

Debevoise
& Plimpton

Why Choose Debevoise



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“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
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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:**

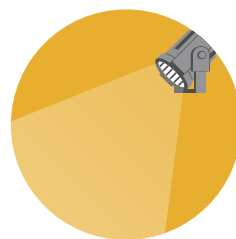
"As a Debevoise associate, you're trained in how to think through problems and look for creative solutions."



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.



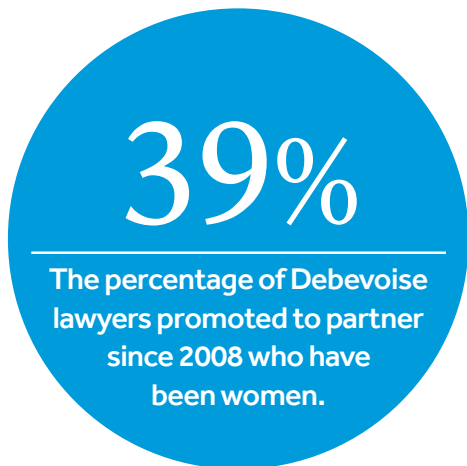
Leadership in the Profession

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'Oreal • Massachusetts Institute of Technology
 McKinsey & Company • Memorial Sloan 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 • Societe Generale • 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.”



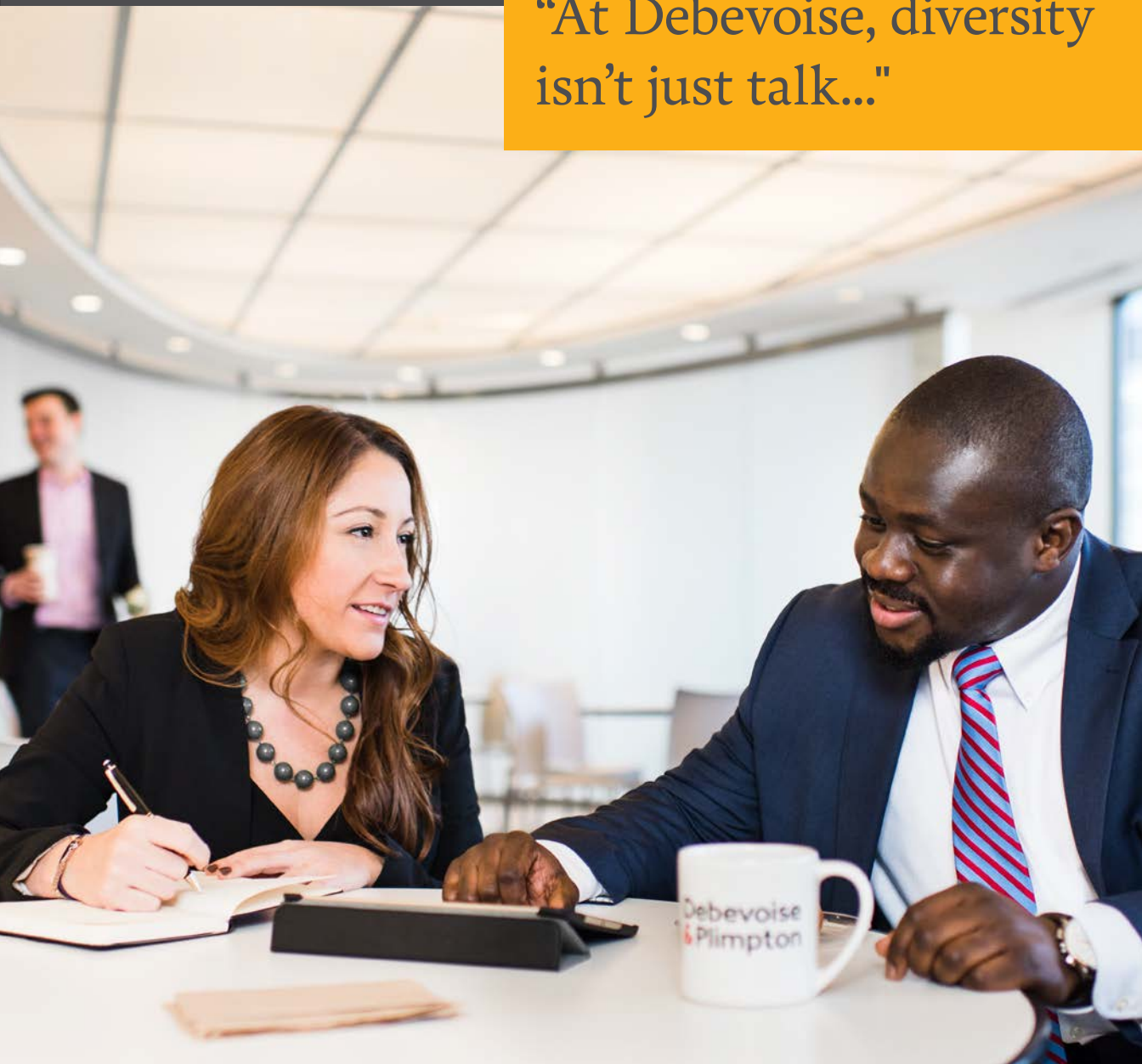
Richard Harper, Associate, Class of 2012:

