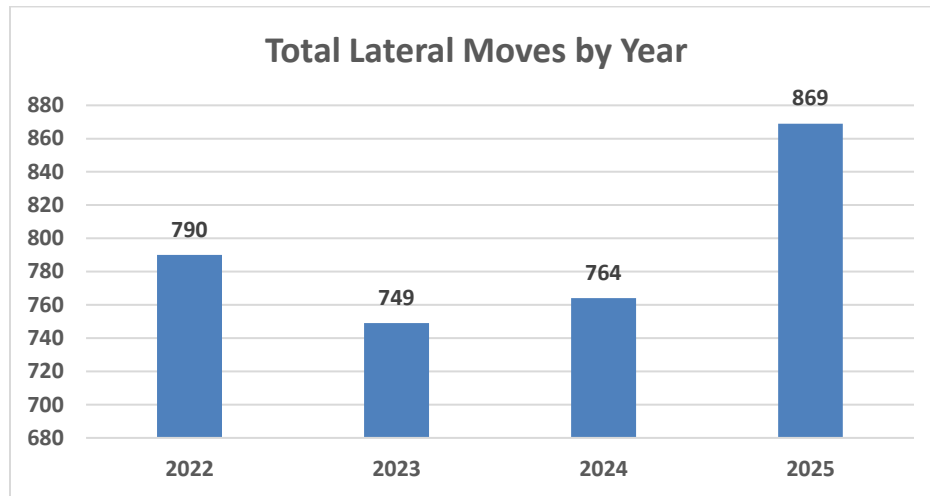
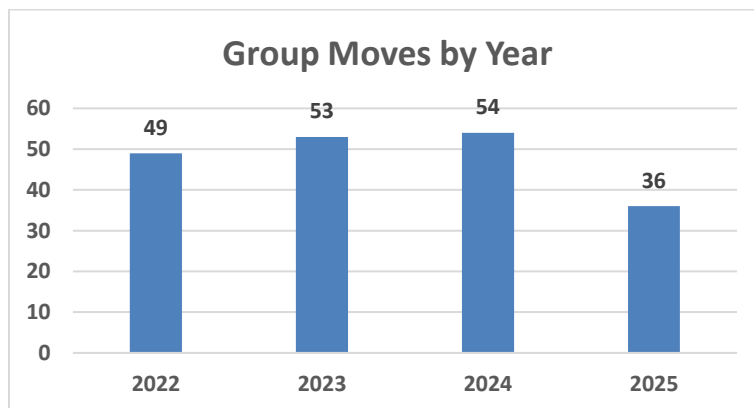


2025 in Review: Dramatic Increase in Lateral Hiring in DC Area

Lateral movement increased dramatically in the DC area in 2025, with 869 partner and counsel moves, compared to 764 in 2023. This was the highest number of laterals over the past four years.

