

## 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  
919 Third Avenue  
New York, New York (NY) 10022  
United States  
**Phone:** 212-909-6657  
recruit@debevoise.com

## Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 190,000

### Summer Compensation

2019 compensation for Post-3Ls (\$/week)  
2019 compensation for 2Ls (\$/week) 3,700  
2019 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?

## 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 114

Percent of associates participating last year 100

Percent of partners participating last year 78

Percent of other lawyers participating last year 89

## 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

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	68	163	27	0	37
	Women	22	184	17	0	50
	Total	90	347	44	0	87
<b>Hispanic/Latino</b>	Men	3	16	1	0	6
	Women	0	21	1	0	6
<b>White</b>	Men	62	111	22	0	24
	Women	16	103	12	0	31
<b>Black/African American</b>	Men	0	11	1	0	0
	Women	1	15	0	0	4
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>Asian</b>	Men	2	19	3	0	6
	Women	5	38	3	0	8
<b>American Indian/Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>2 or more races</b>	Men	1	6	0	0	1
	Women	0	7	1	0	1
<b>Persons with Disabilities</b>	Men	1	2	1	0	0
	Women	0	0	1	0	0
<b>LGBT</b>	Men	3	14	2	0	4
	Women	0	6	1	0	2
<b>Veteran</b>	Men	0	3	0	0	0
	Women	0	1	0	0	0

## 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
Arbitration, Dispute Resolution, Mediation Banking, Finance Business, Corporate Energy General Practice Government, Regulatory, Administrative Intellectual Property International Labor and Employment Real Estate, Land Use Bankruptcy	Corporate	48	23	161		
Appellate Arbitration, Dispute Resolution, Mediation General Practice Government, Regulatory, Administrative Intellectual Property International Labor and Employment Litigation Bankruptcy	Litigation	32	15	161		
Tax	Tax	10	6	25		

## HIRING & RECRUITMENT

	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
LAWYERS					
Entry-level	66	65	70	69	82
Entry-level (non-traditional track)	0		0		
Lateral Partners	0		1	0	
Lateral Associates	14		13		10
All Other Laterals (non-traditional track)					
Post-Clerkship	11		9		3
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	1		4		1
SUMMER					
Post-3Ls	0				
2Ls	70		93		82
1Ls					

Number of 2018 Summer 2Ls considered for associate offers 93

Number of offers made to summer 2L associates 93

General Hiring Criteria Students whose personal qualities, academic records and other achievements demonstrate exceptional ability, motivation, commercial skills and potential for growth

## Diversity & Inclusion

Diversity Contact: Ms. Rachel Simmonds-Watson

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

## Organization Narrative

Debevoise & Plimpton LLP is a premier law firm with market-leading practices, a global perspective and strong New York roots. The firm's 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 expertise and a strategic approach enable the firm to bring clear commercial judgment to every matter. The firm draws on the strength of its 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. Our premier practices include Mergers & Acquisitions, Private Equity, Funds/Investment Management, Capital Markets, Finance, Business Restructuring & Workouts, Real Estate, Insurance, Banking, Intellectual Property and Environmental. We have an exceptionally strong track record advising private equity sponsors and their portfolio companies as well as numerous clients in the insurance, banking, healthcare, Technology Media and Telecommunications, aviation, and consumer and retail industries, to name a few. 10 Debevoise lawyers have been named "Dealmaker of Year" by The American Lawyer.

Our Litigation Department comprises leading practices in White Collar & Regulatory Defense, International Dispute Resolution, Intellectual Property Litigation, Commercial Litigation and Cybersecurity & Data Privacy. With 14 former Assistant U.S. Attorneys or senior Department of Justice attorneys in our ranks, the former Attorneys General of the U.S. and the United Kingdom, and a wide range of other former government lawyers, we bring deep government experience to client matters. The department also 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 J. Ceresney, and former leading federal district court judge, the Honorable John Gleeson. In April 2017, we also launched a Strategic Crisis Response Group, bringing together a deeply experienced global team to help organizations and boards navigate their most critical issues by anticipating and responding to problems and investigations with strategic defenses and solutions.

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.

In addition to outstanding client service, our commitment to pro bono is one of our hallmarks. We have a highly respected pro bono program and treat our pro bono work with the same rigor and zeal as we do our fee-earning work. Every year, we work on significant matters that truly reflect our commitment to the communities in which we live and work and are fundamental to who we are as individuals and lawyers. For example, together with lawyers from the Urban Justice Center and New York Lawyers for the Public Interest, Debevoise lawyers achieved a negotiated extension of the 14-year-old Brad H. settlement with the City of New York, guaranteeing the continuation of important rights for inmates with mental illness in New York City jails. In addition, Debevoise also provided pro bono representation to women in petitions for (1) U Visas, allowing victims of certain crimes assisting in bringing their persecutors to justice, legal nonimmigrant status and work eligibility in the U.S., and (2) T Visas, allowing victims of human trafficking to remain in the U.S. to assist in an investigation or prosecution of crimes.

In addition, Debevoise has been recognized nine times by Working Mother Media as one of the "50 Best Law Firms for Women." The firm has a long and proud history of diversity and inclusion. Women hold prominent leadership positions in our corporate and litigation departments; the firm's Senior Chair is a woman; and we have women, lawyers of color and LGBTQ+ lawyers in other key positions throughout the firm.

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

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