

Debevoise
& Plimpton

Why Choose Debevoise





Contents

Who We Are Looking For	1
Who We Are	1
The Debevoise Summer	2
The Firm	3
Our Capabilities	4
A Focused Approach to Training and Development	7
Mentoring and Advising	8
Inclusion at Debevoise	9
Shaping Your Career at Debevoise	10
Women at Debevoise	11
Veterans at Debevoise	11
Pro Bono	13
Debevoise Alumni Relations	14
Hear from Our Lawyers and Alumni	16

Who We Are Looking For

You want to make an impact. You're a team player who values relationships. You like to solve problems. And you bring honesty, respect and good judgment to every interaction.

Who We Are

Our lawyers are ambitious, intellectually curious and dynamic professionals who are committed to the highest levels of client service and to building their expertise, their relationships with clients and peers and, ultimately, their careers.





The Debevoise Summer

The Summer Program

Our summer program introduces you to life as a Debevoise lawyer through meaningful client work, training, mentoring and opportunities to build relationships across the firm.

Summer Associate Training and Mentoring

Summer associates develop their skills through focused training, direct mentorship, small group workshops and fireside chats. You will also be invited to participate in firm training programs that cover topics such as the fundamentals of negotiation, developing a core theory for a litigation, introduction to financial statements, effective legal writing and “Private Equity Funds 101.”

Summer associates are assigned both partner and associate advisors who can guide you on our practices and getting to know the Debevoise community. Throughout the summer, there are opportunities for formal evaluations and informal feedback.

Social Events

Our New York City summer associates enjoy opportunities to informally connect with Debevoise lawyers at all levels. Past summer events have included cooking classes, trivia night, Mets and Yankees games, painting class and a private outing at the Central Park Zoo.

Affinity Group Engagement

Our affinity groups are open to everyone in the firm, and host a variety of programs for summer associates. Members also act as informal advisors for summer associates.

Exceptional
Lawyering and
Meaningful Work
Opportunities

Tailored Training
and Development
at Each Stage of
Your Career

The Foundation
for Shaping Your
Career Path

An Engaged,
Inclusive
Community

The Firm

Debevoise is a premier law firm with market-leading practices and a global perspective. Our clients look to us for exceptional lawyering, sound judgment and creative solutions to their most challenging matters. Our collaborative culture allows us to bring the best of the firm to every client.

22%

22% of our lawyers are
outside of the United States

90%

Over 90% of our partners are
ranked in one or more of the
leading legal directories

“Debevoise & Plimpton
has for years demonstrated
its ability to juggle a host
of complex matters across
multiple countries.”

Global Investigations Review 100

Our Capabilities

Over 980 Debevoise lawyers in nine offices across three continents work within our integrated Corporate, Litigation and Tax Departments to serve our clients around the world.

Our Practices

Corporate

Our Corporate practice advises corporations, financial institutions, and private equity sponsors and their portfolio companies on their most important transactions and other strategic matters. With offices in key financial centers and deep cross-border experience, our corporate lawyers bring global perspective and deep industry knowledge to their work.

Our collaborative culture allows us to work seamlessly across practices and offices at every stage of the deal life cycle.

Selected Practices

- Banking
- Capital Markets
- Finance
- Insurance
- Investment Management
- Mergers and Acquisitions
- Real Estate
- Restructuring

“A strong platform alongside substantial global depth.”

Chambers Global



Litigation

Our litigators are known for their seasoned judgment, business savvy and strategic advice. We handle complex domestic and cross-border disputes in courts worldwide, as well as before arbitration tribunals, agencies and administrative bodies. Our litigation team includes former senior government officials who bring deep government experience to client matters.

The team works collaboratively across practices and offices, bringing the firm’s capabilities to bear on clients’ most challenging matters.

Selected Practices

- Arbitration & International Disputes
- Artificial Intelligence
- Business Integrity
- Commercial Litigation
- Crisis Management
- Data Strategy and Security
- Intellectual Property Litigation
- Employment Litigation
- Public International Law
- Sensitive Investigations
- Technology Litigation
- White Collar & Regulatory Defense

Regions

- U.S./North America
- Europe
- Latin America
- Asia
- Middle East/Africa



Tax

Our tax lawyers work closely with the firm's corporate lawyers in structuring complex transactions for some of the world's largest public and private companies and investment firms.

The practice also advises clients on cross-border and multi-jurisdictional tax matters, executive compensation and employee benefits, including issues arising in M&A transactions and complex ERISA matters.

Selected Cross-Practice Industry Groups

- Asset Management
- Aviation
- Consumer & Retail
- Energy & Natural Resources
- Entertainment, Sports and Hospitality
- Environmental, Social and Governance
- Financial Services
- FinTech
- Government
- Healthcare & Life Sciences
- Industrials & Manufacturing
- Infrastructure
- Insurance
- Mining
- Telecommunications, Media & Technology
- Private Equity
- Real Estate

Regions

- U.S./North America
- Europe
- Latin America
- Asia
- Middle East/Africa

A Focused Approach to Training and Development

We invest in our associates' development by offering training programs tailored to each stage of your career. Our programs focus on the core substantive, management and leadership skills needed to become effective at all levels of practice. Formal training is complemented by regular feedback and development through day-to-day work.

