

Debevoise  
& Plimpton

# Why Choose Debevoise









An aerial photograph of a city street, likely in New York City, showing yellow taxis, tall buildings, and a construction site with a crane. The image is used as a background for the document.

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## Who We Are Looking For

You want to make an impact and are focused on doing so. You are a team player with effective leadership skills and confidence. Respectfulness, your ability to make connections and to proactively develop your skills and judgment are also key.

## Who We Are

Our lawyers are ambitious, intelligent, dynamic and diverse individuals who are committed to being analytically strong, professionally curious and fundamentally knowledgeable about their markets while building lasting relationships with Debevoise lawyers and our clients.





# The Debevoise Summer

## The Summer Program

During your summer at Debevoise, we will introduce you to your summer colleagues, the firm's partners, counsel and associates, and the practice of law.

Our summer associate program is focused on providing the best possible start to your career. Debevoise summer associates are involved in client work from the outset. You will be immersed in what life is like for a first-year Debevoise associate by becoming part of our active assignments. You will also be able to attend department and practice lunches and trainings alongside Debevoise attorneys, where you will learn about substantive developments and receive insights into issues affecting our clients.

Our summer program is structured to provide you with the flexibility to explore as many practice areas as you wish. In order to accommodate each individual's evolving interests, the firm does not impose an assignment system that rotates you through different areas of the firm's practice. Instead, you will have the ability to build your experience in a range of different practice areas or to focus on just one.

## Summer Associate Training and Mentoring

We will provide you with opportunities to grow and develop by leveraging our summer associate-focused training, direct mentorship, small group workshops and fireside chats.

In addition to dedicated training programs for our summer associates, you will 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 to serve as mentors and resources for gaining insights into our practice and getting to know the Debevoise community. Throughout the summer, there are opportunities for formal evaluations and informal feedback. In 2021, our virtual summer program included working on client matters, training and social events.

## Your Social Connections

The social events we hold throughout New York City for our summer associates will also provide you the chance to informally connect with Debevoise lawyers at all levels. Past summer events have included cooking classes, trivia night, Shakespeare in the Park, painting class and a private outing at the Central Park Zoo.

# Why Choose Debevoise

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,  
Diverse  
Community

# The Firm

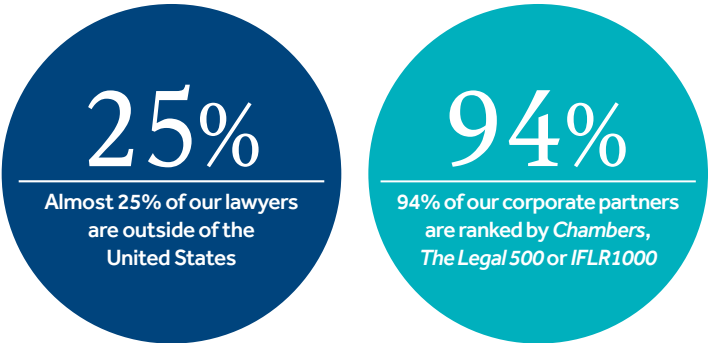
Debevoise is a premier law firm with market-leading practices, a global perspective and strong New York roots. Our clients look to us to bring a distinctively high degree of quality, intensity and creativity to resolve legal challenges effectively and cost efficiently.

Deep partner commitment, industry experience and a strategic approach enable us to bring clear commercial judgment to every matter. We draw on the strength of our firm culture and true collaboration to deliver the best of our firm to every client.

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.

“A strong platform alongside substantial global depth.”

Chambers Global 2020



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

Global Investigations Review 100



# Our Capabilities

Almost 900 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 top-tier Corporate practice spans the full range of general corporate, transactional and regulatory representations. We have an exceptionally strong track record advising the world's leading corporations, financial institutions, and private equity sponsors and their portfolio companies, as well as clients in the technology, media and telecommunications, banking, insurance, healthcare and life sciences, and energy and natural resources industries.

