

Debevoise
& Plimpton

Why Choose Debevoise







Contents

Who We Are Looking For	1
Who We Are	1
The Debevoise Summer	2
Why Choose Debevoise	3
Our Capabilities	4
A Focused Approach to Training and Development	5
Our Commitment	6
The Women of Debevoise	7
Pro Bono	8
Beyond Debevoise	9
Hear from Our Lawyers and Alumni	10
Recognition	11

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 information feedback. In 2020, our virtual summer program included working on client matters, training and social events.

Your Social Connections

You will have opportunities to bond with your class through many of our entertaining summer activities. 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, dinner parties at partners' homes and a private outing at the Central Park Zoo. This summer, our events included a virtual trivia game, scavenger hunt, painting, pizza-making and chocolate-tasting classes, and a livestream of "Shakespeare in the Park."

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 and Employee Benefits.

“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

More than 800 Debevoise lawyers in 10 offices across three continents work within our integrated Corporate, Litigation and Tax departments to serve our clients around the world.

Practices

- Antitrust & Competition
- Arbitration & International Disputes
- Capital Markets
- Commercial Litigation
- Corporate Governance
- Data Strategy & Security
- Employee Benefits & Executive Compensation
- Employment
- Environmental
- Finance
- Financial Institutions
- Funds/Investment Management
- Insurance
- Intellectual Property
- Litigation
- Mergers & Acquisitions
- Private Equity
- Real Estate
- Restructuring/Bankruptcy
- Tax
- Trial Practice
- White Collar & Regulatory Defense

Industries

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

Regions

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

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 launched our 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. All U.S. lawyers have now been through the program, which is being rolled out globally.

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 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.





“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 Levin Mesard

Chair of the Hiring Committee, Member of the Management Committee, Deputy Chair of the Corporate Department and Partner in the Real Estate Group

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.

42%

The firm’s five most recent U.S. summer classes are 42% diverse, including LGBTQ+

100%

Our lockstep partner compensation completely eliminates gender pay inequity

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.

The Women of 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.



DEBEVOISE
WOMEN'S
REVIEW

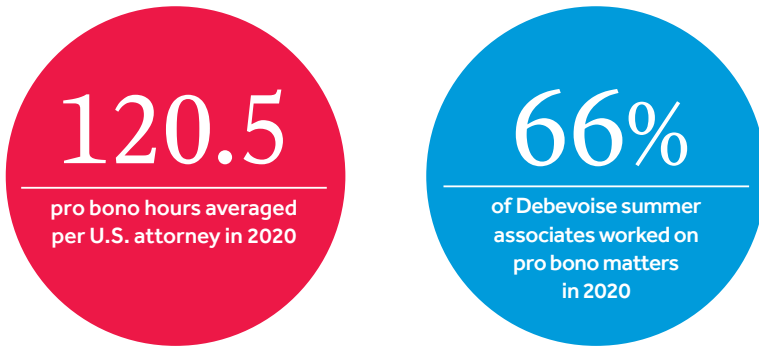
In recognition of the importance of having a vibrant, networked community of women as well as a strong pipeline of future women leaders at the firm, in 2016 we developed the Debevoise Women's Review, a first-of-its-kind platform among law firms, where content is developed and the editorial process managed 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.

In 2020, Debevoise was recognized as a top law firm for women attorneys in the *Law360* Glass Ceiling Report.