“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.”

Debevoise
& Plimpton

Diversity and Inclusion

“At Debevoise, diversity
isn’t just talk...”



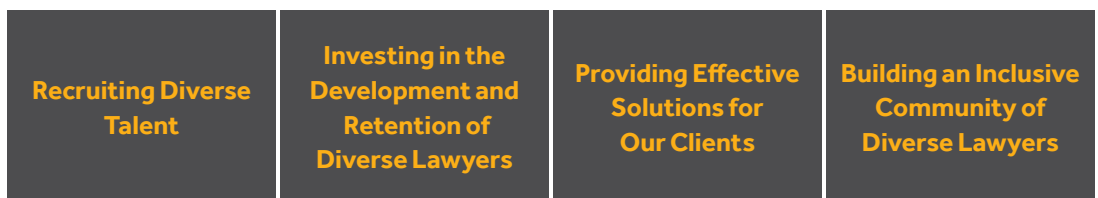
“Diversity must be part of the very foundation of a firm’s culture, and it’s a topic that needs to be top of mind, each and every day.”

—**Michael W. Blair, Presiding Partner**



Diversity Is a Core Value and a Critical Business Priority

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. We respect the different backgrounds and perspectives of everyone at the firm, and support colleagues in developing to their full potential. We demonstrate this by:



Recruiting Diverse Talent

Debevoise has long been committed to attracting, retaining and promoting a diverse population of lawyers. Our performance on diversity is an important business metric. Here are some of the ways we invest in attracting diverse talent:

Sponsoring diverse student groups at law schools across the country, including affinity groups such as the National Black Law Students Association (NBLSA), the National Asian Pacific American Law Student Association (NAPALSA), Latino Law Students Association (LaLSA) and OUTLaw for LGBTQ+ law students.

Attracting diverse candidates at the Northeast BLSA (NEBLSA) Job Fair, the Hispanic National Bar Association (HNBA) Job Fair and the Lavender Law Career Fair (LGBT), and recruiting from historically black universities.

Connecting diverse candidates with Debevoise lawyers who are members of firm affinity groups to provide guidance during the recruiting process.

Hosting a Diversity Reception and social events for diverse offerees, allowing them to make meaningful connections with future colleagues and prospective members of their class.

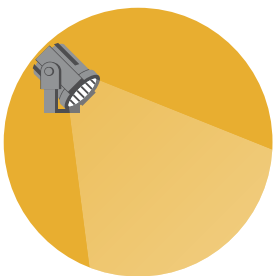
Enriching the summer associate experience through the involvement of **Debevoise affinity groups**, which host a variety of programs and whose members act as informal advisors for summer associates of diverse backgrounds.

Providing diversity and inclusion training for summer associates, including programs to help neutralize implicit bias and organizing diversity-related presentations and professional development programs.

Investing in the Development and Retention of Diverse Lawyers

Debevoise takes the necessary steps to ensure that diverse associates are able to develop their legal skills and see a career path for themselves at the firm.

