

Debevoise
& Plimpton

Why Choose Debevoise





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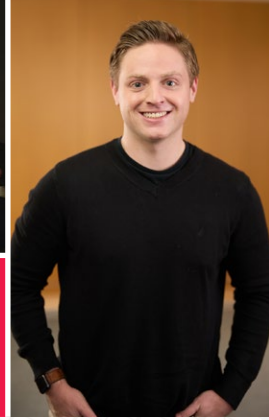
Who We Are Looking For

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

Who We Are

Our lawyers are ambitious, intellectually curious and dynamic professionals who are committed to the highest levels of client service and to building their expertise, their relationships with clients and peers and ultimately their careers.





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 2023, our in-person summer program included working on client matters, training and social events.

Social Events

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

<p>Exceptional Lawyering and Meaningful Work Opportunities</p>	<p>Tailored Training and Development at Each Stage of Your Career</p>	<p>The Foundation for Shaping Your Career Path</p>	<p>An Engaged, Inclusive Community</p>
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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.



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

Global Investigations Review 100

Our Capabilities

Over 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
- Insurance
- Investment Management
- Mergers and Acquisitions
- Real Estate
- Restructuring

“A strong platform alongside substantial global depth.”

Chambers Global



Litigation

Our Litigation practice is one of the strongest and most diverse in the industry, and our broadly skilled litigators are known for their trial readiness, 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 senior government officials.

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
- Artificial Intelligence
- Business Integrity
- Commercial Litigation
- Crisis Management
- Data Strategy and Security
- Intellectual Property Litigation
- Employment Litigation
- Public International Law
- Sensitive Investigations
- Technology Litigation
- 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

- Employee Benefits & Executive Compensation
- Tax

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:

Our Business
Education
Program
("Mini-MBA")

Department-Level
Training Sessions

Career Milestone
Programs

Advanced Training
Programs

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.

Associate-to-Alumni Mentorship Program

In May 2023, Debevoise launched the Associate-to-Alumni Mentorship Program as a way to support the varied career goals of our associates. As part of the program, associates in their third year and above can opt to be matched with alumni with similar professional backgrounds and interests so that alumni can serve as a resource for associates who wish to learn more about life after Debevoise.



Diversity, Equity & Inclusion

We are committed to building and sustaining an inclusive community in which all of our associates are able to thrive—which we also believe will provide the best legal services to our clients. The inclusion, sponsorship and development of our lawyers, including lawyers from underrepresented racial and ethnic groups, women lawyers, LGBTQ+ lawyers, lawyers with disabilities and veterans are cornerstones of our continued success.

Creating a more inclusive community takes continual investment in resources and opportunities for lawyers at different career stages. Celebrating differences and valuing individuals—through our affinity groups, DEI programming, and strong relationships with national and regional affinity bar organizations—are some of the ways we build a workplace that supports each lawyer’s journey.

Our commitment to DEI extends beyond representation; it encompasses active engagement, allyship and continuous learning to foster a culture of belonging for everyone.

44%

44% of the firm's five most recent U.S. summer associate classes (2019–2023) self-identified as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Middle Eastern/North African, Native Hawaiian or Other Pacific Islander, or Two or More Races

100%

Our lockstep partner compensation completely eliminates gender pay inequity



Lockstep

We have a uniquely collaborative and supportive culture at all levels of the firm that is built on a principle of equal compensation across each class level of experience for all of our partners, associates and summer associates. This distinguishes us from almost every other firm in the market and is a core strength of the firm from the perspective of clients as well as community members.

Our pure lockstep compensation model sets us apart from other firms by eliminating gender pay inequity, encouraging authentic collaboration and creating a transparent path for career progression. Lockstep compensation fosters an equitable culture, as each recruiting class is subject to the same advancement structure regardless of background.

At Debevoise, we encourage a supportive environment where lawyers feel valued and motivated to contribute their best efforts across all assignments, knowing that their dedication will be rewarded equally over time.

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, our counsel program offers an alternative long-term career path.



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.

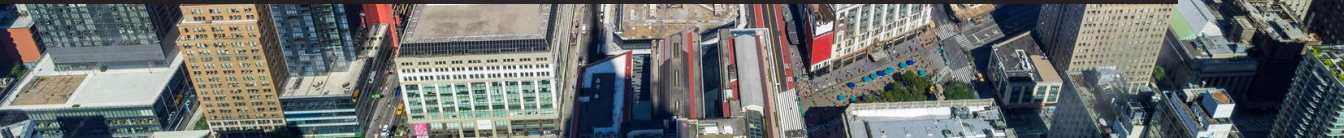


The Debevoise Women's Review is a website featuring original stories relevant to women and men committed to gender diversity, including interviews with trailblazing women, essays inspired by personal experiences, advice for women navigating their careers—and more. A first-of-its-kind platform among law 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

