

**Debevoise
& Plimpton**

Why Choose Debevoise



“If you have something that’s never been done before, this is the firm to call. They are extremely creative and innovative in developing new solutions.”

—Chambers USA 2016



Why Choose Debevoise

Debevoise is committed to developing exceptional lawyers and investing in our associates so you are empowered to shape your practice and set the course for your career. We place a high value on character and diverse interests, and draw on the strength of our collaborative culture to deliver the best of our firm for every client.

Meaningful Work Opportunities and Exceptional Lawyering

A Focused Approach to Training and Development

An Engaged Community

The Foundation for Shaping Your Career Path

Who We Are Looking For

Ambitious, intelligent, engaging, intense, commercially minded people who are committed to being excellent lawyers and maintaining the highest ethical and effective relationships with clients.

Getting the Best Start to Your Career

Our summer associate program is focused on providing the best possible start to your career. You will experience life as a first-year associate by becoming part of the team on active assignments. We'll provide you with opportunities to grow and develop by leveraging training and direct mentorship.

Meaningful Work Opportunities

Clients turn to Debevoise with their most complicated matters, which means associates at all levels get hands-on experience helping us deliver the best work product possible for our clients.

- **Summer associates** are involved in substantive client work from the outset, and our summer program offers the flexibility to explore different practice areas or focus on just one.
- **Associates** work on complex matters involving cutting-edge issues and are important members of every team.

Exceptional Lawyering

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.

Corporate

- Asset Management
- Aviation Finance
- Banking
- Business Restructuring & Workouts
- Capital Markets
- Corporate Governance
- Environmental
- Equipment Finance
- Funds/Investment Management
- Healthcare and Life Sciences
- Insurance
- Intellectual Property
- Leveraged Finance
- Media and Telecommunications
- Mergers & Acquisitions
- Private Equity
- Project Finance
- Real Estate
- Structured Finance

Litigation

- Antitrust
- Bankruptcy
- Business Integrity
- Commercial Litigation
- Contract Disputes
- Cybersecurity & Data Privacy
- Employment Litigation
- Environmental Litigation
- Insurance Industry Disputes
- Intellectual Property Group
- International Dispute Resolution Group
- M&A Litigation
- Products Liability
- Professional Services Liability
- Securities Litigation
- Sensitive Litigation & Advice
- Strategic Crisis and Response
- Trial Practice
- White Collar and Regulatory Defense

Tax and Employee Benefits

- General Tax
- Employee Benefits & Executive Compensation

What People Say About Us

A higher percentage of our U.S. partners were recognized by the leading legal directory in 2016 than any of our competitors.

Ranked among the 10 best legal advisors in dealing with board-level M&A corporate governance issues and director liability issues.
– *Directors & Boards* (2015)

The American Lawyer Diversity Scorecard places Debevoise in the top 10% of AmLaw 200 Firms for 2016.

Debevoise was named one of *Law360*'s "Pro Bono Firms of the Year" for the fifth consecutive year in 2016.

Law360 named Debevoise's Private Equity and Insurance Groups among *Law360*'s "Practice Groups of the Year" in 2016.



A Focused Approach to Training and Development

We invest in our associates' development by offering training programs tailored for each stage of your career.

Summer associates are invited to participate in firm training programs and attend all department and practice lunches alongside Debevoise attorneys discussing substantive developments and exchanging insights about issues affecting our clients. Training programs cover topics such as the fundamentals of negotiation, developing a core theory for a litigation, a workshop on effective legal writing and "Private Equity Funds 101."

Associates have access to hundreds of hours of practice-specific and department-level training held throughout the year, including:

- **The "Mini-MBA" Program** – A full-time, three-week business and finance education program for first-year associates.
- **Department-Level Training** – A systematic and holistic approach to lawyer development and one of the most comprehensive training programs of any law firm in the world.
- **Milestone Programs** – Programs tailored to each stage of your career and navigating the transitions from mid-level associate to senior associate to new partner.
- **Advanced Programs** – Training programs at both the department and practice group level help associates enhance their substantive knowledge and refine their technical skills.

