

Debevoise
& Plimpton

Why Choose Debevoise





An aerial view of a city street, likely in New York City, showing a mix of old and new architecture. In the foreground, there's a multi-lane road with yellow taxis and other vehicles. To the right, a tall brick apartment building with many windows and balconies is visible. In the background, several modern skyscrapers rise against a cloudy sky, including one that appears to be under construction with visible scaffolding.

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Who We Are Looking For

You want to make an impact and are focused on doing so. You are a team player with effective leadership skills and confidence. Respectfulness, your ability to make connections and to proactively develop your skills and judgment are also key.

Who We Are

Our lawyers are ambitious, intelligent, dynamic and diverse individuals who are committed to being analytically strong, professionally curious and fundamentally knowledgeable about their markets while building lasting relationships with Debevoise lawyers and our clients.





The Debevoise Summer

The Summer Program

During your summer at Debevoise, we will introduce you to your summer colleagues, the firm's partners, counsel and associates, and the practice of law.

Our summer associate program is focused on providing the best possible start to your career. Debevoise summer associates are involved in client work from the outset. You will be immersed in what life is like for a first-year Debevoise associate by becoming part of our active assignments. You will also be able to attend department and practice lunches and trainings alongside Debevoise attorneys, where you will learn about substantive developments and receive insights into issues affecting our clients.

Our summer program is structured to provide you with the flexibility to explore as many practice areas as you wish. In order to accommodate each individual's evolving interests, the firm does not impose an assignment system that rotates you through different areas of the firm's practice. Instead, you will have the ability to build your experience in a range of different practice areas or to focus on just one.

Summer Associate Training and Mentoring

We will provide you with opportunities to grow and develop by leveraging our summer associate-focused training, direct mentorship, small group workshops and fireside chats.

In addition to dedicated training programs for our summer associates, you will 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 to serve as mentors and resources for gaining insights into our practice and getting to know the Debevoise community. Throughout the summer, there are opportunities for formal evaluations and informal feedback. In 2022, our in-person summer program included working on client matters, training and social events.

Your Social Connections

The social events we hold throughout New York City for our summer associates will also provide you the chance to informally connect with Debevoise lawyers at all levels. Past summer events have included cooking classes, trivia night, Shakespeare in the Park, painting class and a private outing at the Central Park Zoo.

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, Diverse Community
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The Firm

Debevoise 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 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 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.

“A strong platform alongside substantial global depth.”

Chambers Global



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

Global Investigations Review 100

Our Capabilities

Almost 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 the technology, media and telecommunications, banking, insurance, healthcare and life sciences, and energy and natural resources industries.

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
- Financial Institutions
- Investment Management
- Mergers and Acquisitions
- Real Estate
- Restructuring

Litigation

Our Litigation practice is one of the strongest and most diverse 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 Attorneys General of the United States and the United Kingdom, as well as a King's Counsel.

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
- Business Integrity
- Commercial Litigation
- Crisis Management
- Data Strategy and Security
- Intellectual Property Litigation
- Labor & Employment Litigation
- Public International Law
- Sensitive Investigations
- 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 multijurisdictional 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
- International Tax
- Tax Planning

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

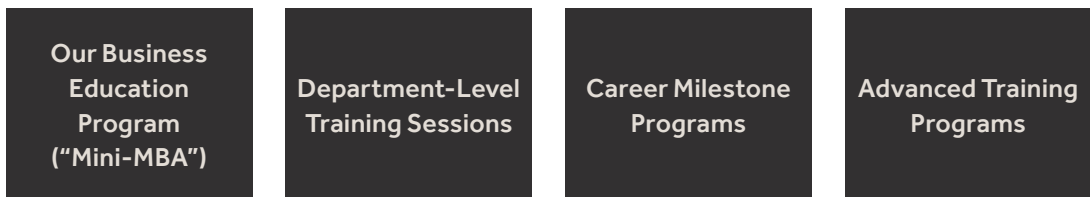
- U.S./North America
- Europe
- Latin America
- Asia
- Middle East/Africa



A Focused Approach to Training and Development

We invest in our associates' development by offering training programs tailored for 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:



Real-Time Informal Feedback

To enhance career development for our lawyers, we have a robust Real-Time Informal Feedback Program. Lawyers are taught a number of 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 more 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.



Diversity at Debevoise

“Diversity, equity and inclusion lie at the core of our promise of talent and service. We recruit with a lens wide open to the range of lawyers who can make us better and we provide an environment in which they can reach their full potential. We seek to build teams that can work effectively across difference, both internally and with our clients.”