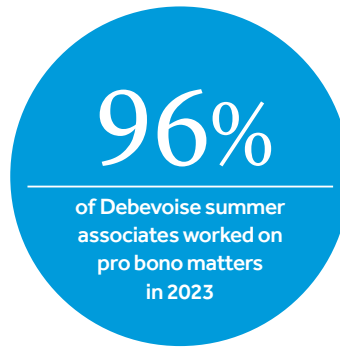
In July 2022, corporate partner Nicole Mesard became the firm's first woman Deputy Presiding Partner. Nicole has held a number of critical leadership roles at Debevoise, including as Deputy Chair of the Corporate Department, as a member of the Management Committee, as Co-Chair of the Talent Initiative 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 2023, 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:

- Received a **2023 Institutional Cornerstone Award from the Lawyers Alliance for New York**. Over the past five years, through its partnership with Lawyers Alliance, more than 100 Debevoise attorneys have handled nearly 50 substantial legal matters for nonprofits, including Accompany Capital, Think!Chinatown, Bay Ridge Center and Covenant Ballet Theatre of Brooklyn
- The firm's collaboration in the Domestic Abuse Response Alliance won the **Local Impact Award at the 2023 PILnet forum's Global Awards** and was named **Pro Bono Initiative of the Year at The Lawyer Awards, 2023**
- Received the **Getting Out and Staying Out (GOSO) 2023 Justice Award**
- Recognized at the **Financial Times' 2023 Innovative Lawyer Europe Awards** for the firm's work on the Afghan Pro Bono Initiative
- Partner and Co-Chair of the Commercial Litigation Group, **Mark P. Goodman**, received **The Legal Aid Society's 2023 Servant of Justice Award**, recognizing lawyers who have demonstrated a dedicated commitment to the pursuit of equitable justice and have gone "above and beyond" to support the work of The Legal Aid Society and New York City communities
- Litigation partner and former judge **John Gleeson** received **The American Lawyer's Lifetime Achievement Award**. Mr. Gleeson founded and runs The Holloway Project, a pro bono initiative dedicated to obtaining sentencing relief for inmates, largely men of color, who received egregiously long prison sentences due to mandatory minimum provisions that Congress has since overturned
- Pro bono counsel **Jennifer Cowan** received the **Muslim Bar Association of New York's 2023 Champion of Justice Award** for her exceptional commitment to social justice and pro bono representation
- **The Holloway Project**
Since 2016, 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 U.S. District Judge John Gleeson, has already resulted in reduced sentences for 56 clients and shaved more than 2200 years of their sentences.



Debevoise & Beyond

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 to 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, institutions and government agencies in the United States and throughout the world.



American Museum of Natural History



CENTER *for* REPRODUCTIVE RIGHTS



JPMORGAN CHASE & CO.



McKinsey & Company



Morgan Stanley



NBCUniversal





PEPSICO



ROKU

Sotheby's

TIFFANY & CO.



Uber



VISA

VOYA
FINANCIAL

The
WALT DISNEY
Company



WARNER BROS.
DISCOVERY

WORLD
ECONOMIC
FORUM

The arc of a Debevoise lawyer's career continues long after they leave the firm, and we are committed to providing support for all stages of that journey. Alumni are invited to work with the firm's career coach, who is available to discuss professional goals, advise on career plans and assist with resumes, cover letters and interview prep.

We also have a dedicated alumni website that allows former Debevoise lawyers to connect with fellow alumni, tap into career resource such as a job board and an on-demand CLE webcast library, and take advantage of programming and events exclusive to our alumni.



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.”

Yean 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
Litigation 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 2024**

Recognized for leadership in 50 practice areas worldwide and received Band 1 rankings in 19 categories

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

Recognition

**Chambers USA
2023**

Recognized as a leading firm in 44 practice areas and with 100 individual lawyer rankings

**Chambers
Latin America 2024**

Ranked Band 1 in International Arbitration and Corporate Crime & Investigations, and Band 2 for Corporate/M&A; with respect to Corporate Crime & Investigations, we are one of only two firms ranked Band 1

**Chambers UK
2024**

Ranked as a leading firm in 13 separate areas, with 32 rankings for individuals in the guide, including nine Band 1 rankings

Chambers Asia-Pacific and Chambers Greater China 2024

Seven practices were recognized with
eight individuals ranked

Benchmark Litigation

Named International Arbitration Firm of the Year at
the 2024 *Benchmark Litigation USA Awards*

Five partners named to the 2023 40 and Under list

Nine women litigators included in the 2023
Top 250 Women in Litigation

InsuranceAsia News

M&A Deal of the Year at the InsuranceAsia News Awards
for Excellence 2023 for the firm's work with KKR
and Global Atlantic Financial Group in their strategic
partnership with Japan Post Insurance

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.

