

Basic Information

919 Third Avenue
New York, NY 10022
Organization Size: 715
Office Size: 493
Hiring Attorney:
Ms. Nicole Mesard

Recruiting Contact:
Ms. Sandra E. Herbst
Director of Legal Recruiting
919 Third Avenue
New York, New York (NY) 10022
United States
Phone: 212-909-6657
recruit@debevoise.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2022 compensation for Post-3Ls (\$/week)
2022 compensation for 2Ls (\$/week) 4,150
2022 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track?

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	75	207	31	0	47
	Women	29	240	25	0	74
	Non-binary	0	0	0	0	0
	Total	104	447	56	0	121
Latinx	Men	2	19	0	0	4
	Women	1	27	1	0	7
	Non-binary	0	0	0	0	0
White	Men	68	155	29	0	32
	Women	22	132	17	0	41
	Non-binary	0	0	0	0	0
Black or African American	Men	0	10	0	0	4
	Women	1	22	0	0	6
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	4	20	2	0	4
	Women	5	47	5	0	16
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	3	0	0	3
	Women	0	11	2	0	4
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	3	1	0	0
	Women	0	7	1	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	4	25	4	0	5
	Women	1	17	0	0	9
	Non-binary	0	0	0	0	0
Veteran	Men	0	3	0	0	3
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Jennifer R. Cowan, Esq.
Pro Bono Counsel
212-909-7445
jrcowan@debevoise.com

Is the pro bono information indicated here firm-wide or specific to one office?

Office-specific

% Firm Billable Hours last year

7%

Average Hours per Attorney last year

103.8

Percent of associates participating last year

92%

Percent of partners participating last year

81%

Percent of other lawyers participating last year

92%

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?

Case-by-case

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?

Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2020	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	77	77	103	103	122
Entry-level (non-traditional track)	0		0		
Lateral Partners	2	0	0	0	
Lateral Associates	7		32		17
All Other Laterals (non-traditional track)					
Post-Clerkship	8		10		3
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	1		3		3
SUMMER					
Post-3Ls					
2Ls	114		115		115
1Ls					

Number of 2021 Summer 2Ls considered for associate offers

115

Number of offers made to summer 2L associates

115

General Hiring Criteria

Students whose personal qualities, academic records and other achievements demonstrate exceptional ability, motivation, commercial skills and potential for growth.

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	59	34	208		
Litigation	Litigation	34	18	208		
Tax	Tax	11	4	31		

Diversity & Inclusion

Diversity Contact: Ms. Leslie Richards-Yellen

Diversity Website/URL: <http://www.debevoise.com/diversity>

Organization Narrative

Debevoise & Plimpton LLP is a premier law firm whose clients look to us to bring a distinctively high degree of quality, intensity and creativity to resolve their legal challenges effectively and cost-efficiently. Deep partner commitment, industry experience and a strategic approach enable the firm to bring clear commercial judgment to every matter. We draw on the strength of our culture and structure to deliver the best of the firm to every client through true collaboration.

Our Corporate Department's work spans the full range of general corporate, transactional and regulatory representations, with practices including Mergers & Acquisitions, Private Equity, Funds/Investment Management, Capital Markets, Finance, Restructuring, Real Estate, Insurance, Banking, Intellectual Property and Environmental. We have a strong track record of advising private equity sponsors and their portfolio companies, as well as clients in the insurance, banking, healthcare, technology, aviation, and consumer and retail industries. More than 90% of our corporate partners are ranked by *Chambers*, *The Legal 500* or *IFLR1000*.

Our Litigation Department comprises leading practices in White Collar & Regulatory Defense, International Dispute Resolution, Intellectual Property Litigation, Commercial Litigation and Data Strategy & Security, as well as the Strategic Crisis Response Group, which brings together a deeply experienced global team to help organizations and boards navigate their most critical issues. With more than 20 former prosecutors and senior government officials—including 13 former Assistant U.S. Attorneys, as well as the former Attorneys General of the U.S. and the United Kingdom—Debevoise litigators brings deep government experience to client matters. The Department includes the former Chair of the Securities and Exchange Commission, Mary Jo White; the former Director of the Division of Enforcement at the SEC, Andrew Ceresney; and the Honorable John Gleeson, a former leading federal district court judge.

Our Tax Department works closely with the firm's corporate lawyers in structuring complex transactions. The Department also focuses on tax planning and advice for business entities, high-net-worth individuals and exempt organizations, and includes an active executive compensation and employee benefits practice. Based in New York, London and Paris, our Tax Group handles matters in the United States, Europe, Asia, Latin America and Africa. The Group is fluent in domestic and international issues, well-connected with a network of local practitioners, and excels at cross-border transactions and multijurisdictional tax planning.

In addition to outstanding client service, the firm's commitment to pro bono is one of our hallmarks, and we bring the same rigor and intensity to our pro bono work as we do our fee-earning work. Every year, we work on significant matters that reflect our commitment to creating a more just society and that are fundamental to who we are as individuals and lawyers. The Holloway Project, which seeks to reduce unduly harsh prison sentences faced by prisoners, largely men of color, is among the firm's most important pro bono initiatives. In the past 18 months, 181 Debevoise lawyers have spent nearly 16,000 hours working with Holloway Project clients. To date, we have won 24 cases.

Debevoise is committed to building and strengthening a diverse and inclusive firm community. Our women lawyers hold prominent leadership positions in our Corporate and Litigation Departments. The firm's Senior Chair is a woman and we have women, lawyers of color and LGBTQ+ lawyers in other key positions throughout the firm. The recognition Debevoise received for diversity over the past year includes:

- Received 100% score and designation as one of the "Best Places to Work for LGBTQ+ Equality" in the 2022 Human Rights Corporate Equality Index.
- Ranked #4 in *The American Lawyer's* 2021 "A-List".
- Ranked in the top 5% of law firms in the *Law360* Diversity Snapshot 2021.
- Recognized as a top law firm for women attorneys in the *Law360* Glass Ceiling Report.
- Recognized as one of the "Leading Firms for D&I Culture" by *Chambers Associate*.

For more information, please visit us at debevoise.com.

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.

For more details, visit www.nalpdirectory.com

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