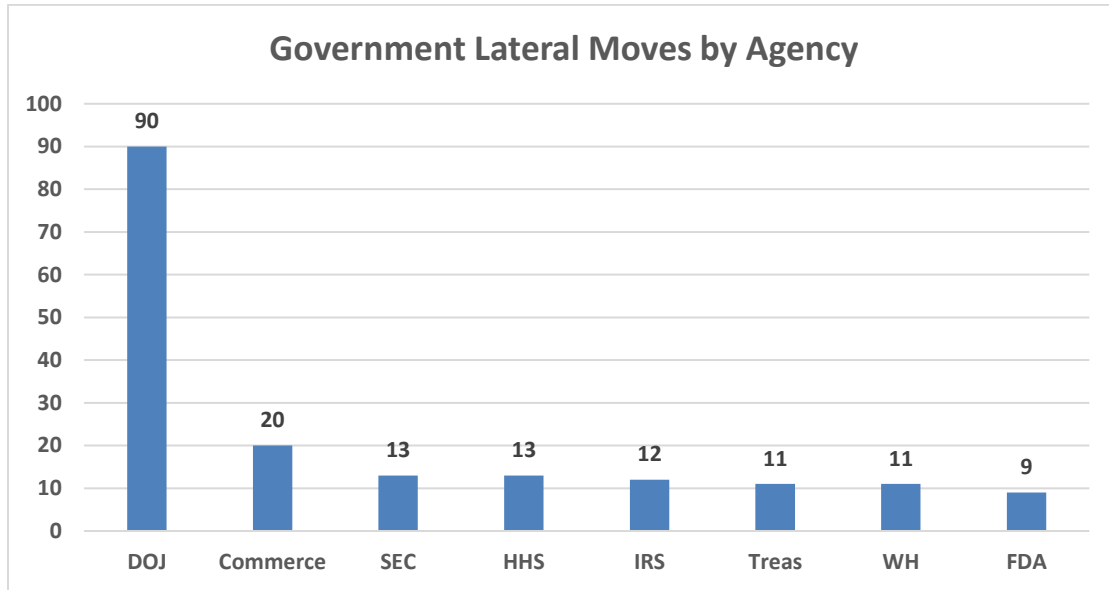


On the other hand, group moves significantly decreased in 2025, with only 36 such transactions reported, down from 54 in 2024 and 53 in 2023. The last six months were particularly inactive, with just 10 group moves reported. (Group moves are defined as at least 2 partners and/or counsel moving together in the DC market.)

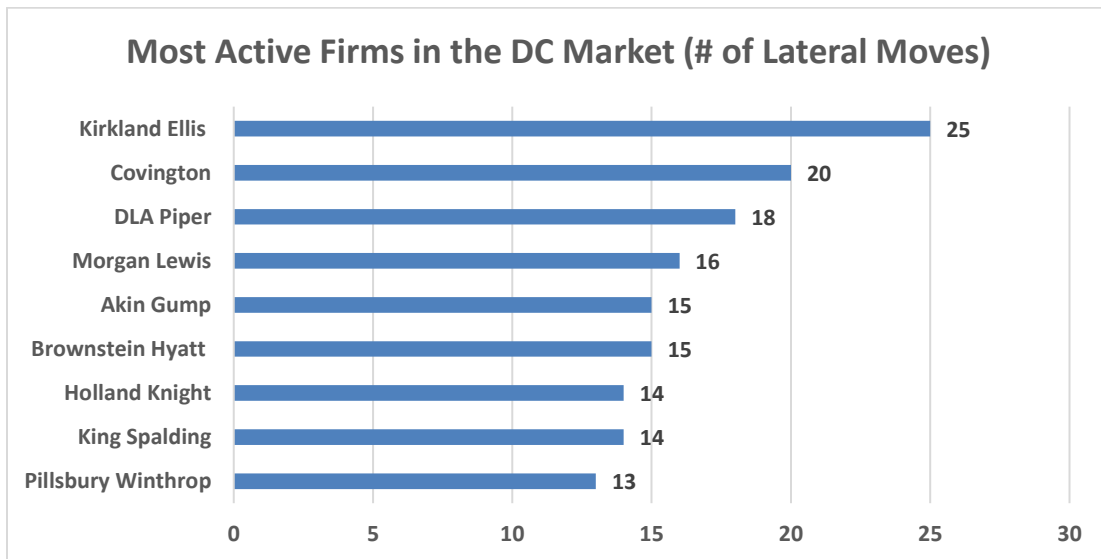


By far the largest factor in the increase in hiring was a sharp increase in the recruiting from government. A total of 294 former government officials were hired in 2025, up from 113 in 2024.

