

# Hunton Andrews Kurth LLP

## 2024 TOP 100 LAW FIRM HIGHLIGHTS



## #95 OVERALL PRESTIGE

### QUALITY OF LIFE

#17 Pro Bono

### PRACTICE AREA

#11 Environmental Law (*tie*)

#12 Privacy & Data Security

#13 Clean Tech/  
Renewable Energy

#13 Energy, Oil & Gas

### REGIONAL

#16 South Atlantic

#20 Texas

### SUMMER PROGRAM

#27 Attorney Interactions

#32 Best Program

## EXCERPTS FROM ABOUT THE FIRM

The result of 2018's largest merger, Hunton Andrews Kurth, pairs two firms—each with over a century of history—that had been growing by leaps and bounds in the past few years.

Today, Hunton Andrews Kurth boasts over 900 lawyers across 12 domestic and 6 international offices. The firm is particularly well known in the south and is in the Top 20 of Vault's Regional rankings for both Texas and the South Atlantic, as well as ranking in the Best Overall and Attorney Interactions categories for Summer Associate Programs.

## Feeling Energized

Hunton Andrews Kurth practices across dozens of areas, including banking and finance, bankruptcy/restructuring, corporate matters, energy, environmental law, health care and life sciences, insurance, IP, labor and employment, litigation, M&A, privacy, private equity, real estate, tax, and white collar defense, to name some. The firm has a robust energy practice, handling everything from litigation to permits to project finance to M&A to regulatory matters to tax. The firm takes an interdisciplinary approach, with lawyers from the energy space collaborating with those in antitrust, bankruptcy, IP, labor and employee benefits, and real estate. The firm's energy practice includes more than 400 attorneys. Environmental law is another of the firm's fortes. The firm's bench boasts experience working at the EPA, DOJ, DOI, DOE, and other government roles. Among industries the firm covers include automobile, chemical, energy, oil and gas, manufacturing, real estate development, semiconductor, and steel. Hunton Andrews Kurth is ranked among the Top 15 in Vault's Environmental Law Practice Area ranking.

## AWARDS & RECOGNITIONS

- Mansfield certified, 2020-2022—Diversity Lab
- 100% score, "Best Place to Work for LGBTQ+ Equality," 2021-2022—Human Rights Campaign Foundation's Corporate Equality Index
- The firm was recognized "for its commitment toward social progress and exceeding diversity-related benchmarks," 2021-2022—Bloomberg Law Diversity, Equity, & Inclusion Framework
- Recognition as a Leading Firm for Associate Satisfaction, 2021 and 2022—*Chambers Associate*

## OUR SURVEY SAYS

### ASSOCIATE LIFE

#### Firm Culture & Associate/Partner Relations

- "The culture is great. Everyone is treated with kindness and respect, and team members are friends inside and outside of the office. The day-to-day atmosphere is very collegial, and the staff is treated with respect as well. My closest friends are also associates at HAK."
- "Lawyers socialize together at both firm-sponsored and after-hours events. At firm-sponsored events more regularly. People are kind and collegial. Lawyers and staff interact well, and everyone treats each other respectfully."
- "The reason that I ultimately chose Hunton instead of a bigger firm was the culture—we are truly collegial, we like working, we work hard, and we have fun. I hate to be cliché, but I think

## FIRM INFO

### CONTACT INFO

(202) 955-1500  
www.huntonAK.com

### LOCATIONS

Atlanta, GA • Austin, TX • Boston, MA • Charlotte, NC • Dallas, TX • Houston, TX • Los Angeles, CA • Miami, FL • New York, NY • Richmond, VA • San Francisco, CA • Tysons Client Center • Washington, DC | Bangkok • Beijing • Brussels • Dubai • London • Tokyo

### MAJOR DEPARTMENTS

Antitrust & Competition • Banking and Finance • Commercial Litigation • Corporate • Capital Markets & Securities • Energy and Infrastructure • Environmental • Government Relations • Intellectual Property • Labor & Employment • Mergers & Acquisitions • Privacy & Data Security • Real Estate Capital Markets and REITs • Regulatory

*\*See firm website for complete list of practice areas and industries.*

### EMPLOYMENT CONTACT

Heidi Leathers  
Associate Director Entry Level  
Recruiting  
(214) 871-4672  
hleathers@huntonak.com

Hunton really does have the BigLaw work but midsize firm culture. I don't feel like a cog or a number."