Our associates have access to hundreds of hours of practice-specific training sessions held throughout the year, including:

- LAUNCH Program for New Lawyers
- Department and Practice Group-Level Training
- Professional Skills Program
- Third- and Fifth-Year Leadership Conferences



Mentoring and Advising

At Debevoise, mentoring relationships with partners and senior associates are fundamental to helping our associates develop professionally.

Trough your matters and our formal advising program, you will work closely with senior lawyers who provide guidance on career and practice development and help you build a well-rounded skill set and client relationships.

Members of the firm's Professional Development Group provide informal mentoring and advice, including a full-time career coach who helps lawyers explore their professional goals and career options, both inside and outside the firm.

Associates in their third year and above can be matched with alumni with similar professional backgrounds and interests to learn more about life after Debevoise.



Inclusion at Debevoise

We are committed to building and sustaining an inclusive community in which associates can thrive and do their best work for our clients. The inclusion, sponsorship and development of all our lawyers are cornerstones of our continued success.

Our affinity groups, programming and strong relationships with national and regional affinity bar organizations help us build a workplace that supports our lawyers throughout their careers.

Asian Affinity Group • Black Affinity Group • Disability Affinity Group • First Generation Professionals Affinity Group • International Background Affinity Group • Jewish Affinity Group • Latin@Debevoise Affinity Group • LGBTQ+ Affinity Group • Middle Eastern North African (MENA) Affinity Group • Muslim Affinity Group • Native American Affinity Group • Parents Resource Group • Veterans Resource Group • San Francisco Women's Resource Group • Women's Resource Group



“Our collegial and collaborative culture thrives on the diverse set of perspectives, skills and experiences that our lawyers bring to the firm. Our inclusive approach empowers individuals to achieve their fullest potential which in turn allows us to provide the highest level of service to our clients.”

Winston M. Paes, Litigation Partner



“At Debevoise, we invest in our lawyers for the long term. Our culture is built on colleagues supporting one another through mentorship, guidance and meaningful opportunities to grow. We take great pride in developing homegrown talent and in creating an environment where all lawyers have the training, support and opportunities to thrive.”

Sally Bergmann Hardesty, Corporate Partner

Shaping Your Career at Debevoise

At Debevoise collaboration creates meaningful opportunities for associates to learn from experienced lawyers, contribute to significant matters and build lasting professional relationships.

These opportunities begin with the work itself. Debevoise clients turn to us with their most complicated matters, giving associates hands-on experience with challenging issues and meaningful roles on their legal teams.

We invest in our lawyers by providing opportunities and support to help them shape their practice and their career, whether at Debevoise or beyond. For those building long-term careers at the firm, both partnership and counsel offer paths for advancement.



Women at Debevoise

Debevoise has a long-standing commitment to removing barriers for women in the legal profession. The entire partnership and the firm are committed to cultivating a community in which our women lawyers can thrive. Our collaborative culture and flexible policies have given rise to several generations of women leaders.

Veterans at Debevoise



“When I was transitioning from the U.S. Marine Corps, I sought a law firm that shared my commitment to excellence and pride in service. I found that at Debevoise. The firm’s deep dedication to public service and its support for associates fulfilling military reserve obligations make my work here especially meaningful. I also help lead the firm’s Veterans Resource Group, which supports veteran and service member talent and those who support our community.”

William Tunney, Associate



Spotlight on Nicole Mesard

In July 2022, corporate partner Nicole Mesard became the firm's first woman Deputy Presiding Partner. Nicole has held numerous critical leadership roles at Debevoise, including Deputy Chair of the Corporate Department, Co-Chair of the Talent Initiative and the Hiring Committee, and member of the Management Committee.



Pro Bono

Pro bono has been a core commitment at Debevoise since our firm was founded in 1931. Across our practices, we provide legal services to those who could not otherwise afford them, strengthen the communities in which we live and work, and protect civil liberties and public rights in the United States and around the world.