- **Mentoring programs** support the retention and promotion of diverse lawyers, increase lawyer engagement, and foster talent development.
 - › Our **Accelerated Mentoring Program (AMP)** pairs our newest associates of color with partners on the Diversity Committee who actively review their associates' work assignment opportunities to ensure each associate is integrated into the workflow on client matters.
 - › Our **Sponsorship Program** pairs diverse associates who have been identified as prospective partner candidates with firm leaders to ensure access to opportunities that will maximize these associates' partnership chances.
- **Training and professional development programs** help lawyers identify and utilize practical tools they can implement in their daily practice.
- **Affinity groups and affinity group programs** strengthen the sense of community and facilitate mentorship among lawyers.
- The **Diversity Speaker Series** features senior legal executives from different fields and diverse backgrounds speaking about their professional experiences and career paths. Recent programs have featured General Counsel and other senior executives from **MetLife**, **Home Depot**, **Xerox**, and **Toyota**, senior lawyers from **Lambda Legal** and the **Transgender Legal Defense & Education Fund**, as well as federal judges.



Spotlight on Sponsors for Educational Opportunities

Debevoise hosts several interns each summer from the Sponsors for Educational Opportunities (SEO) Corporate Law Program. The SEO organizational mission is to provide superior educational and career programs to young people from underserved communities to maximize their opportunities for college and career success. These students will start as first-year law students in the fall and are fully integrated into Debevoise's New York summer associate program, receiving work assignments, attending training programs and participating in summer social events.

Affinity Groups

- African-American Affinity Group
- Asian Affinity Group
- Latina/Latino Affinity Group
- LGBT Affinity Group
- Shiur Group
- Women's Resource Group

Affinity Group Programs

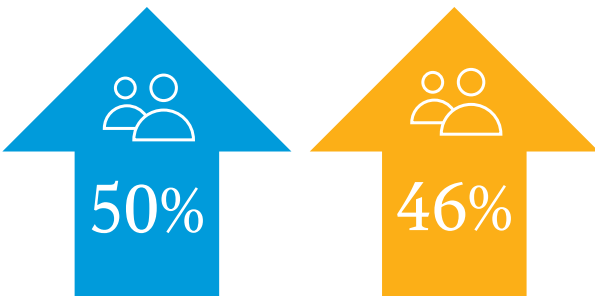
- Women of Color Coffee Break
- Monthly Affinity Groups Lunch and individual Affinity Group events
- Affinity Groups Fall Party
- Summer event hosted at a partner's home
- Mid-level panel sharing strategies for managing one's career path, internally and externally
- Junior associate panel on how to succeed as a lawyer
- Summer associate panel on getting the most out of the summer program and succeeding as a summer associate



By the Numbers



In 2016, 53% of our U.S. associates were women and 39% of Debevoise lawyers promoted to partner since 2008 have been women.



From 2011 to 2016, the representation of lawyers of color at the firm increased by over 50% for U.S. associates and 46% for U.S. partners.



Providing Effective Solutions for Our Clients

Debevoise is committed to serving its clients through excellence in lawyering, including by nurturing our diverse legal talent to work on challenging matters. This allows us to:

- Better understand the needs of our clients, deliver incomparable value and fuel the firm's growth.
- More effectively solve problems for our clients.
- Truly reflect the diverse business world that we—and our clients—live in.

Our top priority has always been to provide the best legal service to our clients, and we recognize that the inclusion, sponsorship and advancement of lawyers of color, women lawyers and LGBT lawyers within the firm are cornerstones of our continued success.

Building an Inclusive Community of Diverse Lawyers

Our lawyers serve in leadership positions at, and the firm supports, organizations that cultivate a more diverse and inclusive legal profession and create opportunities for minority students.

Leadership Council on Legal Diversity

Debevoise is active in the Leadership Council on Legal Diversity (LCLD), which provides mentoring and training of the next generation of leaders within over 240 member organizations. Presiding Partner Michael W. Blair serves on the Executive Committee of the Board and as Treasurer.

In 2016, Debevoise was named a Top Performer by the LCLD, recognizing Debevoise for going above and beyond to participate and support the LCLD's mission of creating a more inclusive legal profession.

Catalyst

In 2017, Debevoise joined more than 40 leading global businesses to launch Catalyst CEO Champions for Change, which recognizes CEOs and industry leaders who support and drive diversity and inclusion. Partner and Co-Chair of Debevoise's litigation department, Mary Beth Hogan, is a member of Catalyst's Board.

National Association of Women Lawyers

Debevoise is a member of the National Association of Women Lawyers' Challenge

Club, under which the firm designates high-potential women associates on the path to equity partner to network with in-house counsel, gain pitch experience and participate in mentorship sessions.