With offices in key financial centers around the world and deep cross-border experience, Debevoise's corporate practice brings global insight into the risks, value drivers and client priorities in each of these industry sectors. Our sophisticated, multidisciplinary and multinational teams provide tailored and practical guidance across sectors, helping clients prepare for the legal, financial and reputational risks arising in a rapidly changing landscape. A unique culture of collaboration enables a seamless presence at every stage of the deal life cycle, for clients in any location.

### Selected Practices

- Capital Markets
- Finance
- Financial Institutions
- Investment Management
- Mergers and Acquisitions
- Real Estate
- Restructuring

### Litigation

Our Litigation practice is one of the strongest and most diverse in the industry, and our broadly skilled litigators are known for their seasoned judgment, business savvy and strategic advice. We handle domestic and cross-border disputes of every kind and complex matters in courts in the United States, the United Kingdom, Hong Kong, France and elsewhere, as well as before arbitration tribunals, agencies and administrative bodies worldwide. Our litigation team brings deep government experience to client matters and includes former Attorneys General of the United States and the United Kingdom, as well as a Queen's Counsel.

Our litigators also bring personal attention, extensive industry knowledge and substantive legal experience to each matter, tailoring advice to clients' needs, priorities and circumstances. The Debevoise litigation team is truly collaborative at every level, working seamlessly with clients, co-counsel and across practices to achieve the best results for our clients' most challenging matters.

### Selected Practices

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

**Tax**

Our Tax practice is preeminent in our industry for the strength of our bench and the quality of our work. Inclusive of tax lawyers and lawyers specializing in employee benefits and executive compensation, the practice works closely with the firm's corporate lawyers in structuring complex transactions for some of the world's largest public and private entities and investment firms. In addition to providing cross-border and multijurisdictional counsel on a broad range of tax matters, the practice assists clients with the human resources, liability and corporate governance issues that arise in M&A transactions, employment contracts and compensation plans and programs, and the challenging ERISA issues that permeate Debevoise's investment funds practice. The team works regularly in a broad range of industries including private equity, insurance, banking, airlines, technology, media, and healthcare and pharmaceuticals.

**Selected Practices**

- Executive Compensation & Employee Benefits
- International Tax
- Tax Planning

**Selected Cross-Practice Industry Groups**

Our highly focused, multidisciplinary industry groups span across a diverse range of industries including banking, financial institutions, healthcare, insurance, private equity and technology. This industry focus enhances our understanding of the risks, value drivers and client priorities in the deals we do.

- 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 for each stage of your career. Our programs focus on the core substantive, management and leadership skills that you need to develop to become effective at all levels of practice.

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

Our Business Education Program (“Mini-MBA”)

Department-Level Training Sessions

Career Milestone Programs

Advanced Training Programs

# Real-Time Informal Feedback

To enhance career development for our lawyers, we have a robust Real-Time Informal Feedback Program. Lawyers are taught a number of simple yet effective feedback techniques, and meet regularly to discuss their experiences in giving more frequent feedback.

# Mentoring and Advising

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

As an associate, you will establish relationships with senior lawyers informally through your work assignments and through our formal advising program. Our senior lawyers are available to discuss career and practice development issues and ways to build a well-rounded skill set and deepen client relationships.

Members of the firm’s Professional Development Group are also available for informal mentoring and advice, including a full-time Career Coach 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.





## Diversity at Debevoise

“We are deeply dedicated to recruiting diverse legal talent that reflects the markets in which we operate worldwide and the global clients that we serve.”

**Nicole Mesard**

Deputy Presiding Partner, Chair of the Hiring Committee, Co-Chair of the Global Talent Initiative and Partner in the Real Estate Group. Previously, Deputy Chair of the firm’s Corporate Department and a member of the Management Committee

We believe that a diverse workforce, where all of our colleagues feel respected, builds a stronger firm and benefits clients and the wider community. We place a high value on character and varied interests. 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 realizing their full potential. And we are proud to be recognized as one of the leading firms for diversity.



