

Debevoise  
& Plimpton

# Why Choose Debevoise







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## Who We Are Looking For

You want to make an impact. You're a team player who values relationships. You like to solve problems. And you bring honesty, respect and good judgment to every interaction.

## Who We Are

Our lawyers are ambitious, intellectually curious and dynamic professionals who are committed to the highest levels of client service and to building their expertise, their relationships with clients and peers and, ultimately, their careers.







# The Debevoise Summer

## The Summer Program

Our lawyers are ambitious, intellectually curious and dynamic professionals who are committed to the highest levels of client service and to building their expertise, their relationships with clients and peers and, ultimately, their careers.

## Summer Associate Training and Mentoring

We will provide you with development opportunities through summer associate-focused training, direct mentorship, small group workshops and fireside chats. You will also 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 who can guide you on our practices and getting to know the Debevoise community. Throughout the summer, there are opportunities for formal evaluations and informal feedback. Our 2024 in-person summer program included opportunities to work on client matters, training programs and social events.

## Social Events

Our New York City summer associates enjoy a multitude of opportunities to informally connect with Debevoise lawyers at all levels. Past summer events have included cooking classes, trivia night, Mets and Yankees games, painting class and a private outing at the Central Park Zoo.

## Affinity Group Engagement

Our affinity groups are open to everyone in the firm, and host a variety of programs for summer associates. Members also act as informal advisors for summer associates.

# 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,  
Inclusive  
Community

## The Firm

Debevoise is a premier law firm with market-leading practices and a global perspective. 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 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.



“Debevoise & Plimpton has for years demonstrated its ability to juggle a host of complex matters across multiple countries.”  
*Global Investigations Review 100*

## Our Capabilities

Over 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 technology, media and telecommunications; banking; insurance; healthcare and life sciences; and energy and natural resources. 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

- Banking
- Capital Markets
- Finance
- Insurance
- Investment Management
- Mergers and Acquisitions
- Real Estate
- Restructuring

**"A strong platform alongside substantial global depth."**

***Chambers Global***



**Litigation**

Our Litigation practice is one of the strongest 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 government officials.

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
- Artificial Intelligence
- Business Integrity
- Commercial Litigation
- Crisis Management
- Data Strategy and Security
- Intellectual Property Litigation
- Employment Litigation
- Public International Law
- Sensitive Investigations
- Technology Litigation
- 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 multi-jurisdictional 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
- Tax

## 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 to 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 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 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.

## Associate-to-Alumni Mentorship Program

Debevoise launched the Associate-to-Alumni Mentorship Program in 2023 to support the varied career goals of our associates. As part of the program, associates in their third year and above can opt to be matched with alumni with similar professional backgrounds and interests so that alumni can serve as a resource for associates who wish to learn more about life after Debevoise.





# Inclusion at Debevoise

We are committed to building and sustaining an inclusive community in which all of our associates are able to thrive—which we also believe will provide the best legal services to our clients. The inclusion, sponsorship and development of all our lawyers are cornerstones of our continued success.

Our firmwide programming helps to build awareness, bring colleagues together and foster a growth mindset across the firm.

Our affinity groups, all of which are open to everyone at the firm, provide an invaluable source of community. They include the Asian Affinity Group, Black Lawyers Affinity Group, Disability Affinity Group, First Generation Professionals Affinity Group, International Background Affinity Group, Jewish Affinity Group, Latin@Debevoise Affinity Group, LGBTQ+ Affinity Group, Middle Eastern North African (MENA) Affinity Group, Muslim Affinity Group, Native American Affinity Group, Parents Resource Group, Veterans Resource Group and Women’s Resource Group.

Creating a more inclusive community takes continual investment in resources and opportunities for lawyers at different career stages. Our affinity groups, programming and strong relationships with national and regional affinity bar organizations help us build a workplace that supports each lawyer’s journey.

Our commitment to inclusion encompasses active engagement across the entire firm community and continuous learning to foster a culture of belonging for everyone.



“We are interested in recruiting top talent and investing in their long-term success. We take pride in our homegrown talent. It’s important that all of our lawyers see a place for themselves at Debevoise.”

**Sally Bergmann Hardesty, Corporate Partner**



“Our collegial and collaborative culture thrives on the diverse set of perspectives, skills and experiences that our lawyers bring to the firm. Our inclusive approach empowers individuals to achieve their fullest potential which in turn allows us to provide the highest level of service to our clients.”

**Winston M. Paes, Litigation Partner**



“I wouldn’t be where I am today without the support, guidance, and mentorship of my Debevoise colleagues. As a firm, we remain committed to providing lawyers of all backgrounds and identities with the training, the opportunities and the platform to thrive in their careers.”

