

**Basic Information**

650 California Street  
San Francisco, CA 94108  
Organization Size: 715  
Office Size: 11  
**Hiring Attorney:**  
Mr. David Sarratt

**Recruiting Contact:**  
Ms. Ahan Morris  
Talent Manager  
650 California Street  
Suite 3100  
San Francisco, California (CA) 94108  
United States  
**Phone:** 415-706-3952  
akmorris@debevoise.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 225,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 4,330  
2024 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	6	7	2	0	1
	Women	2	9	3	0	5
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>8</b>	<b>16</b>	<b>5</b>	<b>0</b>	<b>6</b>
<b>Latinx</b>	Men	0	0	1	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	5	4	1	0	0
	Women	2	5	2	0	1
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	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	0	3	0	0	0
	Women	0	3	1	0	1
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	0	0	0	1
	Women	0	0	0	0	2
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	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	1661.4 hours
Average Hours per Attorney last year	55.4
Percent of associates participating last year	100%
Percent of partners participating last year	63%
Percent of other lawyers participating last year	60%

## 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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	1		1		5
Entry-level (non-traditional track)					
Lateral Partners	2		3		
Lateral Associates	1		7		6
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls			5		6
1Ls					

Number of 2023 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

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	3	3	7	1	0
Litigation	Litigation	5	2	9	0	0

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## Diversity & Inclusion

**Diversity Contact:** Della Sabessar (Director of Global Diversity, Equity & Inclusion)

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

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## 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 San Francisco office brings on-the-ground corporate and litigation capabilities to the firm's growing Bay Area and West Coast client base. With a special focus on technology companies and the private investment firms that underpin the region's influence in the global economy, this new office will help Debevoise serve West Coast clients while operating as a natural extension of the firm's global office network.

Led by five partners who relocated or will spend their time between offices, the San Francisco office covers areas including white collar and regulatory defense, mergers and acquisitions, private equity fund formation, data strategy and security, and intellectual property litigation. The partners are supported by a dynamic group of associates who are relocating to San Francisco. The San Francisco office is the firm's third U.S. office and ninth globally.

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

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