

**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**

2023 compensation for entry-level lawyers (\$/year) 215,000

**Summer Compensation**

2023 compensation for Post-3Ls (\$/week)

2023 compensation for 2Ls (\$/week) 4,150

2023 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	8	9	4	0	2
	Women	4	16	6	0	5
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>12</b>	<b>25</b>	<b>10</b>	<b>0</b>	<b>7</b>
<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	7	8	4	0	2
	Women	2	14	4	0	5
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	2	2	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	1	0	0	0	1
	Women	0	1	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	1
	Women	0	0	0	0	0
	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	2	0	0	0
	Women	1	2	0	0	0
	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	5.5%
Average Hours per Attorney last year	93.2
Percent of associates participating last year	100
Percent of partners participating last year	100
Percent of other lawyers participating last year	50

## 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 2023
	2021	Prior Summer Associates	2022	Prior Summer Associates	
Entry-level	2	2	5	5	3
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates			3	2	
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	5	0	3	0	7
1Ls					

Number of 2022 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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	3	4	5		0

General Practice  
Government, Regulatory,  
Administrative  
Intellectual Property  
Litigation  
Antitrust

Litigation

9

2

20

0

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## Diversity & Inclusion

**Diversity Contact:** Leslie Richards-Yellen

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

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## Organization Narrative

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