

Basic Information

66 Hudson Blvd
New York, NY 10001
Organization Size: 715
Office Size: 493
Hiring Attorney:
Ms. Nicole Mesard

Recruiting Contact:
Ms. Sandra E. Herbst
Chief Legal Recruiting Officer
66 Hudson Blvd
New York, New York (NY) 10001
United States
Phone: 212-909-6657
recruit@debevoise.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000
Summer Compensation
2024 compensation for Post-3Ls (\$/week)
2024 compensation for 2Ls (\$/week) 4,330
2024 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	74	219	38	0	48
	Women	33	305	28	0	47
	Non-binary	0	0	0	0	0
	Total	107	524	66	0	95
Latinx	Men	2	19	1	0	3
	Women	2	33	1	0	3
	Non-binary	0	0	0	0	0
White	Men	68	158	34	0	31
	Women	25	177	19	0	23
	Non-binary	0	0	0	0	0
Black or African American	Men	0	15	0	0	1
	Women	1	22	0	0	6
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	3	24	2	0	11
	Women	5	61	6	0	12
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	3	1	0	2
	Women	0	11	2	0	3
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	6	2	0	0
	Women	0	4	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	5	28	5	0	6
	Women	1	28	0	0	12
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	0	0	2
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Jennifer R. Cowan, Esq.
Pro Bono Counsel
212-909-7445
jrcowan@debevoise.com

Is the pro bono information indicated here firm-wide or specific to one office?	Office-specific
% Firm Billable Hours last year	9%
Average Hours per Attorney last year	125.1
Percent of associates participating last year	96%
Percent of partners participating last year	75%
Percent of other lawyers participating last year	77%

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	Case-by-case
Is rotation mandatory?	Case-by-case
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	112	106	112	112	110
Entry-level (non-traditional track)					
Lateral Partners	2		0		
Lateral Associates	10		5		7
All Other Laterals (non-traditional track)					
Post-Clerkship	10		10		2
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	5		1		5
SUMMER					
Post-3Ls					
2Ls	115		110		92
1Ls					

Number of 2023 Summer 2Ls considered for associate offers 110

Number of offers made to summer 2L associates 110

General Hiring Criteria Students whose personal qualities, academic records and other achievements demonstrate exceptional ability, motivation, commercial skills and potential for growth.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate	59	40	245		
Litigation	Litigation	36	20	245		
Tax	Tax	12	6	34		

Diversity & Inclusion

Diversity Contact: Della Sabessar (Director of Global Diversity, Equity & Inclusion)

Diversity Website/URL: <https://www.debevoise.com/aboutus/diversity>

Organization Narrative

Debevoise & Plimpton LLP is a premier law firm whose clients look to us to bring a distinctively high degree of quality, intensity and creativity to resolve their legal challenges effectively and cost-efficiently. Deep partner commitment, industry experience and a strategic approach enable the firm to bring clear commercial judgment to every matter. We draw on the strength of our culture and structure to deliver the best of the firm to every client through true collaboration.

Our Corporate Department's work spans the full range of general corporate, transactional and regulatory representations, with practices including Mergers & Acquisitions, Private Equity, Funds/Investment Management, Capital Markets, Finance, Restructuring, Real Estate, Insurance, Banking, Intellectual Property and Environmental. We have a strong track record of advising private equity sponsors and their portfolio companies, as well as clients in the insurance, banking, healthcare, technology, media, aviation, and consumer and retail industries. More than 90% of our corporate partners are ranked by *Chambers*, *The Legal 500* or *IFLR1000*.

Our Litigation Department comprises leading practices in White Collar & Regulatory Defense, International Dispute Resolution, Intellectual Property Litigation, Commercial Litigation and Data Strategy & Security, as well as the Strategic Crisis Response Group, which brings together a deeply experienced global team to help organizations and boards navigate their most critical issues. With more than 20 former prosecutors and senior government officials—including over a dozen former Assistant U.S. Attorneys, as well as former Attorneys General of both the United States and the United Kingdom—Debevoise litigators bring deep government experience to client matters. The Department includes the former Chair of the Securities and Exchange Commission, Mary Jo White; the former Director of the Division of Enforcement at the SEC, Andrew Ceresney; and the Honorable John Gleeson, a former federal district court judge.

Our Tax Department works closely with the firm's corporate lawyers in structuring complex transactions. The Department also focuses on tax planning and advice for business entities, high-net-worth individuals and exempt organizations, and includes an active executive compensation and employee benefits practice. Based in New York, London and Paris, our Tax Group handles matters in the United States, Europe, Asia, Latin America and Africa. The Group is fluent in domestic and international issues, well-connected with a network of local practitioners, and excels at cross-border transactions and multijurisdictional tax planning.

In addition to outstanding client service, the firm's commitment to pro bono is one of our hallmarks, and we bring the same rigor and intensity to our pro bono work as we do to our fee-earning work. Every year, we work on significant matters that reflect our commitment to creating a more just society and that are fundamental to who we are as individuals and lawyers. The Holloway Project, which seeks to reduce unduly harsh prison sentences faced by prisoners, largely men of color, is among the firm's most important pro bono initiatives. Since the inception of the project in 2016, Debevoise has achieved sentence reductions or full releases for 55 total clients. The average reduction in our clients' sentences is more than 40 years, and through our efforts, we have so far shaved off total of more than 2,200 years off prison time.

Debevoise is committed to building and sustaining an inclusive firm community. Our women lawyers hold prominent leadership positions in our Corporate and Litigation Departments. The firm's Deputy Presiding Partner and Senior Chair are both women and we have women lawyers, lawyers of color and LGBTQ+ lawyers in other key positions throughout the firm.

The recognition Debevoise has received for diversity over the past year includes:

- Mansfield 6.0 Certification
- 100% score in the 2023-2024 Human Rights Campaign's Corporate Equality Index, the nation's foremost measure of LGBTQ+ workplace equality
- Top ten of *The American Lawyer's* 2023 A-List and the only firm to appear on the list every year since its inception in 2003
- Leading Firm for Diversity, Equity & Inclusion by *Chambers Associate* 2023
- Asian American Bar Association of New York's 2023 AABANY Law Firm Diversity Award

For more information, please visit [debevoise.com](https://www.debevoise.com).

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

For more details, visit www.nalpdirectory.com

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