Asian Legal Business

Named Insurance Law Firm of the Year at
The ALB Hong Kong Law Awards 2023

International Tax Review

Impact Deal of the Year 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

Private Equity International

PEI Hall of Fame member for having won 19 PEI Awards across North America, EMEA and Asia

The Legal 500

Legal 500 UK (2024): Fourteen practices ranked, including four Tier 1 rankings, and there are 31 rankings for individuals in the guide, including eight Hall of Fame listings

Legal 500 Asia Pacific (2024): Seven practices ranked and nine individual rankings, including three Hall of Fame listings

Recognition

The American Lawyer

Ranked in the Top 10 in *The American Lawyer* 2023 A-List and in the Top 20 on Law.com International's A-List, the only firm to appear on *The American Lawyer's* list every year since its inception in 2003 (recognition of the nation's most well-rounded, elite firms)

Global Arbitration Review

Recognized in the 2023 GAR 30 list as one of the world's top arbitration practices

Global Investigations Review

Named in the 2023 GIR 100 list as one of the world's top white collar practices

Named Most Impressive Investigations Practice of the Year for 2023

Law360

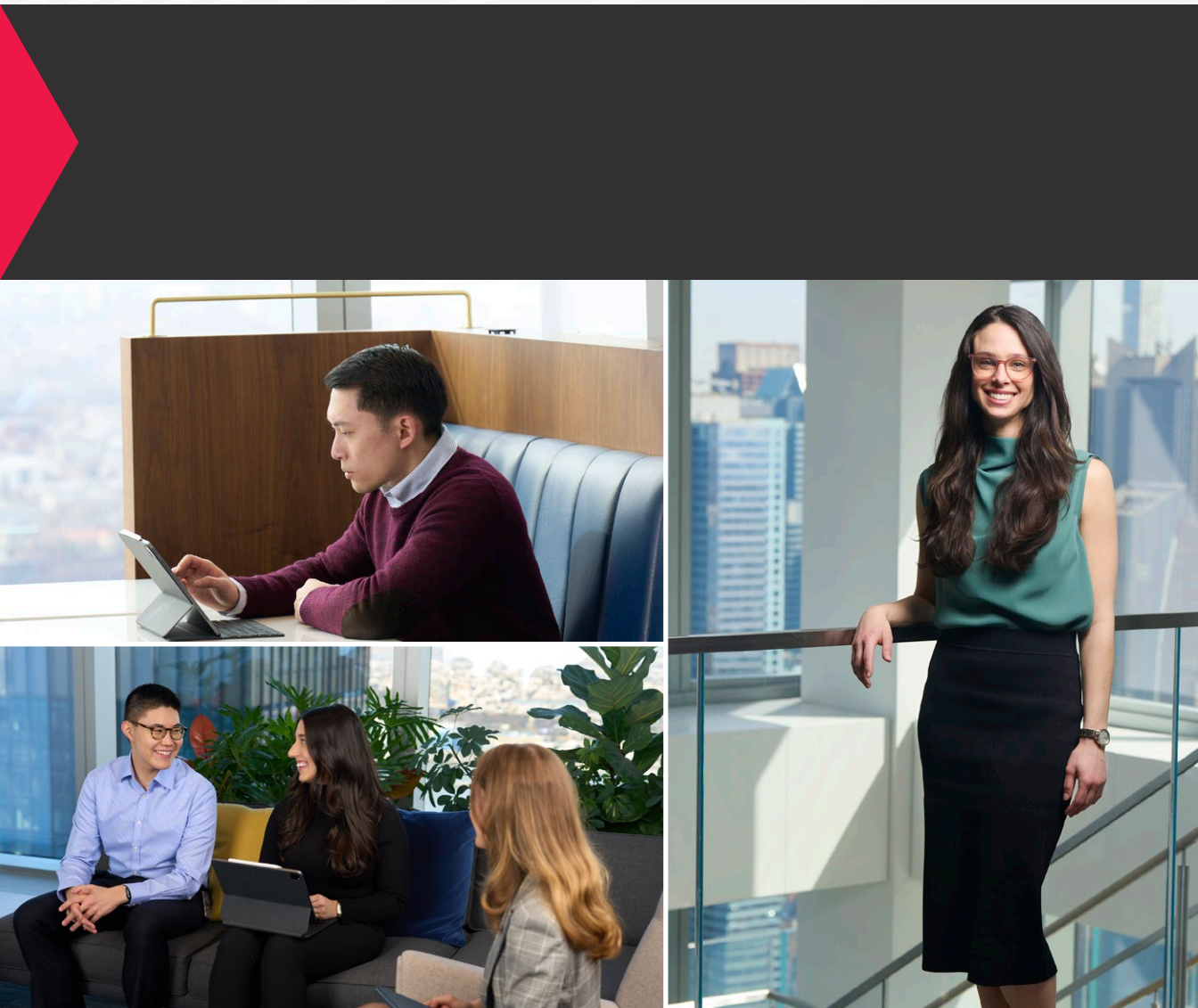
Investment Management Group named a 2023 Practice Group of the Year

Who's Who Legal

White Collar & Regulatory Defense Group named Firm of the Year in the Business Crime Defense category

**Who's Who Legal:
Arbitration**

Recognizes 25 lawyers as 2024 leading arbitration practitioners for their exceptional work resolving complex international disputes



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