

2023 Summer Associate Programs

Haynes and Boone, LLP

LEARNING. SHARING. CONNECTING.





A MESSAGE FROM THE FIRMWIDE ENTRY-LEVEL HIRING PARTNER, BRAD HOLDBROOK

From Haynes and Boone, LLP's humble beginnings in 1970 with just two attorneys in Dallas, Texas, our firm has grown to over 600 attorneys in 18 offices located around the world. Throughout its growth, Haynes Boone has maintained a teamwork-oriented approach to the practice of law, focused on providing excellent and valued legal services to our clients. At Haynes Boone, you will have the opportunity to work with, and learn from, talented lawyers that care about you personally and care for your professional development.

It is an honor to serve as the firm-wide, entry-level hiring partner, and I am proud that we continue to recruit talented and diverse students from law schools around the country to add to the Haynes Boone culture. Some of the most common feedback we receive from law students after spending time with us is that they are encouraged by how genuinely our attorneys demonstrate the values that make Haynes Boone such a special firm

I am glad you have taken the time to find out more about Haynes Boone. In the pages that follow, you will find more information about our various programs and our participating offices. We would love for you to apply and give us the opportunity to learn more about you.

Best Regards,

A handwritten signature in white ink on a dark blue background. The signature is stylized and appears to read 'Brad Holdbrook'.

Brad Holdbrook

ABOUT OUR FIRM

600+
LAWYERS

18
OFFICES

40 MAJOR LEGAL
PRACTICE AREAS



Chambers Global 2021

3 practice groups – Franchise and Distribution in the Global-wide category, Tax: Non-Contentious in the Mexico-wide category, and Bankruptcy and Business Restructuring in USA ranking

5 lawyers in 3 regions

BTI Consulting Group

BTI Client Service A-Team Survey, 2021 named Haynes Boone to BTI’s **“Client Service A-Team!”** in all 17 categories

BTI Power Rankings, 2021 Haynes Boone ranked among the most recommended firms by general counsel

Chambers USA 2021

20 practice groups

71 lawyers

Legal 500 UK

2021 RANKED PRACTICES

Shipping (London)
Oil and Gas (London)
International Arbitration (London)
Construction: Contentious (London)

Chambers UK 2021

3 lawyers recognized in Shipping

AmLaw 100

Strong financial performance

Haynes Boone ranked No. 89 in *AmLaw 100*, *American Lawyer* magazine’s annual list of the top-grossing law firms.



CALIFORNIA
San Francisco, Palo Alto, Orange County

DENVER
MEXICO CITY

CHICAGO
TEXAS
Austin, Dallas, Dallas - North, Fort Worth, Houston, San Antonio, The Woodlands

NEW YORK
WASHINGTON, D.C.
CHARLOTTE

LONDON

SHANGHAI

TRADITIONAL 1L/2L SUMMER ASSOCIATE PROGRAMS



“Haynes Boone’s summer associate program is designed to give law students a sense of the day-to-day at the firm. As a summer associate, I got hands-on experience with diverse projects and was assigned a firm mentor who guided me through the program. For me, choosing a firm at which to start my career was a no-brainer; Haynes Boone really made me feel like I belonged and that they wanted me to succeed.”



MATTHEW COSTELLO
2012 Summer Associate
Orange County

“My experience as a Haynes Boone summer associate was rewarding both personally and professionally. I was provided with meaningful opportunities to contribute and work on a variety of assignments with attorneys in various practice groups. The summer program did a great job in welcoming and integrating us into the firm by hosting social events and activities outside of the office to really get to know attorneys and fellow summer associates informally. The virtual summer program was also a great experience as it gave me the opportunity to meet and connect with attorneys across all HB offices. We also got to work on challenging and fun firmwide projects with summer associates from other offices. Overall, both of my summers as a 1L and 2L with Haynes Boone provided valuable insight into the firm’s culture and what to expect as an associate”



BRIANA HOPES
2020 Summer Associate
Houston

“The 1L summer associate program at Haynes Boone gave me a comprehensive view of the people at the firm and what my experience might be like as a first-year associate. I got substantive work from attorneys and I was made to feel like my contributions mattered. The program also had fun social activities that allowed me to get to know other summers, associates, and partners at HB. The Management Presentation week in Dallas was also a special highlight – I was able to recognize how well the firm’s offices around the country and the world come together to form a whole. That sense of community and the people that make it up is what brought me back for my 2L summer.



ANGEL RENDON
2020 Summer Associate
New York



The Traditional 1L and 2L Programs offer a nine- to ten-week clerkship (varies by city) that offers the opportunity to gain hands-on experience in the daily life of a Haynes Boone attorney. Summer Associates attend meetings, depositions, court hearings, and more to gain experience as a lawyer at Haynes Boone. They are paired with supervising partners and associate mentors that will work with them every day throughout the summer, and they will gain substantive skills and legal insight by attending regular practice group meetings where legal training is provided.

Participating Offices: Austin, Charlotte, Dallas, Dallas-North, Houston, New York, Orange County, Palo Alto, San Antonio, San Francisco, Washington, D.C.