**Natalie Reid, Litigation Partner**

## Lockstep

The firm's uniquely collaborative and supportive culture is built on a principle of equal compensation across each class level of experience for all partners, associates and summer associates. This distinguishes us from almost every other firm in the market and is a core strength of the firm.

Benefits of this model include the elimination of gender pay inequity, authentic collaboration without conflicts over credits or originations, and a transparent path for career progression.

The result is a supportive environment where lawyers feel valued and motivated to contribute their best efforts across all assignments, knowing that their dedication will be rewarded equally over time.

## Our Commitment

We are committed to developing exceptional lawyers.

Debevoise clients turn to us with their most complicated matters, which means that every associate gets hands-on experience with cutting-edge issues and is an important member 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, our counsel program offers an alternative long-term career path.



# Women at Debevoise

Debevoise continues to be a proud leader in removing barriers for women in the legal profession. The entire partnership—and the firm at large—are committed to cultivating a community in which our women lawyers can thrive. Our collaborative culture and flexible policies have given rise to several generations of women leaders and ensure the growth of those to come.



The Debevoise Women’s Review is a website featuring original articles about the experiences of women in the workplace. Its content includes interviews with trailblazing women, essays inspired by personal experiences, advice for navigating careers—and more.

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

# Veterans at Debevoise

“It was my life-long dream to serve my country. After I was accepted to the U.S. Army’s Judge Advocate General’s (“JAG”) Corps, I attended five months of Army officer and JAG Corps training—all while a Debevoise associate. I now serve as a Captain in the U.S. Army Reserves. Debevoise was 100% supportive from the beginning and walks the walk on public service. In addition to my role as an Army officer and Debevoise associate, I lead the firm’s Veterans Resource Group. Our goal is to encourage and support veteran and service member talent and all of those who support our community.”

**Tricia Reville, Associate**







## Spotlight on Nicole Mesard

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

### Pro Bono Awards and Recognition

The firm is broadly recognized for our dedication to pro bono legal services:

- The **National Women’s Law Center 2024 Pro Bono Honor Roll** for our significant commitment to pro bono work with them.
- A **2024 Pro Bono Leadership Award from the New York Center for Law and Justice** for our pro bono work with deaf and hearing-impaired clients.
- Associate Isabelle Glimcher was placed on the **2024 Pro Bono Honor Roll by Volunteers for Legal Services** for her extensive pro bono work with assisting low-income senior citizens in drafting life-planning documents.
- **2024 Legal Aid Society Pro Bono Award** honoree for our representation of a low-income immigrant in his appeal to the Second Circuit.
- Received a **2023 Institutional Cornerstone Award from the Lawyers Alliance for New York**. Over the past five years, through its partnership with Lawyers Alliance, more than 100 Debevoise lawyers have handled nearly 50 substantial legal matters for nonprofits, including Accompany Capital, Think!Chinatown, Bay Ridge Center and Covenant Ballet Theatre of Brooklyn.
- The firm’s collaboration in the **Domestic Abuse Response Alliance won the Local Impact Award at the 2023 PILnet forum’s Global Awards** and was named **Pro Bono Initiative of the Year at The Lawyer Awards, 2023**.
- Received the **Getting Out and Staying Out (GOSO) 2023 Justice Award**.
- Recognized at the **Financial Times’ 2023 Innovative Lawyer Europe Awards** for the firm’s work on the Afghan Pro Bono Initiative.
- Partner and Co-Chair of the Commercial Litigation Group, Mark P. Goodman, received **The Legal Aid Society’s 2023 Servant of Justice Award**, recognizing lawyers who have demonstrated a dedicated commitment to the pursuit of equitable justice and have gone “above and beyond” to support the work of The Legal Aid Society and New York City communities.
- Litigation partner and former judge John Gleeson received **The American Lawyer’s Lifetime Achievement Award**. Mr. Gleeson founded and runs The Holloway Project, a pro bono initiative dedicated to obtaining sentencing relief for inmates who received egregiously long prison sentences due to mandatory minimum provisions that Congress has since overturned.
- Pro bono counsel Jennifer Cowan received the **Muslim Bar Association of New York’s 2023 Champion of Justice Award** for her exceptional commitment to social justice and pro bono representation.
- Associate Sol Czerwonko and former associate Rebecca Hush received a **Commitment to Justice Award from Her Justice** for their assistance to undocumented workers applying for state COVID relief benefits.
- A team of Debevoise lawyers, including partner Dietmar Prager, associate Juan Fandino, and former associate Ann Manov, received a **Michael Cooper Celebration of International Pro Bono Excellence award from the Vance Center** for their outstanding research on the right of judges to freedom of expression.

