

### Basic Information

801 Pennsylvania Ave, NW  
Suite 500  
Washington, DC 20004  
Organization Size: 715  
Office Size: 47

**Recruiting Contact:**  
Ms. Helen Fiori  
Office Manager  
801 Pennsylvania Ave., NW  
Suite 500  
Washington, District of Columbia (DC)  
20004  
United States  
**Phone:** 202-383-8004  
hefiori@debevoise.com

**Hiring Attorney:**  
Ms. Kara Brockmeyer

**Hiring Attorney #2:**  
Mr. Jonathan Tuttle

### 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	9	13	4	0	1
	Women	4	9	8	0	1
	Non-binary	0	0	0	0	0
	Total	13	22	12	0	2
<b>Latinx</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	8	9	4	0	0
	Women	2	9	5	0	0
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	1
	Women	2	0	1	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	1	2	0	0	0
	Women	0	0	2	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	1	0	0	0
	Women	1	1	1	0	1
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	1	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	8
Average Hours per Attorney last year	123.6
Percent of associates participating last year	108
Percent of partners participating last year	83
Percent of other lawyers participating last year	70

## 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?	No
Is rotation mandatory?	No
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	5	5	3	3	6
Entry-level (non-traditional track)					
Lateral Partners					1
Lateral Associates	1		1		2
All Other Laterals (non-traditional track)					
Post-Clerkship	1		1		2
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	3		7		2
1Ls					

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

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
General Practice Government, Regulatory, Administrative Intellectual Property	Corporate	4	8	2	0	0

General Practice  
Government, Regulatory,  
Administrative  
Intellectual Property  
Litigation  
Antitrust

Litigation

9

4

20

3

0

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## Diversity & Inclusion

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

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

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## Organization Narrative

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.

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