## Our Commitment

We are committed to developing exceptional lawyers.

Debevoise clients turn to us with their most complicated matters, which means all of our associates get hands-on experience with cutting-edge issues and are important members of every legal team.

We invest in our lawyers by providing essential opportunities and support that empower each lawyer to shape their practice and set the course for their career—whether at Debevoise or beyond. For example, in addition to the partnership track, one of the aspects of our counsel program is that we offer a long-term career path for experienced lawyers who are highly proficient in their particular field.

# Women at Debevoise

Debevoise continues to be a proud leader in promoting and supporting the development of women in the legal profession. We believe that men, who are still the majority of the firm’s leadership, have a critical role to play in advocating for women, both internally and in the world. The partnership and the firm at large are focused on developing the women of Debevoise as leaders and enabling them to continue to rise.



At Debevoise, we feel passionately about the issues surrounding women in the workplace, both within the firm and without. As a way to foster a networked community of women and their allies, in 2016, we developed the *Debevoise Women’s Review*, a first-of-its-kind platform among law firms where 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 in the discussion and collective action around gender diversity. We invite you to join the conversation at [women.debevoise.com](https://women.debevoise.com).



## Spotlight on Nicole Mesard

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

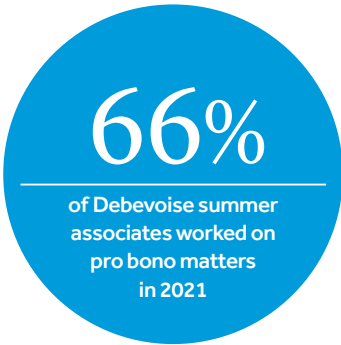




# Pro Bono

Debevoise has had an unwavering commitment to our pro bono clients since our firm was founded in 1931. Across all practice groups, we provide pro bono legal services to help close the justice gap and create a more equitable society.

Our pro bono work has three main goals: to provide legal representation to people who could not otherwise afford it, to strengthen the communities in which we live and work, and to protect civil liberties and public rights in the United States and around the world.



## Our Pro Bono Partnerships and Clients

In 2021, we were recognized by the following partner organizations and clients for our commitment to providing access to justice and increasing the breadth of our pro bono practice:

- The National Legal Aid & Defender Association gave Debevoise a 2021 Beacon of Justice Award for The Holloway Project, the firm’s initiative to fight for criminal justice reform and against racial inequality. The Holloway Project has been profiled in *The Wall Street Journal*.
- The Office of the Appellate Defender in New York honored Debevoise with its Gideon Award for our exemplary commitment to the rights of indigent convicted defendants.
- Associate Marisa Taney won the Rising Star Thurgood Marshall Award for Exception Commitment to Pro Bono Services as a lawyer who has demonstrated an exemplary commitment to pro bono legal service and who has provided or facilitated the provision of pro bono service in federal courts or agencies within the Second Circuit.
- **The Holloway Project**  
For the past six 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 more than 30 clients, erased more than 1,100 years of their prison sentences and won the release of 26 of those clients.



## 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 United States and throughout the world, such as:

Amazon.com  
American Civil Liberties Union  
American Museum of Natural History  
BlackRock, Inc.  
Blackstone Group  
Carlyle Group  
Clayton, Dubilier & Rice  
Colgate-Palmolive Company  
Facebook  
Goldman Sachs  
Google LLC  
HarperCollins Publishers  
Johnson & Johnson  
JPMorgan Chase  
L'Oreal  
Legal Aid Society

Mastercard Inc.  
MetLife  
Morgan Stanley & Co.  
National Basketball Association  
Nature Conservancy  
NBC Universal  
Nintendo  
PepsiCo  
Pfizer Inc.  
Prudential Financial  
Sotheby's  
U.S. Department of Justice  
U.S. Securities and Exchange Commission  
United Nations  
Venmo  
The Walt Disney Company