Michael Gillespie

Corporate Partner and Co-Chair of Diversity Equity Inclusion

We believe that a diverse workforce, where all of our colleagues feel respected, builds a stronger firm and benefits clients and the wider community. We place a high value on character and varied interests. 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 realizing their full potential. And we are proud to be recognized as one of the leading firms for diversity.



Our Commitment

We are committed to developing exceptional lawyers.

Debevoise clients turn to us with their most complicated matters, which means all of our associates get hands-on experience with cutting-edge issues and are important members 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, one of the aspects of our counsel program is that we offer a long-term career path for experienced lawyers who are highly proficient in their particular field.

Women at Debevoise

Debevoise continues to be a proud leader in promoting and supporting the development of 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 stories relevant to women and men committed to gender diversity, including interviews with trailblazing women, essays inspired by personal experiences, advice for women navigating their 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 around gender diversity. 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. Join the conversation at [women.debevoise.com](https://www.women.debevoise.com).



Spotlight on Nicole Mesard

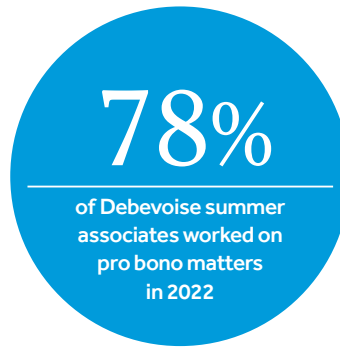
In July 2022, corporate partner Nicole Mesard became the firm's first woman Deputy Presiding Partner. Nicole has held a number of critical leadership roles at Debevoise, including as Deputy Chair of the Corporate Department, as a member of the Management Committee, as Co-Chair of the Talent Initiative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



Our Pro Bono Partnerships and Clients

In 2022, we were recognized by the following partner organizations and clients for our commitment to providing access to justice and increasing the breadth of our pro bono practice:

- The Pro Bono Institute awarded Debevoise the 2022 John H. Pickering Award for the firm's outstanding commitment to pro bono legal services.
- Debevoise received the 2022 International Bar Association (IBA) Group Member Award for our pro bono contributions to the IBA, including efforts related to combating human trafficking, sustainability, modern slavery and political prisoners in North Korea.
- Debevoise received the Getting Out and Staying Out 2023 Justice Award for the firm's outstanding pro bono work including representing Shamel Capers in overturning his wrongful conviction for second degree murder and for winning an acquittal and release for Tysheem McGregor, a young man who had been swept up in a gang-related indictment in East Harlem, both of whom are GOSO clients.
- **The Holloway Project**
For the past seven 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 US District Judge John Gleeson, has already resulted in reduced sentences for 42 federal prisoners and shaved more than 1500 years off of their sentences. Since 2016, nearly 200 lawyers have spent more than 30,000 hours on Holloway representations.

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 United States and throughout the world, such as:

Amazon.com	MetLife
American Civil Liberties Union	Morgan Stanley & Co.
American Museum of Natural History	National Basketball Association
BlackRock, Inc.	Nature Conservancy
Blackstone Group	NBC Universal
Carlyle Group	Nintendo
Clayton, Dubilier & Rice	PayPal
Colgate-Palmolive Company	PepsiCo
Goldman Sachs	Pfizer Inc.
Google LLC	Prudential Financial
HarperCollins Publishers	Sotheby's
Johnson & Johnson	U.S. Department of Justice
JPMorgan Chase	U.S. Securities and Exchange Commission
Legal Aid Society	United Nations
Mastercard Inc.	The Walt Disney Company
Meta	



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.”

Yeon 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. Equity and collaboration are literally built into Debevoise’s DNA.”

Delia M. Arias De Leon

Corporate 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

Debevoise was recognized in *Chambers Global* 2023 for leadership in 37 practice areas worldwide. Eleven Debevoise lawyers earned Band 1 rankings and the firm received Band 1 rankings in the following 17 categories:

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

Recognition

Chambers USA

In 2023, 18 Debevoise lawyers were ranked Band 1 in 15 practice areas and 12 practices earned top rankings (Band 1) for the New York and/or Nationwide practice areas.

The following practices have been recognized as Law Firm of the Year at the *Chambers USA* Awards:

- Intellectual Property (2022)
- International Arbitration (2021)
- Investment Funds (2019)

Chambers Latin America

For the fourth consecutive year, the firm's Latin America Group achieved top rankings in the Corporate Crime & Investigations, Corporate/M&A and International Arbitration categories in *Chambers Latin America* (2019, 2020, 2021 and 2022).

We are ranked Band 1 for Corporate Crime & Investigations and for International Arbitration.

Debevoise is one of only two firms to earn a Band 1 ranking in Corporate Crime & Investigations.

Benchmark Litigation

Debevoise was named International Arbitration Firm of the Year and White Collar Firm of the Year (East Coast) at the 2023 *Benchmark Litigation US Awards*.

