

**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  
66 Hudson Blvd  
New York, New York (NY) 10001  
United States  
**Phone:** 212-909-6657  
recruit@debevoise.com

**Compensation & Benefits**

2023 compensation for entry-level lawyers (\$/year) 215,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 4,150  
2023 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	212	34	0	47
	Women	32	272	27	0	68
	Non-binary	0	2	0	0	0
	<b>Total</b>	<b>107</b>	<b>486</b>	<b>61</b>	<b>0</b>	<b>115</b>
<b>Latinx</b>	Men	2	17	0	0	2
	Women	2	32	1	0	2
	Non-binary	0	0	0	0	0
<b>White</b>	Men	69	157	31	0	35
	Women	24	156	17	0	44
	Non-binary	0	1	0	0	0
<b>Black or African American</b>	Men	0	14	0	0	3
	Women	1	23	0	0	4
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	3	22	2	0	5
	Women	5	50	7	0	13
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	2	1	0	2
	Women	0	10	2	0	5
	Non-binary	0	1	0	0	0
<b>Persons with Disabilities</b>	Men	0	3	1	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	4	26	4	0	7
	Women	1	21	0	0	7
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	1	0	0	4
	Women	0	0	0	0	1
	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	103.9
Percent of associates participating last year	95%
Percent of partners participating last year	74%
Percent of other lawyers participating last year	80%

## 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 2023
	2021	Prior Summer Associates	2022	Prior Summer Associates	
Entry-level	103	103	112	106	113
Entry-level (non-traditional track)					
Lateral Partners	0	0	2	0	
Lateral Associates	32		10		7
All Other Laterals (non-traditional track)					
Post-Clerkship	10		10		1
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	3		5		2
<b>SUMMER</b>					
Post-3Ls					
2Ls	115		115		110
1Ls					

Number of 2022 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	60	35	225		
Litigation	Litigation	35	20	230		
Tax	Tax	12	6	31		

---

## Diversity & Inclusion

**Diversity Contact:** Mr. Marc Grainger

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

---

## Organization Narrative

### Narrative Text

#### Enter descriptive narrative text about your organization:

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 United States and the United Kingdom—Debevoise litigators bring 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 to 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. Since 2016, nearly 200 lawyers have spent more than 30,000 hours on Holloway representations. To date, we have obtained reduced sentences for 42 federal prisoners and shaved more than 1500 years off of their sentences.

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 Deputy Presiding Partner and Senior Chair are both women and we have women lawyers, lawyers of color and LGBTQ+ lawyers in other key positions throughout the firm. The recognition Debevoise has received for diversity over the past year includes:

- Achieved Mansfield 5.0 Certification.
- 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 in the top ten of *The American Lawyer's 2022 A-List* and the only firm to appear on the list every year since its inception.
- Recipient of the Leadership Council on Legal Diversity 2022 Compass Award.
- Recognized as a Leading Firm for Diversity, Equity & Inclusion by *Chambers Associate 2022*.

For more information, please visit us at [debevoise.com](http://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](http://www.nalpdirectory.com)

NALP Copyright 2023