Debevoise is an accredited provider of continuing legal education (CLE) programs for its lawyers in the State of New York. As a result, lawyers admitted to the New York bar can satisfy most, if not all, of their mandatory CLE requirements by attending in-house programs.



**Cari Wint, Alumna—Senior Counsel at
Bristol-Myers Squibb:**

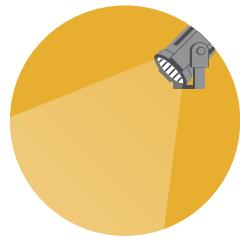
"As a Debevoise associate, you're trained in how to think through problems and look for creative solutions."



Andrew Jamieson, Associate, Class of 2011:

"Debevoise is the best place to practice corporate law in New York City. You get to work on challenging, high-profile and exciting matters with colleagues who take pride in client service and in training associates."

Spotlight on...



The Mini-MBA Program

Incoming first-year associates from all offices participate in a full-time, three-week business and finance education program shortly after their arrival at the firm. The Business Education Program comprises a curriculum designed by faculty directors from Columbia Business School and Training the Street, an organization used widely by Wall Street institutions for training their analysts.



Mentoring and Advising

At Debevoise, mentoring relationships with partners and more senior associates are important to help our associates develop professionally.

- **Summer associates** are assigned both partner and associate advisors who serve as resources as you gain insights into different practice areas and get to know the Debevoise community and the firm.
- As an **associate**, you'll establish relationships with senior lawyers through our formal advising program and informally through your work assignments. They're available to discuss career and practice development issues, ways to build a well-rounded skill set and deepening client relationships.



The Summer Experience

During your summer, we will introduce you to the firm—to Debevoise partners and associates, your summer colleagues and the practice of law. You'll have opportunities to bond with your class through many of our summer activities and hear from firm leaders about how the firm's values are embodied in how we serve our clients and work with each other. The summer program also offers exposure to our diversity and pro bono programs and information about the opportunities to get involved.

An Engaged Community

Debevoise is a community of engaging, intense and creative lawyers. We place a high value on character and diverse interests, and draw on the strength of our collaborative culture to deliver the best of our firm to every client.



Firm Values

Debevoise lawyers act with integrity in our dealings with clients, one another and our community. Our values are based on exceptional lawyering, true collaboration and commitment to people.



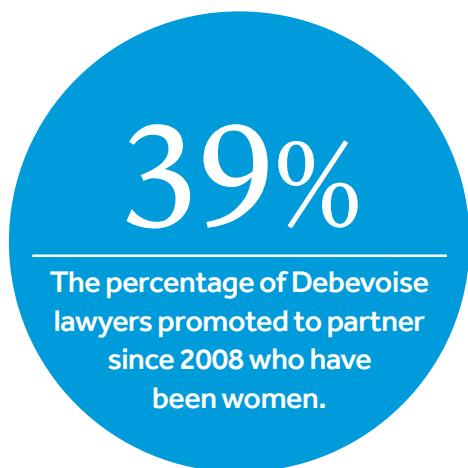
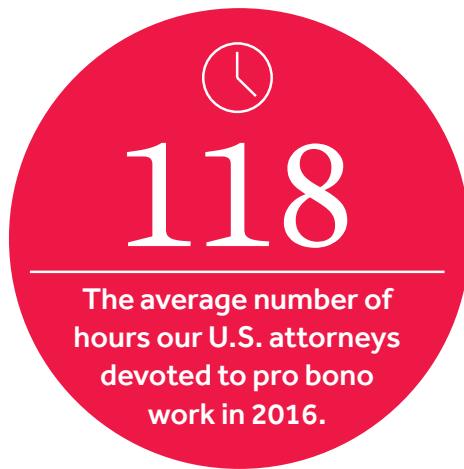
Leadership in the Profession

We have a strong record of leadership in the profession and in our commitment to public service. Debevoise lawyers currently lead the four preeminent bar associations in the world and many of our lawyers have served in senior leadership positions at bar and other professional organizations, and in a variety of public service roles.



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.





Diversity and Inclusion

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 developing to their full potential.



Women at Debevoise

We have earned a well-respected reputation for the strength of our women lawyers and the development of several generations of women leaders at the firm.