- "The partners in my group are absolutely stellar. Since day one, they made sure to greet me, send me nice notes, work with me to get actual work, and provide me with feedback. Even six months into the job, this has been consistent and true, which has gone beyond my expectations. Additionally, I have great working relationships with firm partners across different offices and different practices, so I think my firm does a great job of integrating their associates into the firm."

### Hours & Wellness Efforts

- "Hours are completely reasonable for BigLaw. Expectation of 2,000 hours per year, but up to 100 hours of pro bono and up to 25 hours of diversity count towards the total. ..."
- "Compared to the industry, HuntonAK's practices are quite good. There's an expectation to hit 2,000 billable hours, which is reasonable enough."
- "We have many wellness initiatives. We have staff and a team dedicated to attorney wellness, and they have monthly check-ins to see how attorneys are doing. There are also many programs related to our benefits that allow us to get all the necessary wellness needs."

### Quality of Work

- "The vast majority of my work is 'substantive' and/or appropriate for my level. I spend most of my time (80%-90%) drafting briefs, discovery responses, other litigation filings, and correspondence to opposing counsel and the client. None of my work is menial, and insofar as I do administrative work or document review, it's all directed at improving my and the team's understanding of the case."
- "I get a great variety of work, which keeps things interesting, and get a lot of direct client contact. Most matters are typically staffed with just a partner and me."

### Notable Perks

- "The bonuses for lateral referrals keep going up. As a parent, some of the childcare perks (including free emergency childcare) have been very valuable."
- "In the library, there's local coffee and a tap with local beer. The dining area also has a great outdoor balcony with a view of the river."
- "We represented the large, industrial sector clients that modernized the South in the 20th Century (and we still represent many of those same clients today!)."

## PRO BONO & DIVERSITY

### Pro Bono Commitment

- "HuntonAK is very committed to pro bono work. HuntonAK meets its goal of contributing 3% of billable hours to pro bono work each year. The firm offers a variety of pro bono opportunities and encourages attorneys to find new opportunities in areas they are interested in."
- "Pro bono was the number one reason why I chose HuntonAK over any other firm. We are encouraged to do pro bono work and have

it count towards our billable hours. Our firm has a robust pro bono program that is much more significant than some of the other firms I have worked for, and there are many partnerships enabling attorneys to participate in a diverse amount of programs."

### Diversity Efforts

- "I believe diversity, inclusion, and equity are important to the firm, and I have seen concerted efforts to improve in this area. I believe the firm does offer billable credit for diversity-related work/activities."
- "...HuntonAK does a great job [of making] me feel included and promotes [myself and other diverse attorneys] to participate in hiring, promoting, mentoring, and retention initiatives. I know that we have an incredible working women's group that helps the women of the firm feel included as well."

## SUMMER PROGRAM

### Training & Assignments

- "I had an excellent experience as a summer associate at HuntonAK. I always had substantive work, got involved in deals and trial work, got to work from start to finish (or at least in some cases), and experienced a plethora of practice areas. The work was all challenging, very involved, and substantive, and I felt like I was actually using what I learned in law school into practice. I also got involved in pro bono assignments, and I really enjoyed that they had a summer-long project that was meant to improve the firm."

### Social Opportunities

- "The social events are great. I felt like they gave us an opportunity to get to know the attorneys as well as our fellow summer associates. I have a pretty tight-knit cohort I came in with, and I think we get along so well in part because we got to know each other so well over the summers."
- "The social aspects of the summer associate program exceeded expectations for a program that took place during the uncertainty of the pandemic. The most valuable interactions with the attorneys and other summer associates came organically through collaborating on work assignments and informal conversations at the office."

### Associate Experience vs. Summer Expectations

- "My summer experience was fairly true to my associate experience in terms of the type of work I was told I'd be able to do and the workload expectations that were set during the summer."

### Favorite Summer Events

- "Driving go-karts and a pickleball tournament were among my favorite events."
- "Diversity summer-long project where we were partnered with other summers and partners from the firm to collaborate and solve a problem. It was a great way to meet other summers and to meet partners across offices."