Pro Bono Awards and Recognition

- The **National Women's Law Center 2024 Pro Bono Honor Roll** for our significant commitment to pro bono work with them.
- A **2024 Pro Bono Leadership Award from the New York Center for Law and Justice** for our pro bono work with deaf and hearing-impaired clients.
- Associate Isabelle Glimcher was placed on the **2024 Pro Bono Honor Roll by Volunteers for Legal Services** for her extensive pro bono work with assisting low-income senior citizens in drafting life-planning documents.
- **2024 Legal Aid Society Pro Bono Award** honoree for our representation of a low-income immigrant in his appeal to the Second Circuit.
- Received a **2023 Institutional Cornerstone Award from the Lawyers Alliance for New York**. Over the past five years, through its partnership with Lawyers Alliance, more than 100 Debevoise lawyers have handled nearly 50 substantial legal matters for nonprofits, including Accompany Capital, Think!Chinatown, Bay Ridge Center and Covenant Ballet Theatre of Brooklyn.
- The firm's collaboration in the **Domestic Abuse Response Alliance won the Local Impact Award at the 2023 PILnet forum's Global Awards** and was named **Pro Bono Initiative of the Year at The Lawyer Awards, 2023**.
- Received the **Getting Out and Staying Out (GOSO) 2023 Justice Award**.
- Recognized at the **Financial Times' 2023 Innovative Lawyer Europe Awards** for the firm's work on the Afghan Pro Bono Initiative.
- Partner and Co-Chair of the Commercial Litigation Group, Mark P. Goodman, received **The Legal Aid Society's 2023 Servant of Justice Award**, recognizing lawyers who have demonstrated a dedicated commitment to the pursuit of equitable justice and have gone "above and beyond" to support the work of The Legal Aid Society and New York City communities.
- Litigation partner and former judge John Gleeson received **The American Lawyer's Lifetime Achievement Award**. Mr. Gleeson founded and runs The Holloway Project, a pro bono initiative dedicated to obtaining sentencing relief for inmates who received egregiously long prison sentences due to mandatory minimum provisions that Congress has since overturned.
- Pro bono counsel Jennifer Cowan received the **Muslim Bar Association of New York's 2023 Champion of Justice Award** for her exceptional commitment to social justice and pro bono representation.
- Associate Sol Czerwonko and former associate Rebecca Hush received a **Commitment to Justice Award from Her Justice** for their assistance to undocumented workers applying for state COVID relief benefits.
- A team of Debevoise lawyers, including partner Dietmar Prager, associate Juan Fandino, and former associate Ann Manov, received a **Michael Cooper Celebration of International Pro Bono Excellence award from the Vance Center** for their outstanding research on the right of judges to freedom of expression.

The Holloway Project

For the past eight years, Debevoise lawyers have worked to reduce excessive prison sentences that were required by harsh federal sentencing guidelines which Congress has since corrected. This effort, known as The Holloway Project and led by former federal prosecutor and former U.S. District Judge John Gleeson, has already resulted in reduced sentences for 69 clients and shaved more than 2,988 years off of their sentences. Since 2016, more than 200 lawyers have spent more than 54,000 hours on Holloway representations.



Debevoise Alumni Relations

We take great pride in the accomplishments of our alumni, who have used Debevoise training, experience and relationships as a springboard to careers both inside and outside the law.





Alumni are invited to work with the firm’s career coach, who is available to discuss professional goals, advise on career plans and assist with resumes, cover letters and interview prep.

Our alumni website allows former Debevoise lawyers to connect with one another, access career resources including a job board and an on-demand CLE webcast library, and participate in alumni programing and events.



Alumni Spotlight: Troy McKenzie

Our alumni have gone on to leadership roles across the legal profession and beyond. Troy McKenzie, who was a Debevoise litigation associate from 2003 to 2007, later joined the faculty of NYU School of Law, where he became an award-winning professor before being named Dean in 2022, becoming the school’s first Black Dean.

Hear from Our Lawyers and Alumni



“What I valued most about working at Debevoise was the people. The partners are engaging teachers and mentors, and the associates are wonderful teammates. The firm places a premium on collaboration, and one byproduct of this is meaningful learning opportunities for junior and senior associates alike.”

Yean Do

Alumna, Senior Counsel, Corporate, Roku Inc.



“At Debevoise, I learned that if you don’t know the substance of what’s in front of you—which is often the case in a general counsel role—you have to trust your common sense and your ability to learn and think on your feet. Thanks to my training at Debevoise, I had the confidence to figure it out.”

Peter Alderman

Alumnus, General Counsel, GoldenTree Asset Management



“When I was deciding between firms, I noticed that most places emphasized their unique culture but struggled to articulate what made the culture special. Debevoise was the first and only place where I was able to point to something tangible in the way the firm is structured and operates as a reason for its culture being what it is. Equity and collaboration are literally built into Debevoise’s DNA.”

Delia M. Arias De Leon

Litigation Associate



“It’s difficult to predict the future and where my career will ultimately take me, but moving in-house has reinforced something I already knew: the skills I developed as an associate at Debevoise will allow me to be a successful attorney no matter where I practice.”

Richard Harper

Alumnus, Senior Counsel, Memorial Sloan Kettering Cancer Center

More?

If you would like more information, please visit our website, debevoise.com, or send your questions to recruit@debevoise.com.

To learn more about what it is like to be a Debevoise lawyer, follow us on [LinkedIn](#).

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