Compensation and Benefits

Salaries and general benefits for associates are fully competitive with other leading international firms. We are keenly aware of the need to actively support associates seeking to balance their professional careers with family responsibilities. We therefore offer a complete array of family-related benefits and options, including:

- Maternity leave
- Parental leave and primary childcare leave
- Flexible part-time schedule options
- Emergency childcare support programs
- Emergency eldercare services
- Discounted gym membership program

Jim Pastore, Partner, Former Assistant U.S. Attorney for the Southern District of New York:

“Debevoise rewards intellectual curiosity. If you have a good idea, you’re encouraged to express it and follow through with it. That served me well as a junior associate and later as an Assistant U.S. Attorney, and it now serves me well as a partner.”



The Foundation For Shaping Your Career Path

Debevoise attracts individuals with wide-ranging ambitions and provides the support, as well as the flexibility, for associates to build their expertise and chart a course for their careers—whether at Debevoise or beyond.

At Debevoise

Debevoise provides significant opportunities for associates to develop their practices at the firm. In addition to the partnership track, our counsel program offers a long-term, alternative career path for experienced lawyers who are highly proficient in their particular field.

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 U.S. and throughout the world:

AIG • Amazon.com • American Civil Liberties Union • American Express Company
The American Museum of Natural History • Apple Inc. • Bank of America Merrill Lynch
Bank of New York Mellon • BlackRock Inc. • The Blackstone Group • Bloomberg L.P. • BMW
Boston Consulting Group • Bristol-Myers Squibb • Brookfield Asset Management • The Carlyle Group
CBS News • Christie's • Citigroup • Clayton, Dubilier & Rice • Colgate-Palmolive Company
Columbia University • Council on Foreign Relations • Creative Artists Agency • Credit Suisse
Deloitte & Touche • D.E. Shaw & Co. • Deutsche Bank • DirecTV • Federal Reserve Bank of New York
The Ford Foundation • Fortress Investment Group • General Electric Company • Georgetown University
Goldman Sachs • Google Inc. • GSO Capital Partners • Harvard University • HBO • Hellman & Friedman
Hess Corporation • IBM Corporation • International Monetary Fund • Itaú Unibanco • Johnson & Johnson
JPMorgan Chase • Lazard • Legal Aid Society • L'Oréal • Massachusetts Institute of Technology
McKinsey & Company • Memorial Sloane Kettering Cancer Center • Morgan Stanley & Co.
National Basketball Association • NBC Universal • NHL Enterprises • Nickelodeon
Northwestern University • Novartis Pharmaceuticals • Oaktree Capital Management
Och-Ziff Capital Management • Pantheon Ventures • PepsiCo • Pfizer Inc. • PricewaterhouseCoopers
Princeton University • Prudential Insurance Company • Random House • Shell International • Siemens
Simon & Schuster • Société Générale • Sony Corporation • Sotheby's • Stanford University
Stone Point Capital • Take-Two Interactive • Teach for America • Third Point • Time Warner Inc.
Tishman Speyer • Tribune Company • The TWC Group • Twitter Inc. • UBS Financial Services
United Airlines • The United Nations • Universal Music Group • U.S. Department of Justice
U.S. Securities and Exchange Commission • Verizon • Viacom Media Networks • Visa Inc.
Warner Brothers • The Wendy's Company • WeWork Companies • Yale University

More?



If you would like more information, please visit our website, www.debevoise.com/careers, or send your questions to recruit@debevoise.com.

What Our Lawyers Say About Us



Peter Alderman, Alumnus—General Counsel, Americas, GoldenTree Asset Management:

“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.”



Tarik Elhussein, Alumnus:

“As lawyers we’re providing legal advice, but that advice has to be informed by business realities. Debevoise’s mini-MBA program equips associates with the skills and knowledge to deliver a more holistic service to our clients.”



Anna Gressel, Associate, Class of 2015:

“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.”



Richard Harper, Associate, Class of 2012:

“It’s hard to predict the future and where my career will take me, but I do know that I have a strong foundation. I’m confident that I’ve developed—and am still developing—the skills that will allow me to be a successful attorney no matter where I practice.”

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