

Debevoise  
& Plimpton

# Why Choose Debevoise





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**Why Choose Debevoise**

**Diversity and Inclusion**

**Pro Bono Legal Service**

“The team was filled with  
extraordinarily capable lawyers  
whose service and thinking  
were world-class.”

—Chambers USA 2017



# Why Choose Debevoise

Debevoise is committed to developing exceptional lawyers and investing in our associates so you are empowered to shape your practice and set the course for your career. We place a high value on character and diverse interests, and draw on the strength of our collaborative culture to deliver the best of our firm for every client.

Meaningful Work  
Opportunities  
and Exceptional  
Lawyering

A Focused Approach  
to Training and  
Development

An Engaged  
Community

The Foundation  
for Shaping Your  
Career Path

## Who We Are Looking For

Ambitious, intelligent, engaging, commercially minded people who are committed to being excellent lawyers and maintaining the highest ethical standards and building lasting relationships with clients.

## Getting the Best Start to Your Career

Our summer associate program is focused on providing the best possible start to your career. You will experience life as a first-year associate by becoming part of active assignments. We'll provide you with opportunities to grow and develop by leveraging training and direct mentorship. Summer associates have opportunities to bond with their class during orientation activities and ask questions at panel discussions.

## Meaningful Work Opportunities

Clients turn to Debevoise with their most complicated matters, which means associates at all levels get hands-on experience delivering the best work product possible for our clients.

- **Summer associates** are involved in substantive client work from the outset, and our summer program offers the support and flexibility to build their experience in different practice areas or focus on just one.
- **Associates** work on complex matters involving cutting-edge issues and are important members of every team.

## Exceptional Lawyering

Debevoise's work spans the full range of general corporate, transactional, tax, regulatory representations and complex litigation matters in the United States and around the world. When you first arrive as an associate, you will be assigned to one of the firm's three principal departments—Corporate, Litigation or Tax and Employee Benefits.

### Corporate

#### Practices

- Capital Markets
- Corporate Governance
- Environmental
- Finance
- Financial Institutions
- Funds/Investment Management
- Insurance
- Intellectual Property
- Mergers & Acquisitions
- Private Equity
- Real Estate
- Restructuring

#### Industries

- Asset Management
- Aviation
- Banking
- Consumer & Retail
- Consumer Finance
- Energy & Natural Resources
- Funds/Investment Management
- Healthcare
- Industrials & Manufacturing
- Infrastructure
- Insurance
- Private Equity
- Real Estate
- Technology, Media & Telecommunications

### Litigation

#### Practices

- Antitrust & Competition
- Arbitration & International Disputes
- Bankruptcy Litigation
- Business Integrity
- Commercial Litigation
- Consumer Finance
- Contract Disputes
- Crisis Management
- Cybersecurity & Data Privacy
- Employment Litigation
- Environmental Litigation
- False Claims Act and Qui Tam Litigation
- Healthcare
- Insurance Industry Disputes
- Intellectual Property
- Investment Management Litigation
- M&A/Corporate Governance Litigation
- Professional Services Firm Liability Defense
- Securities Litigation
- Trial Practice
- Whistleblower Investigations and Litigation
- White Collar and Regulatory Defense

#### Industries

- Asset Management
- Banking
- Consumer & Retail
- Consumer Finance
- Healthcare
- Industrials & Manufacturing
- Infrastructure
- Insurance
- Mining
- Technology, Media & Telecommunications

### Tax and Employee Benefits

- General Tax
- Employee Benefits & Executive Compensation

## What People Say About Us

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In 2017, *Law360* named Debevoise's Asset Management, Banking and Insurance Groups among *Law360's* "Practice Groups of the Year."

Debevoise is recognized by *Benchmark Litigation* as the 2018 "White Collar Firm of the Year."

**Perfect Score**—For the ninth consecutive year, named one of the "Best Places to Work for LGBT Equality." In 2017, Debevoise was awarded a perfect score once again by the Human Rights Campaign Foundation's Corporate Equality Index (CEI) in its annual ranking of LGBT employment policies.

Debevoise has been recognized nine times by *Working Mother Media* as one of the "50 Best Law Firms for Women."

Five-Time winner of *Law360's* "Pro Bono Firms of the Year."



## A Focused Approach to Training and Development

We invest in our associates' development by offering training programs tailored for each stage of your career.

**Summer associates** are invited to participate in firm training programs and attend all department and practice lunches alongside Debevoise attorneys discussing substantive developments and exchanging insights about issues affecting our clients. Training programs cover topics such as the fundamentals of negotiation, developing a core theory for a litigation, effective legal writing and "Private Equity Funds 101."