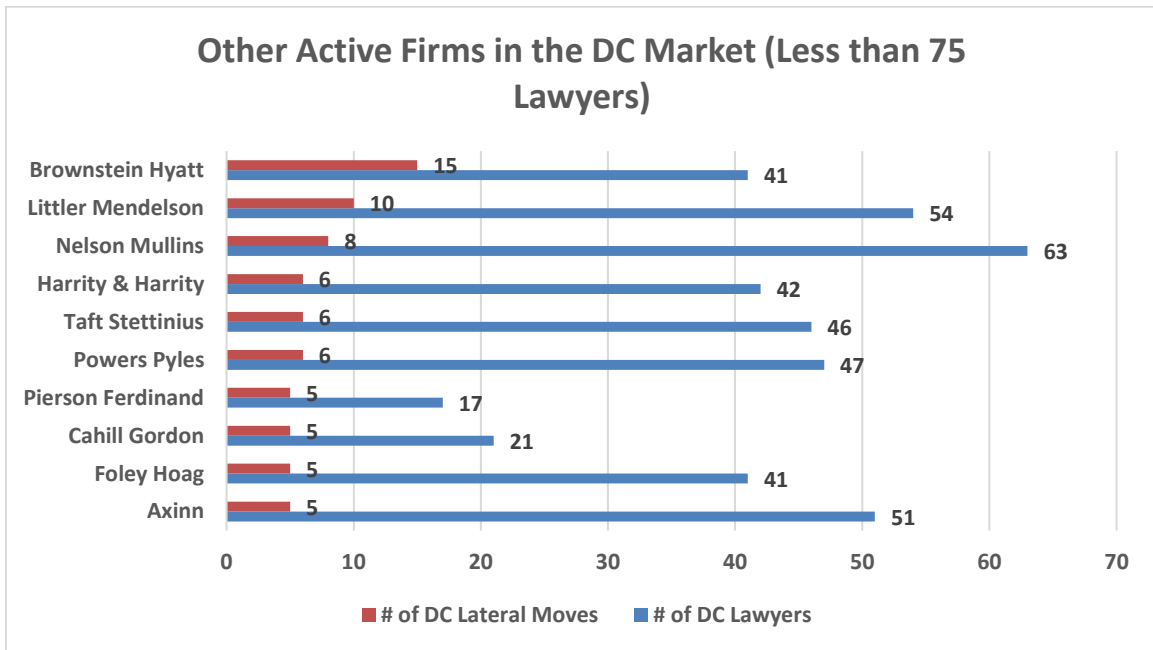
Once again, the Department of Justice was by far the source of the most lawyers from government, with 90, up from 57 in 2024. Other agencies that were well-represented included the Commerce Department, the Securities & Exchange Commission and the Department of Health & Human Services.



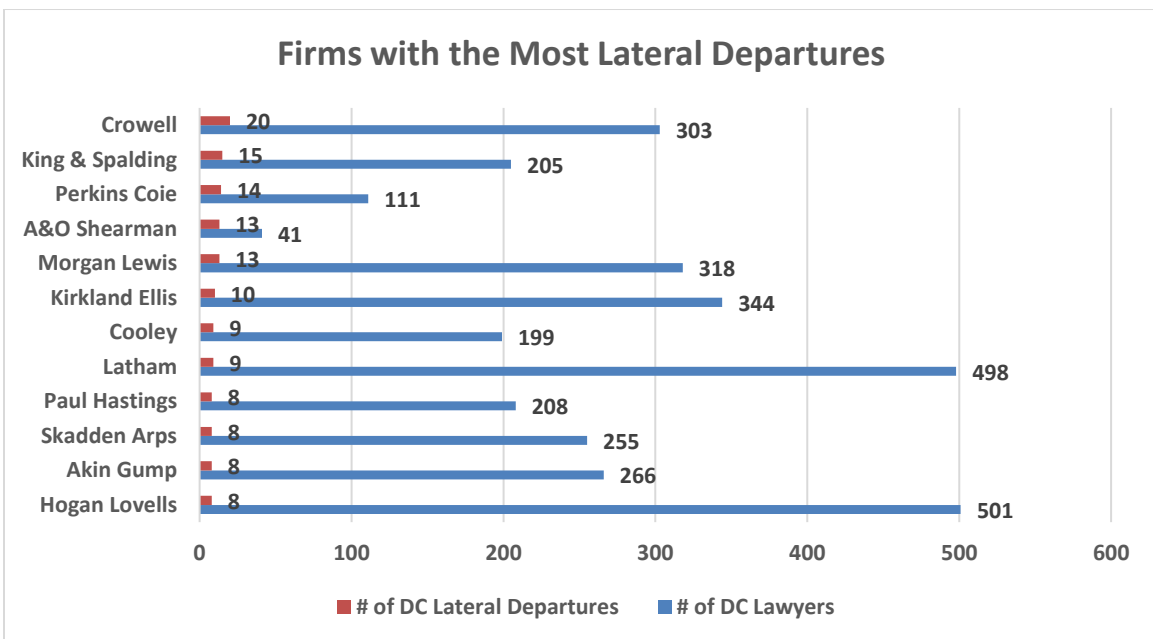
Kirkland & Ellis and Covington & Burling were the most active firms in the lateral market in 2025, with 25 and 20 hires, respectively. Other active firms included DLA Piper, Morgan Lewis & Bockius, Akin Gump, and Brownstein Hyatt.



In addition to Brownstein Hyatt, several smaller firms in the DC market had active hiring years, including Littler Mendelson and Nelson Mullins.



Many large and well-known firms headed the list of firms losing the most laterals in 2025.



For further information and perspective, please reach out to [Steve Nelson](#).