Educational and Career Path Programs

Debevoise sponsors, supports and participates in programs that improve the education outcomes and career paths of minority students:

- **Law MENTOR Program** (*Charter Member*) provides high school students with exposure to law-related activities.
- **Prep for Prep** develops leaders by preparing New York City's most promising students of color for placement at independent schools in the city and boarding schools throughout the Northeast. Two Debevoise lawyers serve on the Board of Directors and as officers, including our partner Sue Meng.
- **PENCIL Program** provides promising New York City public high school students with essential career readiness training.
- **A Better Chance** opens the door to educational opportunities for thousands of young people of color across the United States.

Experiencing Diversity and Inclusion at Debevoise

At Debevoise, diversity and inclusion are about having an environment where everyone feels welcome, valued and comfortable—regardless of sexual orientation, gender, religion or race—so that they have the ability to develop to their full potential.



Tarik Elhussein, Alumnus:

“At Debevoise, you can clearly see that everyone, up to the highest level of firm leadership, is engaged in the area of diversity—within the firm and in the industry at large.”



Sean Hecker, Partner, White Collar:

“It’s simple: diverse teams perform better and allow us to provide better, more nuanced advice to clients navigating a wide array of legal and business issues around the globe.”



Tigist Kassahun, Associate, Class of 2015:

“Diversity and inclusion are an inherent part of the work environment. This includes ensuring that diverse associates see a career path for themselves at Debevoise.”



Jennifer Chu, Partner, M&A:

“As an Asian woman in the M&A field, where a lot of people often don’t look like me, what has been most meaningful to me is simply that I feel supported in a way that doesn’t have to do with being Asian or being a woman.”



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

“At Debevoise, diversity isn’t just talk. Individual lawyers were invested in my experience.”

What People Say About Us

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

For the eighth consecutive year, Debevoise received a perfect score for “Best Places to Work for LGBT Equality” by the Human Rights Campaign Foundation’s Corporate Equality Index (CEI).

In 2016, 50% of women litigation partners were among *Benchmark Litigation’s* Top 250 Women in Litigation.

Partners **Erica Berthou** and **Mary Beth Hogan** were featured in *Profiles in Diversity Journal’s* “Women Worth Watching” issue in 2014 and 2013, respectively.

“They’re a brilliant firm culturally and structurally.”
—*Chambers Global*

Dealmakers of the Year (2016-2017)



A Debevoise woman partner has been named “Dealmaker of the Year” by *The American Lawyer* two years in a row—**Erica Berthou** (2017) and **Natasha Labovitz** (2016).

Statement on Diversity

One of the greatest strengths of Debevoise & Plimpton LLP is its community. The “Fundamental Values of the Firm” articulate the importance of “cohesiveness and collegiality within the firm, founded in the character of those we select as partners, counsel, associates and staff and in fundamental principles of fairness and cooperation” with “an emphasis on the success of the firm as a whole.”

Debevoise is committed to creating a work environment that values each individual’s contributions to our community. We recognize that we must work together every day to respect the different backgrounds, perspectives and experiences of people at the firm and to support our colleagues so they have the ability

to develop to their full potential. These values are the foundation of our firm and strengthen our ability to work together as a team so that we can provide our clients with the best legal services available.

Debevoise is committed to promoting the diversity of our community. This commitment stems naturally from the values that shape our firm. To continue to flourish, our firm strives to recruit and develop the finest talent from all backgrounds and beliefs. Our ability to respond to the needs of our clients in an increasingly open and global environment requires that the members of our community have a broad range of skills and experiences. The firm’s commitment to diversity furthers these goals.

Debevoise Women's Review

At Debevoise, we feel passionately about the issues surrounding women in the workforce and in the world more broadly. In 2016, the firm launched the *Debevoise Women’s Review*, an online platform dedicated to harness the energy around this discussion and take it further. You’re invited to join the conversation at [women.debevoise.com](https://www.women.debevoise.com).



Not Just Talk: **From Idea to Action**

At Debevoise, we ensure that associates have a voice in how the firm follows through on its commitment to diversity and inclusion. We value their ideas and we don’t just listen—we act. For example, the firm recently developed a new diversity training program aimed at mid-level and senior associates who are involved in assigning work to, and supervising, junior lawyers and staff. This new program was suggested by an associate at an affinity group meeting. Within a month, we had developed a program and added it to the firm’s regular mid-level and senior associate training curriculum.