**Associates** have access to hundreds of hours of practice-specific and department-level training sessions held throughout the year, including:

- **The "Mini-MBA" Program** – A full-time, three-week business and finance education program for first-year associates.
- **Department-Level Training** – A systematic and holistic approach to lawyer development and one of the most comprehensive training programs of any law firm in the world.
- **Milestone Programs** – Programs tailored to each stage of your career to help associates navigate the transitions from mid-level associate to senior associate to new partner.
- **Advanced Programs** – Training programs at both the department and practice group level help associates enhance their substantive knowledge and refine their technical skills.

Debevoise is an accredited provider of continuing legal education (CLE) programs for its lawyers in the State of New York. As a result, lawyers admitted to the New York Bar can satisfy most, if not all, of their mandatory CLE requirements by attending in-house programs.



**Cari Wint, Alumna, Senior Counsel at  
Bristol-Myers Squibb:**

"As a Debevoise associate, you're trained in how to think through problems and look for creative solutions."

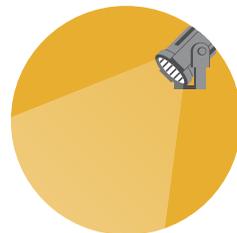


**Andrew Jamieson, Associate, Class of 2011:**

"Debevoise is the best place to practice corporate law in New York City. You get to work on challenging, high-profile and exciting matters with colleagues who take pride in client service and in training associates."

## Spotlight on...

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### The Mini-MBA Program

Incoming first-year associates from all offices participate in a full-time, three-week business and finance education program shortly after their arrival at the firm. The Business Education Program comprises a curriculum with faculty directors from Columbia Business School and Training the Street, an organization used widely by Wall Street institutions for training their analysts.

### Mentoring and Advising

At Debevoise, mentoring relationships with partners and more senior associates are important to help our associates develop professionally.

- **Summer associates** are assigned both partner and associate advisors to serve as resources as you gain insights into different practice areas and get to know the Debevoise community and the firm.
- As an **associate**, you'll also establish relationships with senior lawyers through our formal advising program and informally through your work assignments. They're available to discuss career and practice development issues, ways to build a well-rounded skill set and to deepen client relationships.

### The Summer Experience

During your summer, we will introduce you to the firm—to Debevoise partners and associates, your summer colleagues and the practice of law. You'll have opportunities to bond with your class through many of our summer activities and hear from firm leaders how the firm's values are embodied in the ways we serve our clients and work with each other. The summer program offers exposure to our diversity and pro bono programs and information about how to get involved.



## An Engaged Community

Debevoise is a community of engaging and creative lawyers. We place a high value on character and diverse interests, and draw on the strength of our collaborative culture to deliver the best of our firm to every client.

## Firm Values

Debevoise lawyers act with integrity in our dealings with clients, one another and our community. Our values are based on exceptional lawyering, true collaboration and commitment to people.

## Leadership in the Profession

We have a strong record of leadership in the profession and in our commitment to public service. Debevoise lawyers currently lead preeminent bar associations around the world and many of our lawyers have served in senior leadership positions at other professional organizations and in a variety of public service roles.

## Pro Bono

Debevoise's pro bono legal service reflects our commitment to the communities in which we live and work and is fundamental to who we are as lawyers.

## Diversity and Inclusion

Diversity of background, culture and thought is a vital part of the firm's identity and we are committed to promoting an inclusive community where all are welcomed and encouraged to do their best work. Debevoise is dedicated to recruiting and retaining a diverse population of lawyers. We respect the different backgrounds and perspectives of everyone at the firm, and support colleagues in developing to their full potential.

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Average number of hours our U.S. attorneys devoted to pro bono work in 2017

40%

of Debevoise lawyers promoted to partner since 2008 were women

## When we survey our associates they have great things to say about us:

93% of our U.S. associates believe the firm has a high-performance culture.

90% of our U.S. associates say they are comfortable sharing their ideas and that their individual contributions are valued.

## Women at Debevoise

Over the past 80 years, Debevoise has been a leader in promoting the development of women in the legal profession. Our strong collaborative culture and flexible policies have given rise to several generations of women leaders—and will ensure the growth of those to come.

## Debevoise Women's Review

The Debevoise Women's Review, a first-of-its-kind platform among law firms, was developed to inspire the legal and business communities to engage in discussion and collective action around gender diversity. Unlike a traditional marketing platform, the content is developed and the editorial process managed almost entirely by lawyers at the firm, most of whom are associates, allowing for an authentic, first-person perspective. Join the conversation at [women.debevoise.com](https://www.women.debevoise.com).

