

### Basic Information

919 Third Avenue  
New York, NY 10022  
Organization Size: 715  
Office Size: 493  
**Hiring Attorney:**  
Ms. Nicole Levin 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

2015 compensation for entry-level lawyers (\$/year) 160,000

#### Summer Compensation

2015 compensation for Post-3Ls (\$/week)  
2015 compensation for 2Ls (\$/week) 3,077  
2015 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? 7-9

### Pro Bono/Public Interest

Marjorie J. Menza, Esq.  
Pro Bono Counsel  
212-909-6832  
mjmenza@debevoise.com

Is the pro bono information indicated here firm-wide or specific to one office? Office-specific

% Firm Billable Hours last year 8.4  
Average Hours per Attorney last year 125.7  
Percent of associates participating last year 88.5  
Percent of partners participating last year 73.2  
Percent of other lawyers participating last year 72.3

### 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	83	171	32	0
	Women	19	153	14	0
	Total	102	324	46	0
Hispanic/Latino	Men	3	13	1	0
	Women	0	9	2	0
White	Men	77	126	27	0
	Women	16	102	9	0
Black/African American	Men	1	10	2	0
	Women	1	5	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	19	2	0
	Women	2	29	3	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	1	3	0	0
	Women	0	8	0	0
Disabled	Men	0	1	0	0
	Women	0	0	0	0
Openly LGBT	Men	5	10	4	0
	Women	0	4	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 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	55	29	172	
Appellate, Arbitration, Dispute Resolution, Mediation, General Practice, Government, Regulatory, Administrative, Intellectual Property, International, Labor and Employment, Litigation, Bankruptcy	Litigation	34	12	128	
Tax	Tax	13	5	24	

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2015
	2013	Prior Summer Associates	2014	Prior Summer Associates	
Laterals	6	0	12	0	10
Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	12	12	11	8	10
Entry-level	54	54	57	54	63
Entry-level (non-traditional track)	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	2	0	6	0	3
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	63	0	74	0	66
1Ls	0	0	0	0	0

Number of 2014 Summer 2Ls considered for associate offers 74

Number of offers made to summer 2L associates 74

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. Our clients look to us to bring a distinctively high degree of quality, intensity and creativity to resolve legal challenges effectively and efficiently. Deep partner commitment, industry expertise and a strategic approach enable us to bring clear commercial judgment to every matter. We draw on our truly collaborative culture to deliver the best of our firm to every client.

Our Corporate Department's work spans the full range of general corporate, transactional and regulatory representations. Our practice includes mergers and acquisitions, investment management, capital markets, leveraged finance, business restructuring and workouts, real estate, project finance, equipment finance, structured finance, asset management, intellectual property and environmental law. We have an exceptionally strong track record advising private equity sponsors and their portfolio companies, as well as clients in the technology, media and telecommunications, banking, insurance, health care and life sciences and energy industries. A partner from Debevoise has been named a "Dealmaker of the Year" by The American Lawyer eight times over the last 11 years, with two additional "Honorable Mentions."

Our Litigation Department, which was named The American Lawyer's "Litigation Department of the Year" in 2014, handles complex matters in courts in the United States, the United Kingdom, France and elsewhere, as well as before arbitration tribunals, agencies and administrative bodies worldwide. The Department includes Co-Chairs John S. Kiernan and Mary Beth Hogan; Michael B. Mukasey, former United States Attorney General and Chief Judge of the United States District Court for the Southern District of New York; Lord (Peter) Goldsmith QC, PC, the European and Asian Chair of Litigation who served as the UK's Attorney General; and 13 former Assistant U.S. Attorneys. We are the only law firm to have the former Attorneys General of both the U.S. and the UK, as

well as a Queen's Counsel. Areas of concentration include securities litigation, white collar crime, investigations, antitrust, bankruptcy, general commercial litigation, international dispute resolution, insurance industry disputes, intellectual property and media, and products liability.

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.

One of the hallmarks of Debevoise is its commitment to pro bono. 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. In 2014, Debevoise was once again recognized as a "Pro Bono Firm of the Year" by Law360, which stated that the firm "has been dedicated to public service since its founding." Among the firm's recent pro bono achievements was securing the release of a mentally ill detainee at Guantanamo Bay. It was the first habeas grant to a Guantanamo detainee since 2010.

In addition, Debevoise was once again ranked last year as a top law firm for women by Working Mother Media and Flex-Time Lawyers, and is the only New York-based firm to have made the prestigious list in each of the seven years of its existence. Women are co-chairs of our two largest departments – corporate and litigation – and we have women, lawyers of color and LGBT lawyers in other key positions throughout the firm.

Our inclusive culture doesn't stop there. In its most recent survey, Multicultural Law magazine ranked Debevoise 8th overall in its list of Top 100 Firms for Diversity. To ensure our continuing focus on our long-standing commitment to diversity, we have an active Diversity Committee that identifies and addresses diversity-related challenges and initiatives in four general areas: mentoring, work opportunity and environment, education and communication.

Please visit our website 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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