### Alumni Spotlight: Troy McKenzie

Our alumni have made Debevoise the firm it is today, and we are proud to count among that group Troy McKenzie, who was recently named Dean of New York University School of Law. Troy was a litigation associate at Debevoise from 2003 to 2007, after having clerked for Justice John Paul Stevens of the U.S. Supreme Court. Following Debevoise, Troy joined the faculty of NYU Law, where he was one of only five professors under the age of 35. Now, Troy will be the first Black Dean of NYU Law. Since joining the faculty at the law school, Troy has won multiple teaching awards, most recently in 2020 when he was one of six NYU faculty members from across the university to receive the Distinguished Teaching Award.



# Hear from Our Lawyers and Alumni

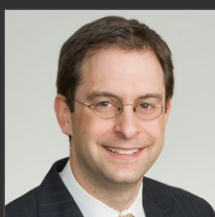


“What I value most about working at Debevoise is the people. The partners are engaging teachers and mentors, and the associates are wonderful teammates. The firm places a premium on collaboration, and one byproduct of this is meaningful learning opportunities for junior and senior associates alike.”

**Yean Do**

Associate, Class of 2018

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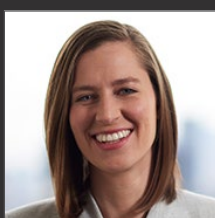


“At Debevoise, I learned that if you don’t know the substance of what’s in front of you—which is often the case in a general counsel role—you have to trust your common sense, and your ability to learn and think on your feet. Thanks to my training at Debevoise, I had the confidence to figure it out.”

**Peter Alderman**

Alumnus, General Counsel, Investments, GoldenTree Asset Management

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“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.”

**Anna Gressel**

Associate, Class of 2014

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“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, Assistant General Counsel, Memorial Sloan Kettering Cancer Center

Chambers  
Global

Debevoise was recognized in *Chambers Global* 2022 for leadership in 37 practice areas worldwide. Eleven Debevoise lawyers earned Band 1 rankings and the firm received Band 1 rankings in the following 17 categories:

- Arbitration (International) – Global Market Leaders
- Arbitration (International) – Latin America – International Counsel
- Intellectual Property: Trademark, Copyright & Trade Secrets – USA
- International Arbitration: The Elite – USA
- Corporate Crime & Investigations – USA
- Corporate Investigations – Latin America – International Counsel
- Corporate Investigations/ Anti-Corruption – Global: Multijurisdictional
- Disputes (International & Cross-Border) – USA
- Insurance – Global Multi-Jurisdictional
- Investigations & Enforcement (International & Cross-Border) – USA
- Investigations & Enforcement (International & Cross-Border) – UK
- Investment Funds & Asset Management (International & Cross-Border) – USA
- Investment Funds: Private Equity – Asia-Pacific Region
- Investment Funds: Private Equity (International Firms) – China
- Investment Funds: Private Equity: Fund Formation – Global: Multi-Jurisdictional
- Private Equity: Fund Formation – Global-Wide
- Private Equity: Fund Formation – USA
- Public International Law – Global Market Leaders

Recognition

Chambers USA

In 2022, 13 Debevoise lawyers were ranked Band 1 in 15 practice areas and 10 practices earned top rankings (Band 1) for the New York and/or Nationwide practice areas.

The following practices have been recognized as Law Firm of the Year at the *Chambers USA* Awards:

- Intellectual Property (2022)
- International Arbitration (2021)
- Investment Funds (2019)

Chambers Latin  
America

For the fourth consecutive year, the firm’s Latin America Group achieved top rankings in the Corporate Crime & Investigations, Corporate/M&A and International Arbitration categories in *Chambers Latin America* (2019, 2020, 2021 and 2022).

We are ranked Band 1 for Corporate Crime & Investigations and for International Arbitration.