Pro Bono

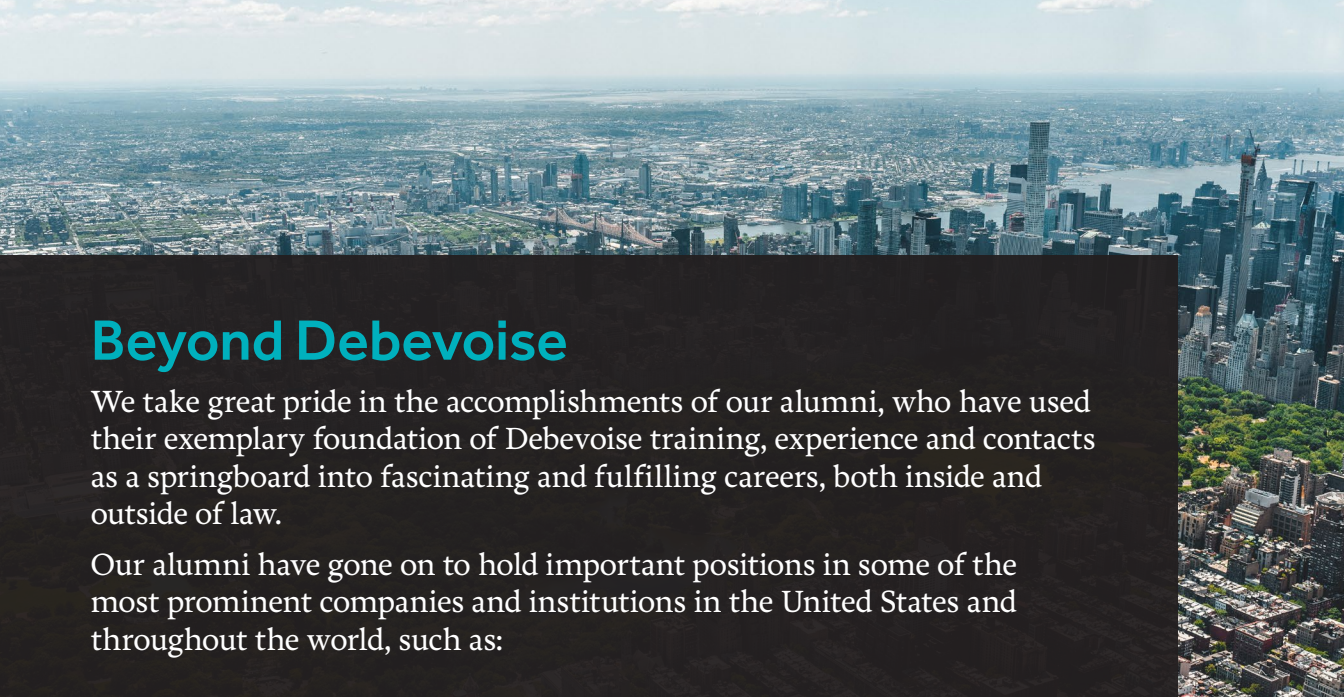
Debevoise's pro bono legal service reflects our commitment to the communities in which we live and work and is fundamental to who we are as lawyers.



Our Pro Bono Partnerships and Clients

In 2020, we were also recognized by the following partner organizations and clients for our commitment to providing access to justice and the breadth of our pro bono practice:

- Volunteers of Legal Services**
 Debevoise partner John Kiernan was awarded the Lifetime Service Award by Volunteers of Legal Services in June 2020 for “his decades of service across nearly every area of pro bono need.”
- Manhattan Legal Services**
 Debevoise and Citizens Bank were honored by Manhattan Legal Services for our many joint representations of low-income New Yorkers applying for naturalization.
- Kids In Need Of Defense (KIND)**
 A Debevoise team was named by KIND as among their Pro Bono Attorneys of the Year for being “fierce advocates” in our representation of our client, her two sons and her niece who were forcibly separated at the U.S. border under the “zero-tolerance” policy. KIND said that the team was “at the forefront of providing holistic representation while lifting their client’s voices and experiences.”
- GivX Report**
 Debevoise’s pro bono program was recognized in a GivX Report, a framework that helps analyze, benchmark and celebrate community investment, as having one of the leading community investment programs among law firms in the UK. The firm was ranked among the top three contributing law firms and our professional volunteering in particular was celebrated as one of the top five out of contributors across all sectors.
- LawWorks Annual Pro Bono Awards**
 Debevoise was recognized at the annual LawWorks Pro Bono Awards, where the firm was highly commended in the Best International Pro Bono category for our work with the Centre for Reproductive Rights, and won in the Best New Pro Bono Activity category for our work with the UK charity Bail for Immigration Detainees. The awards celebrate the best legal pro bono activities undertaken by UK organizations and individuals and the positive impact they have on those helped.



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 | MasterCard Inc. |
| American Civil Liberties Union | MetLife |
| American Museum of Natural History | Morgan Stanley & Co. |
| BlackRock Inc. | National Basketball Association |
| Blackstone Group | NBC Universal |
| Carlyle Group | Nintendo |
| Clayton, Dubilier & Rice | PepsiCo |
| Colgate-Palmolive Company | Pfizer Inc. |
| Facebook | Prudential Financial |
| Goldman Sachs | Sotheby's |
| Google Inc. | TaskRabbit |
| HarperCollins Publishers | U.S. Department of Justice |
| Johnson & Johnson | U.S. Securities and Exchange Commission |
| JPMorgan Chase | United Nations |
| L'Oreal | Venmo |
| Legal Aid Society | Walt Disney Company |
| Major League Soccer | |

