

Dear Clients and Colleagues,

As we begin 2016, I want to thank all of our clients for the trust you place in us every day to handle your most significant legal issues. It is an honor to serve you. I especially appreciate the dozens of clients who made time for me to meet with them personally this past year. In my first year as managing partner, I set a goal to sharpen our focus on our clients. I consider the time I spent with our clients during the last 12 months as among my career highlights. In the process, I learned much about both our clients and our firm.

Meeting with as many of our clients as I did was both illuminating and a humbling experience. While I am happy to report that our clients were uniformly pleased with our lawyers' legal capabilities and judgment, it also became clear that we can take nothing for granted. We must earn our clients' trust every day. I learned that our clients have a vested interest in our firm's succession planning, and that they truly want to get to know a broader group of our talented practitioners. I also learned that we have an opportunity to better serve our clients through an adroit use of technology, project management and matter management. I have listened, and we are incorporating what we have heard into refining the firm's practices and strategic goals. I will meet with and learn from many more of our clients in 2016.

In addition, in 2016, as with all things at Haynes and Boone, we will continue to take a long-term view and commit resources for multi-year efforts on several fronts. For example, we will enhance our historic focus on diversity. In 2015 we earned some great recognition for recruiting, promoting and retaining minority and women attorneys, including:

- Women in Law Empowerment Forum gold standard award for the 5th year in a row
- Houston Multi-Bar Diversity Committee A+ award
- *Euromoney* best firm for diversity

This year we are kicking off a new women's initiative, which will include a cross-office effort designed to further support women in leadership roles, within our firm and in our communities.

Haynes and Boone continues to grow in a manner that aligns with our overall strategy. I am thrilled to announce that, for the second year in a row, we have advanced from within our firm the largest class ever to partnership. In addition, we added an outstanding group of lateral partners and associates, the majority of which came through referrals from within the firm. Recruiting top-tier lawyers whom we already know and respect is the best way to provide immediate impact for our clients.

Finally, our firm has for the fourth time in as many years experienced record revenue growth and our financial fundamentals remain rock solid. Our financial stability allows us to make substantial long-term investments in our firm to ensure that we are among the best in our profession.

We look forward to continuing to serve our clients worldwide. Thank you for your business and friendship. I welcome any feedback: +1 (214) 651-5610.

[Tim Powers](#)