Inclusive Leadership



“Diversity and inclusion are at the core of our promise of talent and service. We recruit with a lens wide open to the range of people who can make us better, we provide an environment in which they can reach their full potential, and we teach them, and at the same time ourselves, to work effectively across difference, with each other and with our clients.

Michael Gillespie, Partner



“We have seen again and again that the quality of our work product is higher, and the firm and our clients benefit, when the voices of lawyers from diverse backgrounds contribute to solving our clients’ most difficult challenges.”

Jonathan Lewis, 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 our diverse lawyers with the training, the opportunities, and the platform to thrive in their careers.”

Natalie Reid, Partner

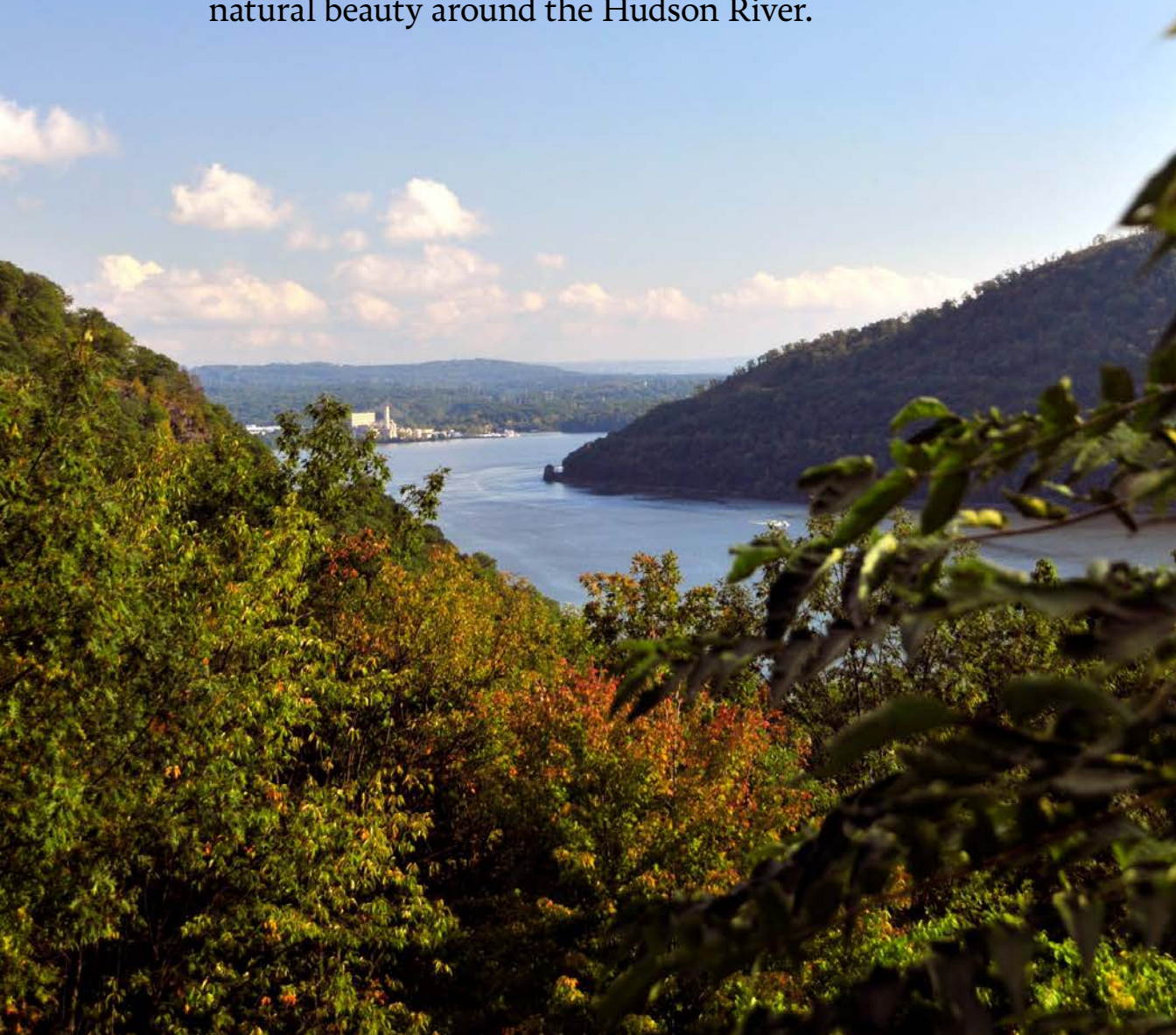
Debevoise
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Pro Bono
Legal Service