DIVERSITY SCHOLARS PROGRAM

The Haynes Boone Diversity Scholars Program has been established to attract outstanding diverse students to the private practice of law while helping these students be successful in law school through both work and mentorship experiences afforded by the program. Our Diversity Scholars Program offers a nine- to ten-week paid summer clerkship with Haynes Boone and a scholarship paid during the school year. For 1L students, there is an opportunity to receive up to \$25,000 in scholarship funds to assist with school related expenses. Haynes Boone is committed to recruiting, retaining, and advancing diverse lawyers and our Scholars Program is one of the many initiatives we have implemented to contribute toward enhancing the diversity of our firm and profession.

Participating Offices: Austin, Charlotte, Dallas, Dallas-North, Houston, New York, Orange County, Palo Alto, San Antonio, San Francisco, Washington, D.C.



Scan here to learn more about our Diversity Scholars Program.

“Being selected as a Haynes Boone diversity scholar gave me opportunities I otherwise wouldn’t have had. Being able to clerk for Haynes Boone as a 1L and a 2L, I was able to try out a variety of work in different sections, which helped me choose the practice area best suited for my interests and personality. The lawyers I met in every section were not just smart lawyers, but also patient mentors and great people. Haynes Boone’s culture stands out among peer firms, which is why I am still happily working here after 10 years.”

“I am very grateful to have been selected to be a Haynes Boone 1L Diversity Scholar. As a 1L scholar, I was given diverse projects in a variety of practice groups throughout the summer. This allowed me to get a better picture of the day-to-day work of each group, and helped me narrow down the practice areas I was interested in. I especially enjoyed attending the Diversity Retreat where diverse attorneys from all the Haynes Boone offices were invited to discuss the firm’s diversity and inclusion goals. It was really encouraging to see how committed the firm is to diversity and inclusion and to hear about the future goals of Haynes Boone.”



ERIC LI
2006 1L Diversity Scholar
Dallas-North



CHELSI LEVY
2018 1L Diversity Scholar
Dallas

DIVERSITY SCHOLARS PROGRAM APPLICATION PROCEDURE:

1. To apply, please visit haynesboone.com/careers/summer-associates.
2. Candidates interested in being considered for this program are required to upload their resume, transcript and a diversity statement to the document section of the application.
3. For offer consideration, 1L applicants must submit their first semester grades once they are released.

HAYNES BOONE

OUR VISION OF SUCCESS

Excellence in diversity and inclusion is a Haynes Boone core value. Haynes Boone is aware of the local and national lack of representation of women, minority, and LGBTQ+ lawyers in large law firms and this program is designed to further increase the representation of such individuals at Haynes Boone. We strive to create an environment in which each individual at every level has the opportunity to succeed professionally, regardless of age, disability, ethnicity, gender, gender identity and expression, national origin, parental status, race, religion, sexual orientation, and/or socio-economic experiences. We recruit the best and the brightest and seek to attract, retain, and promote, individuals who reflect the global marketplace, our clients, and the communities we serve.

HONORS AND AWARDS

We were recognized as a **Best Place to Work for LGBTQ Equality** in the **Human Rights Campaign Foundation's 2021 Corporate Equality Index**.



For the ninth year, we were awarded the **Gold Standard Certification** from the **Women in Law Empowerment Forum (WILEF)**.



Haynes Boone was recognized as a **Best Law Firm for Women** in 2019 by *Working Mother* magazine for its efforts to advance women lawyers.

Attorney Diversity, Equity and Inclusion Committee

INCLUSION NETWORKS

- Asian/Pacific Islander
- Black/African American
- Latin/Hispanic
- LGBTQ+
- Women's Initiative
- Working Parents and Caregivers
- Veterans
- Pipeline Initiatives
- First Generation ("First Gen")
- Next Generation ("Next Gen")

Haynes Boone has achieved certification in the Mansfield Rule 4.0 program 2021, which measures whether law firms have affirmatively considered women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, leadership and governance roles, equity partner promotions, and inclusion in formal pitches to clients.

In 2021, **Chambers Associate** ranked Haynes Boone as a **"Top 25" firm in Diversity, Equity and Inclusion**.



Haynes Boone was listed among *Law360's Best Firms for Minority Attorneys*, 2019.



For questions about the program, please contact:

Jonathan Baldauf, Recruiting Assistant at jonathan.baldauf@haynesboone.com

HOW TO APPLY

Visit haynesboone.com/careers/summer-associates

(All applications are to go through our online application process)

PRIMARY CONTACTS

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AMY HILL

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OFFICES WITH SUMMER PROGRAMS

AUSTIN

600 Congress Avenue
Suite 1300
Austin, TX 78701

CHARLOTTE

620 S. Tryon Street
Suite 375
Charlotte, NC 28202

DALLAS

2323 Victory Avenue
Suite 700
Dallas, TX 75219

DALLAS - NORTH

6000 Headquarters Drive
Suite 200
Plano, TX 75024

HOUSTON

1221 McKinney Street
Suite 4000
Houston, TX 77010

NEW YORK

30 Rockefeller Plaza
26th Floor
New York, NY 10112

ORANGE COUNTY

600 Anton Boulevard
Suite 700
Costa Mesa, CA 92626

PALO ALTO

525 University Avenue
Suite 400
Palo Alto, CA 94301

SAN ANTONIO

112 East Pecan Street
Suite 1200
San Antonio, TX 78205

SAN FRANCISCO

275 Battery Street
Suite 1850
San Francisco, CA 94111

WASHINGTON, D.C.

800 17th Street NW
Suite 500
Washington, D.C. 20006