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## The Holloway Project

For the past eight 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 61 clients and shaved more than 2,450 years off of their sentences. Since 2016, more than 200 lawyers have spent more than 54,000 hours on Holloway representations.

# Debevoise & Beyond

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.



American Museum  
of Natural History

BlackRock

Blackstone

Bristol Myers Squibb

THE CARLYLE GROUP

CENTER *for*  
REPRODUCTIVE  
RIGHTS



Goldman  
Sachs



HarperCollins Publishers

JPMORGAN CHASE & CO.



THE  
LEGAL AID  
SOCIETY



McKinsey  
& Company

Meta

MetLife



Microsoft

Morgan Stanley



The Nature  
Conservancy



NBCUniversal







The arc of a Debevoise lawyer’s career continues long after they leave the firm, and we are committed to providing support for all stages of that journey. Alumni are invited to work with the firm’s career coach, who is available to discuss professional goals, advise on career plans and assist with resumes, cover letters and interview prep.

We also have a dedicated alumni website that allows former Debevoise lawyers to connect with fellow alumni, tap into career resources, such as a job board and an on-demand CLE webcast library, and take advantage of programing and events exclusive to our alumni.



### 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 named Dean of New York University School of Law in 2022. 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 is 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 valued most about working at Debevoise was 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**

Alumna, Senior Counsel, Business & Legal Affairs, Roku Inc.



“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



“When I was deciding between firms, I noticed that most places emphasized their unique culture but struggled to articulate what made the culture special. Debevoise was the first and only place where I was able to point to something tangible - lockstep compensation at the partner level - as a reason for its culture being what it is.”

**Delia M. Arias De Leon**

Litigation Associate



“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 2024

Recognized for leadership in 50 practice areas worldwide and received Band 1 rankings in 19 categories

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

Recognition

Chambers USA 2024

Recognized as a leading firm in 47 practice areas and with 106 individual lawyer rankings

Chambers  
Latin America 2024

Ranked Band 1 in International Arbitration and Corporate Crime & Investigations, and Band 2 for Corporate/M&A; with respect to Corporate Crime & Investigations, we are one of only two firms ranked Band 1

Chambers UK 2025

Ranked as a leading firm in 13 separate areas, with 33 rankings for individuals in the guide, including eight Band 1 rankings



## ***Chambers Asia-Pacific and Chambers Greater China 2025***

Seven practices were recognized with  
nine individuals ranked

### ***Benchmark Litigation***

Named International Arbitration Firm of the Year  
at the 2024 Benchmark Litigation USA Awards;  
Five partners named to the 2023 40 and Under list;  
Nine women litigators included in the 2023 Top 250  
Women in Litigation

### ***InsuranceAsia News***

M&A Deal of the Year at the InsuranceAsia News Awards  
for Excellence 2023 for the firm's work with KKR  
and Global Atlantic Financial Group in their strategic  
partnership with Japan Post Insurance

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.

### ***Asian Legal Business***

Named Insurance Law Firm of the Year at  
The ALB Hong Kong Law Awards 2023

### ***International Tax Review***

Impact Deal of the Year at the International Tax Review  
Americas Tax Awards 2022 for the firm's role in advising  
Discovery in its acquisition of WarnerMedia from AT&T

*Private Equity  
International*

PEI Hall of Fame member for having won 19 PEI Awards across North America, EMEA and Asia

*The Legal 500 UK, 2025*

Sixteen practices ranked, including four Tier 1 rankings, and there are 31 rankings for individuals in the guide, including eight Hall of Fame listings

*The Legal 500  
Greater China, 2025*

Seven practices ranked and eight individual rankings, including two Hall of Fame listings

Recognition

*The American Lawyer*

Only firm to appear on *The American Lawyer*'s list every year since its inception in 2003 (recognition of the nation's most well-rounded, elite firms)

*Global Arbitration Review*

Recognized in the 2024 GAR 30 list as one of the world's top arbitration practices

*Global Investigations  
Review*

Named in the 2024 GIR 100 list as one of the world's top white collar practices

Named Most Impressive Investigations Practice of the Year for 2023

**Law360**

Investment Management Group named a 2023 Practice Group of the Year

**Managing IP**

Named “Trademark Disputes Firm of the Year” at the 2024 Managing IP Americas Awards in recognition of the firm’s leading work on trademark-related disputes

**Who’s Who Legal**

White Collar & Regulatory Defense Group named Firm of the Year in the Business Crime Defense category

**Who’s Who Legal:  
Arbitration**

Recognizes 25 lawyers as 2024 leading arbitration practitioners for their exceptional work resolving complex international disputes





## 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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