Environmental Justice

Scenic Hudson, a nonprofit organization dedicated to protecting and restoring the Hudson River and Hudson River Valley of New York State, is a longtime pro bono client of the firm. We represent the organization with respect to internal governance questions, program support, and corporate transactions designed to further its mission of maintaining the natural beauty around the Hudson River.



Debevoise's Commitment to Pro Bono Legal Service

Debevoise lawyers have been dedicated to public service since our firm was founded in 1931. Pro bono legal service is a fundamental part of who we are and is critically important to those whom we assist.

Says Michael Blair, Debevoise Presiding Partner, "A strong commitment to pro bono work is a long-standing tradition at Debevoise and is deeply rooted in our firm culture. Our lawyers and staff pride themselves on providing the highest quality legal services to all of our clients, commercial and pro bono alike. Pro bono work at Debevoise not only satisfies our ethical obligation to help those in need, but is part of what makes our lawyers strong leaders in our practices and in our communities."

Others have taken note of our deep and long-standing commitment, as we are consistently ranked among the top law firms for pro bono work. We are regularly among the top firms in *The American Lawyer's* annual pro bono survey and *The American Lawyer's* "A-List," which is based in part on commitment to pro bono legal service.

Debevoise is a charter signatory to the Pro Bono Institute's Law Firm Pro Bono Challenge™, and has agreed to commit at least 5% of our annual billed time to pro bono matters, as well as a signatory to the New York City Bar Statement of Pro Bono Principles. We take on a large number of pro bono matters each year and our pro bono work ranges from landmark international and national disputes to representing low-income individuals in the communities in which we live and practice.

Debevoise lawyers obtain pro bono work from a variety of sources. Frequently, pro bono matters are referred to us by the legal service organizations with which the firm has long-standing relationships, including Legal Services NYC, Human Rights First, Her Justice, Start Small Think Big, The Cyrus R. Vance Center for International Justice, and LawWorks. Debevoise is also a supporting member of Pro Bono Deutschland e.V. Other pro bono projects come from our lawyers, often related to their interests outside of the firm.

We expect our lawyers to participate in pro bono activities throughout their careers, and we fully support our lawyers who do pro bono work regardless of whether it is within or outside of their particular practice areas. Our pro bono matters are handled like all other matters, with the dedication of all available firm resources needed for the representations.

We view pro bono work as an important element of our lawyers' professional development and work with lawyers to select pro bono matters that will help them to develop legal skills and substantive knowledge.

We staff summer associates on ongoing pro bono projects and provide special opportunities for summer associates to take primary responsibility for certain matters.

2016



Averaging 133 hours per attorney in the firm's U.S. offices.

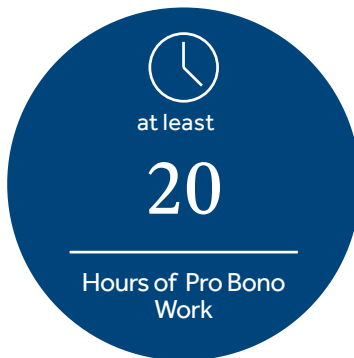
2016



Participated in pro bono matters.



Performed pro bono work in the firm's U.S. offices.



67 percent of attorneys in our U. S. offices performed at least 20 hours of pro bono work.

“As a summer associate, I was asked to join a pro bono matter because someone saw on my resume that I had worked with this organization in the past, and I started working with this client as a summer associate, and I can still call this organization a client today.”



Corporate Pro Bono

Our corporate lawyers provide a wide range of pro bono legal services. We assist not-for-profit organizations in entity formation, corporate governance, business operations, and employee benefits matters. We have advised organizations on mergers and real estate transactions and, when necessary, on how to wind down their operations and file for bankruptcy. We also counsel nongovernmental organizations operating internationally.