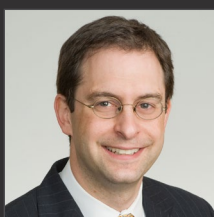
Hear from Our Lawyers and Alumni



“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

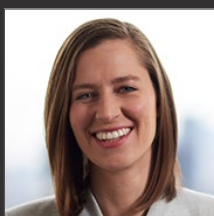
Associate, Class of 2018



“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, Americas, GoldenTree Asset Management



“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



“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

11 Debevoise lawyers earned Band 1 rankings and the firm received Band 1 rankings in the following 16 categories:

- Arbitration (International) – Global Market Leader
- Arbitration (International) – Latin America-wide
- Intellectual Property: Trademark, Copyright & Trade Secrets – USA
- International Arbitration – USA
- Corporate Crime & Investigations – USA
- Corporate Investigations – Latin America-wide
- Corporate Investigations/ Anti-Corruption – Global-wide
- Disputes (International & Cross-Border) – USA
- Insurance – Global-wide
- 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 – USA
- Public International Law – Global Market Leader

Global Arbitration Review

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

Recognition

Chambers USA

In 2020, 12 Debevoise lawyers were ranked Band 1 and 10 practices earned top rankings (Band 1) for the New York and/or Nationwide practice areas.

At the 2019 *Chambers USA* Awards for Excellence, we were honored with Investment Funds Firm of the Year: New York.

At the 2019 *Chambers USA* Awards for the District of Columbia, we were recognized as “Firm of the Year” for Corporate Crime.

Debevoise is shortlisted as Law Firm of the Year in three categories at the 2021 *Chambers USA* Awards: International Arbitration, Private Equity and Privacy & Data Security. The awards will be held in May 2021.

Chambers Latin
America

For the 2nd 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 and 2020).

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

The Deal

Debevoise was recognized for “Healthcare Deal of the Year” at *The Deal* Awards in 2020.

The American Lawyer

We were named to The American Lawyer's 2020 "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.

Private Equity International

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.

Latin Lawyer 250

In 2021, Debevoise was again recognized as a "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.

Who's Who Legal: Arbitration and Law360

Who's Who Legal Arbitration 2020 recognized 17 Debevoise lawyers and our International Disputes Resolution Group was named a "2019 International Arbitration Practice Group of the Year" by *Law360*.

Benchmark Litigation

Debevoise was named "International Arbitration Firm of the Year (East Coast)" at the 2021 *Benchmark Litigation* US Awards.

At the 2020 *Benchmark Litigation* US Awards EAST, we were honored with "White Collar Crime/Enforcement/ Investigations Firm of the Year" for the third year in a row.

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

IFLR1000

We are "Recommended for Financial Services Regulatory" in Hong Kong 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.

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](#) and [Twitter](#).

Our Offices

New York

919 Third Avenue
New York, NY 10022
Tel: +1 212 909 6000
Fax: +1 212 909 6836

Luxembourg

37a Avenue John F. Kennedy
1855 Luxembourg
Tel: +352 27 33 54 00
Fax: +352 26 89 25 25

Washington, D.C.

801 Pennsylvania Avenue N.W.
Washington, D.C. 20004
Tel: +1 202 383 8000
Fax: +1 202 383 8118

Moscow

OKO Tower
21 First Krasnogvardeysky Drive, Bldg. 1
Floor 41
Moscow 123112
Tel: +7 495 139 4000
Fax: +7 495 139 4046

London

65 Gresham Street
London
EC2V 7NQ
Tel: +44 20 7786 9000
Fax: +44 20 7588 4180

Hong Kong

21/F AIA Central
1 Connaught Road Central
Hong Kong
Tel: +852 2160 9800
Fax: +852 2810 9828

Paris

4 place de l'Opéra
75002 Paris
Tel: +33 1 40 73 12 12
Fax : +33 1 47 20 50 82

Shanghai

13/F, Tower 1
Jing'an Kerry Centre
1515 Nanjing Road West
Shanghai 200040
Tel: +86 21 5047 1800
Fax: +86 21 5047 1600

Frankfurt

Taunustor 1 (TaunusTurm)
60310 Frankfurt am Main
Tel: +49 69 2097 5000
Fax: +49 69 2097 5555

Coming Soon

Our new San Francisco office will be located at 650 California Street, in the heart of the city's Financial District.