Attorney: Megan Nishikawa

Recruiting Contact: Ms. Kasey Fenn
Associate Recruitment Manager - Western Region
3 Embarcadero Center
Suite 1500
San Francisco, California (CA) 94111
United States
Phone: +1 415 374 2300
joinhoganlovellsSF@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	6	7	1	0	2
	Women	2	13	1	0	2
	Non-binary	UNK	UNK	UNK	UNK	UNK
	Total	8	20	2	0	4
Latinx	Men	0	0	0	0	1
	Women	0	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
White	Men	4	5	1	0	1
	Women	0	6	0	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
Black or African American	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Asian	Men	0	1	0	0	0
	Women	0	3	1	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
2 or More Races	Men	0	1	0	0	0
	Women	1	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Persons with Disabilities	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
LGBTQ	Men	1	4	0	0	0
	Women	0	3	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
Veteran	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	1	1	1	1	3
Entry-level (non-traditional track)					
Lateral Partners			1		
Lateral Associates			6		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	1		3	1	3
1Ls	1				

Number of 2023 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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	1	0	2		0

Government, Regulatory, Administrative Intellectual Property	Global Regulatory & IPMT	3	2	12	0
Litigation	Litigation, Arbitration & Employment	4	0	6	0
Civil Rights, Human Rights, Constitutional	Pro Bono	0	0	0	0

Diversity & Inclusion

Diversity Contact: Rosevelie Marquez Morales

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

Organization Narrative

Hogan Lovells' San Francisco office combines the strengths of local litigation and transactional practice groups, offering specialized services in practice areas including IP and technology litigation, technology transactions, strategic IP counseling, portfolio management, and environmental and commercial litigation to support our clients in the Northern California region. Overlooking the Ferry Building with sweeping views of the city's skyline and Golden Gate Bridge, our Embarcadero location houses a team of 28 attorneys and 24 business services professionals with deep knowledge of the Bay's business culture and investment community.

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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