Debevoise is one of only two firms to earn a Band 1 ranking in Corporate Crime & Investigations.



## Benchmark Litigation

Debevoise was named International Arbitration Firm of the Year and White Collar Firm of the Year (East Coast) at the 2022 *Benchmark Litigation US Awards*.

For five consecutive years, eight Debevoise partners were named to *Benchmark Litigation's* Top 250 Women Litigators list.

## Latin Lawyer 250

In 2021, Debevoise was again recognized as a Highly Recommended International Law Firm by *Latin Lawyer 250*.

## International Tax Review

At the 2019 *International Tax Review* European Tax Awards, we were honored with European Impact Deal.

Debevoise is committed to serving our clients through excellence in lawyering. We receive numerous accolades recognizing this commitment and the firm's market prominence worldwide.

## IFLR1000

We are ranked Tier 1 for PE Funds in Hong Kong and in the USA by *IFLR1000* 2022.

We are ranked Tier 1 for Private Equity in the USA by *IFLR1000* 2021.

Debevoise was awarded Private Equity Deal of the Year (Ontario Teachers' Pension Plan) at the inaugural *IFLR1000 India Awards* 2020 and M&A Deal of the Year (Capital Group Private Markets and other financial sponsors) at the inaugural *IFLR1000 Sub-Saharan Africa Awards* 2020.

## Law360

In 2021, our International Disputes Resolution, Investment Management, M&A and White Collar Groups were named Practice Group of the Year by *Law360*.

Private Equity  
International

Debevoise advised on four matters honored by the 2020 *Private Equity International Awards*, including all three deals named in the Secondaries Deal of the Year in Europe category, and the winner of the Fundraise of the Year in Asia category.

Debevoise was recognized as a leading international law firm for having won 20 PEI Awards across North America, EMEA and Asia (2001–2019) at the 2019 *Private Equity International Awards Hall of Fame*.

At the 2019 *Private Equity International Awards*, we were honored with Law Firm of the Year in Asia in Fund Formation and recognized in four additional categories.

Global Arbitration Review

Debevoise was the winner in the “International Arbitration Practice That Impressed” category at the 2020 GAR Awards.

Recognition

The American Lawyer

Debevoise was named to *The American Lawyer’s* 2021 “A-List” —a ranking of the top 20 law firms by a variety of financial and cultural markers, including revenue per lawyer, pro bono work, associate satisfaction, racial diversity and gender diversity among the partnership. We have been on the “A-List” every year since it was created.

The M&A Advisor’s 2021  
Turnaround Awards

Debevoise was honored at the 15th Annual Turnaround Awards for Chapter 11 Reorganization of the Year (over \$1 billion) and Distressed M&A Deal of the Year (\$500 million – \$1 billion).

The Deal

Debevoise was recognized for PE Dealmaker of the Year and Most Innovative Deal of the Year at *The Deal Awards* in 2021.

Debevoise was recognized for Telecom, Media & Technology Dealmaker of the Year and Healthcare, Pharma and Biotech Deal of the Year at *The Deal Awards* in 2020.