Corporate lawyers advise low-income entrepreneurs on selecting the right corporate form for their businesses, assist in drafting governance documents and contracts, and review leases and negotiate with landlords. Debevoise lawyers also assist low-income New York residents in seeking relief from overwhelming student debt.

When appropriate, we provide pro bono services to impact investment vehicles, benefit corporations, and social enterprises, including organizations providing banking and financial services to underserved communities.

Litigation Pro Bono

Debevoise litigators engage in a full range of pro bono activity, from representations of individuals who cannot afford legal counsel to high-impact litigation that is changing the law and the status of low-income or marginalized communities across the country and around the globe.

We represent clients, file amici briefs, conduct research and issue reports on matters of civil rights, education equality, international human rights, the death penalty, criminal defense, immigration and asylum, and employment and wage and hour violations, among other issues.

Tax Pro Bono

Lawyers in the Tax Department provide advice on a range of issues to not-for-profit organizations and to low-income entrepreneurs. We also represent low-income litigants in Tax Court and provide advice through tax clinics.

Cross-Department Pro Bono

Some of our most successful pro bono efforts are not linked to a particular department and give lawyers the opportunity to work with colleagues across practice areas. Lawyers from all departments work together on asylum applications, clemency petitions, name change petitions, and in immigration clinics.

Broad Partnerships

The firm has ongoing relationships with a wide variety of legal services organizations, including those listed below.

Access to Justice Foundation
 Advocates for Children
 Bronx Defenders
 Center for Constitutional Rights
 Center for Reproductive Rights
 City Bar Justice Center
 Free Representation Unit
 Her Justice
 Human Rights First
 Immigration Equality
 iProBono
 Lambda Legal
 LawWorks
 Lawyers Alliance for New York

Lawyers' Committee for Civil Rights Under Law
 The Legal Aid Society
 Legal Services NYC
 National Pro Bono Centre
 New York Lawyers for the Public Interest
 Office of the Appellate Defender
 PILnet
 Pro Bono in the London Muslim Community
 Sanctuary for Families
 Scenic Hudson
 Transgender Legal Defense and Education Fund
 Urban Justice Center
 Volunteer Lawyers for the Arts
 Volunteers of Legal Services



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In 2016, Debevoise attorneys represented more than 30 micro-entrepreneurs in New York City.

Law360

Five-Time Pro Bono Firm of the Year

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

National Law Journal

Lawyers Who Lead By Example

Partner Sarah A. W. Fitts was among the 2016 "Lawyers Who Lead by Example" in the Public Service category for her long commitment to public service including her service as a board member of the environmental organization Scenic Hudson.

Counsel Wendy B. Reilly was among the 2015 "Lawyers Who Lead by Example" in the Pro Bono category for her "outstanding record of providing crucial legal services to poor or nearly poor New Yorkers."

American Lawyer Global Pro Bono Deal of the Year

Debevoise won the Global Pro Bono Deal of the Year for its representation of Opportunity International in its sale of a majority stake in Kinshasa, a microfinance institution operating in the Democratic Republic of Congo, to VisionFund International.

Washington Lawyers' Committee

Debevoise was named a recipient of the Washington Lawyers' Committee 2016 Outstanding Achievement Award in recognition of the firm's pro bono representation of an immigrant who brought claims against her employer for harassing her on the basis of her national origin and English speaking ability.

Chambers & Partners

Debevoise counsel Wendy B. Reilly was named the "Pro Bono Lawyer of the Year" by Chambers & Partners.

New York State Courts Access to Justice Program

Morgan J. Hayes (partner, effective July 1, 2017) was recognized for his distinguished pro bono service by the New York State Courts Access to Justice Program, the New York State Bar Association and at the New York County Lawyers' Association Pro Bono Volunteer Recognition Event.

City Bar Justice Center's 2016 Jeremy G. Epstein Award for Pro Bono Service

Debevoise associate Elie J. Worenklein was selected as the most outstanding volunteer by the Consumer Bankruptcy Project because of the quality and volume of legal work, his leadership in support of pro bono, his demonstrated commitment to the project and clients, and his willingness to take on challenging assignments.

Legal Services NYC

Debevoise was awarded Legal Services NYC's Pro Bono Leadership Award at LSNYC's 10th annual Jazz for Justice Benefit in 2017.

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