For five consecutive years, eight Debevoise partners were named to *Benchmark Litigation's* Top 250 Women Litigators list.

Latin Lawyer 250

In 2021, Debevoise was again recognized as a Highly Recommended International Law Firm by *Latin Lawyer 250*.

International Tax Review

Debevoise received the Impact Deal of the Year award 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.

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.

IFLR1000

We are ranked Tier 1 for PE Funds in Hong Kong and in the USA by *IFLR1000 2022*.

We are ranked Tier 1 for Private Equity in the USA by *IFLR1000 2021*.

Debevoise was awarded Private Equity Deal of the Year (Ontario Teachers' Pension Plan) at the inaugural *IFLR1000 India Awards 2020* and M&A Deal of the Year (Capital Group Private Markets and other financial sponsors) at the inaugural *IFLR1000 Sub-Saharan Africa Awards 2020*.

Law360

In 2022, our Capital Markets, Investment Management and Intellectual Property Groups were named Practice Group of the Year by *Law360*.

Private Equity International

Debevoise advised on four matters honored by the 2020 *Private Equity International Awards*, including all three deals named in the Secondaries Deal of the Year in Europe category, and the winner of the Fundraise of the Year in Asia category.

Debevoise was recognized as a leading international law firm for having won 20 PEI Awards across North America, EMEA and Asia (2001–2019) at the 2019 *Private Equity International Awards Hall of Fame*.

At the 2019 *Private Equity International Awards*, we were honored with Law Firm of the Year in Asia in Fund Formation and recognized in four additional categories.

Global Arbitration Review

Debevoise was the winner in the “International Arbitration Practice That Impressed” category at the 2020 GAR Awards.

Recognition

The American Lawyer

Debevoise was named to *The American Lawyer’s* 2022 “A-List” —a ranking of the top 20 law firms by a variety of financial and cultural markers, including revenue per lawyer, pro bono work, associate satisfaction, racial diversity and gender diversity among the partnership. We have been on the “A-List” every year since it was created.

The M&A Advisor’s 2022 Turnaround Awards

Debevoise was honored at the 16th Annual Turnaround Awards for Chapter 11 Reorganization of the Year (over \$1 billion) and Distressed M&A Deal of the Year (\$500 million – \$1 billion).

The Deal

Debevoise was recognized for Most Outstanding Deal of the Year and Most Outstanding Debt Financing of the Year at *The Deal Awards* in 2022.

World Trademark Review's WTR 1000

Debevoise's Intellectual Property Litigation practice has once again ranked in the gold band for the United States and New York in the *World Trademark Review's* WTR 1000—an annual guide that identifies the top trademark professionals in key jurisdictions. The 2022 edition recognized the firm for providing “the best possible legal advice and cutting-edge thinking on IP” for its clients.

Who's Who Legal

In 2021, Debevoise was named “Firm of the Year” in the Investigations and Business Crime Defense categories by *Who's Who Legal*.

Who's Who Legal: Arbitration

Who's Who Legal: Arbitration 2022 recognized 19 Debevoise lawyers as leading arbitration practitioners for their exceptional work resolving complex international disputes. Three lawyers were recognized as “Global Elite Thought Leaders.”



More?

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

To learn more about what it is like to be a Debevoise lawyer, follow us on [LinkedIn](#) and [Twitter](#).

Our Offices

New York

66 Hudson Boulevard
New York, NY 10001
Tel: +1 212 909 6000
Fax: +1 212 909 6836

Frankfurt

Taunustor 1 (TaunusTurm)
60310 Frankfurt am Main
Tel: +49 69 2097 5000
Fax: +49 69 2097 5555

Washington, D.C.

801 Pennsylvania Avenue N.W.
Washington, D.C. 20004
Tel: +1 202 383 8000
Fax: +1 202 383 8118

Luxembourg

4a, rue Albert Borschette
L-1246 Luxembourg
Tel: +352 28 5795 33 00

San Francisco

650 California Street
San Francisco, CA 94108
Tel: +1 415 738 5700
Fax: +1 415 644 5628

Hong Kong

21/F AIA Central
1 Connaught Road Central
Hong Kong
Tel: +852 2160 9800
Fax: +852 2810 9828

London

65 Gresham Street
London
EC2V 7NQ
Tel: +44 20 7786 9000
Fax: +44 20 7588 4180

Shanghai

13/F, Tower 1
Jing'an Kerry Centre
1515 Nanjing Road West
Shanghai 200040
Tel: +86 21 5047 1800
Fax: +86 21 5047 1600

Paris

103 rue de Grenelle
75007 Paris
Tel: +33 1 40 73 12 12
Fax : +33 1 47 20 50 82