## **World Trademark Review's WTR 1000**

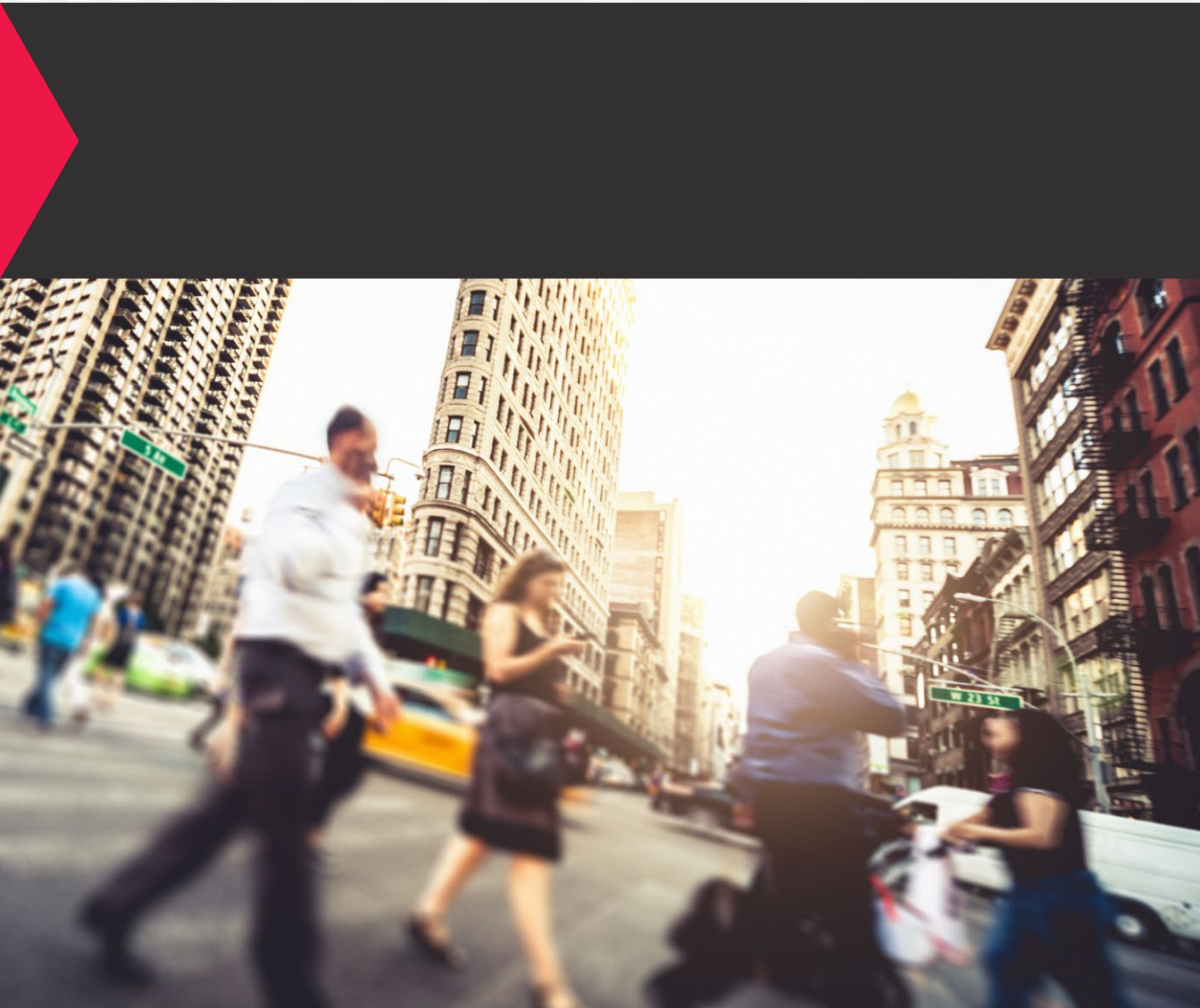
Debevoise's Intellectual Property Litigation practice has once again ranked in the gold band for the United States and New York in the *World Trademark Review's* WTR 1000—an annual guide that identifies the top trademark professionals in key jurisdictions. The 2022 edition recognized the firm for providing “the best possible legal advice and cutting-edge thinking on IP” for its clients.

## **Who's Who Legal**

In 2021, Debevoise was named “Firm of the Year” in the Investigations and Business Crime Defense categories by *Who's Who Legal*.

## **Who's Who Legal: Arbitration**

*Who's Who Legal: Arbitration* 2022 recognized 19 Debevoise lawyers as leading arbitration practitioners for their exceptional work resolving complex international disputes. Three lawyers were recognized as “Global Elite Thought Leaders.”



## More?

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

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

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