## Compensation and Benefits

Salaries and general benefits for associates are fully competitive with other leading international firms. We are keenly aware of the need to actively support associates seeking to balance their professional careers with family responsibilities. We therefore offer a complete array of family-related benefits and options, including:

- Maternity leave
- Parental leave and primary childcare leave
- Flexible part-time schedule options
- Emergency childcare support programs
- Emergency eldercare services
- Discounted gym membership program

### **Jim Pastore, Partner, Former Assistant U.S. Attorney for the Southern District of New York:**

“Debevoise rewards intellectual curiosity. If you have a good idea, you're encouraged to express it and follow through with it. That served me well as a junior associate and later as an Assistant U.S. Attorney, and it now serves me well as a partner.”



## The Foundation for Shaping Your Career Path

Debevoise attracts individuals with wide-ranging ambitions and provides the support, as well as the flexibility, for associates to build their expertise and chart a course for their careers—whether at Debevoise or beyond.

### At Debevoise

Debevoise provides significant opportunities for associates to develop their practices at the firm. In addition to the partnership track, our counsel program offers a long-term, alternative career path for experienced lawyers who are highly proficient in their particular field. Members of the firm's Professional Development Group are also available for informal and confidential mentoring and advice, including a full-time Career Counselor, who provides guidance and support to Debevoise lawyers as they explore and plan their practice development, aspirations and career options both inside and outside the firm.

### Beyond Debevoise

We take great pride in the accomplishments of our alumni, who have used their exemplary foundation of Debevoise training, experience and contacts as a springboard into fascinating and fulfilling careers, both inside and outside of law.

Our alumni have gone on to hold important positions in some of the most prominent companies and institutions in the U.S. and throughout the world:

- AIG
- Amazon.com
- American Civil Liberties Union
- American Express Company
- The American Museum of Natural History
- Apple Inc.
- Bank of America Merrill Lynch
- Bank of New York Mellon
- BlackRock Inc.
- The Blackstone Group
- Bloomberg L.P.
- BMW
- Boston Consulting Group
- Bristol-Myers Squibb
- Brookfield Asset Management
- The Carlyle Group
- CBS News
- Christie's
- Citigroup
- Clayton, Dubilier & Rice
- Colgate-Palmolive Company
- Columbia University
- Council on Foreign Relations
- Creative Artists Agency
- Credit Suisse
- D.E. Shaw & Co.
- Deloitte & Touche
- Deutsche Bank
- DirecTV
- Federal Reserve Bank of New York
- The Ford Foundation
- Fortress Investment Group
- General Electric Company
- Georgetown University
- Goldman Sachs
- Google Inc.
- GSO Capital Partners
- Harvard University
- HBO
- Hellman & Friedman
- Hess Corporation
- IBM Corporation
- International Monetary Fund
- Itaú Unibanco
- Johnson & Johnson
- JPMorgan Chase
- Lazard
- Legal Aid Society
- L'Oreal
- Massachusetts Institute of Technology
- McKinsey & Company
- Memorial Sloan Kettering Cancer Center
- Morgan Stanley & Co.
- National Basketball Association
- NBC Universal
- NHL Enterprises
- Nickelodeon
- Northwestern University
- Novartis Pharmaceuticals
- Oaktree Capital Management
- Och-Ziff Capital Management
- Pantheon Ventures
- PepsiCo
- Pfizer Inc.
- Pricewaterhouse Coopers
- Princeton University
- Prudential Insurance Company
- Random House
- Shell International
- Siemens
- Simon & Schuster
- Société Générale
- Sony Corporation
- Sotheby's
- Stanford University
- Stone Point Capital
- Take-Two Interactive
- Teach for America
- Third Point
- Time Warner Inc.
- Tishman Speyer
- Tribune Company
- The TWC Group
- Twitter Inc.
- UBS Financial Services
- United Airlines
- The United Nations
- Universal Music Group
- U.S. Department of Justice
- U.S. Securities and Exchange Commission
- Verizon
- Viacom Media Networks
- Visa Inc.
- Warner Brothers
- The Wendy's Company
- WeWork Companies
- Yale University

## What Our Lawyers Say About Us

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**Peter Alderman, Alumnus, General Counsel, Americas, GoldenTree Asset Management:**

“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.”



**Anna Gressel, Associate, Class of 2015:**

“At Debevoise, partners will give you as much responsibility as you’re willing to take on. The partners and senior associates I work with have been proactive in identifying new assignments that will allow me to develop my skills.”



**Richard Harper, Alumnus, Assistant General Counsel, Memorial Sloan Kettering Cancer Center:**

“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.”



**Lauren Isaacson, Associate, Class of 2013:**

“One reason I love working at Debevoise is the nature of the work. Being able to work on sophisticated transactions for my clients, with other lawyers who are extraordinarily intelligent and eager to invest in my professional development, has been extremely rewarding.”

## More?

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If you would like more information, please visit our website, [www.debevoise.com](http://www.debevoise.com), or send your questions to [recruit@debevoise.com](mailto:recruit@debevoise.com).

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

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