

HAYNES BOONE

Wanted and Valued

Lateral Associates
and Counsel



HB

Message from Our Managing Partner

From Haynes Boone's humble beginnings in 1970 with just two attorneys in Dallas, Texas, our firm has grown to more than 650 lawyers in 19 offices around the world. Our success over the past 53 years is a result of our collegial culture and client-focused approach to the practice of law.

The global pandemic, in particular, underscored the unique strengths of this firm. Thanks to our strong technology platform and our commitment to our clients — and to each other — we continued to grow in strategic ways, adding new talent and practices in many markets and opening a new office in San Francisco. We also made important advances in diversity, equity and inclusion and deepened our commitment to community service, providing significant time and resources to many communities worldwide that were impacted by the pandemic.

I am honored to serve as this firm's managing partner and proud to work with the talented and diverse lawyers, at all stages of their careers, who make Haynes Boone the thriving organization that it is today.

In this brochure, you will find more information about our firm, our celebrated culture, our core values, our awards and recognition, and our various programs to help lawyers advance their careers. We would love for you to apply and give us the opportunity to get to know you.



TAYLOR WILSON
Managing Partner

Who We Are

SERVING CLIENTS GLOBALLY

Haynes Boone is an international corporate law firm with 650+ lawyers in 19 offices and 40 major legal practices. We are ranked among the largest U.S. based firms by *The National Law Journal*, *The American Lawyer* and *The Lawyer*. Our growth has been driven by our client service, especially our problem-solving acumen and our ability to collaborate with clients.

650+
LAWYERS

19
OFFICES
WORLDWIDE

40
MAJOR LEGAL
PRACTICES

LAWYERS BY SUBSTANTIVE LEGAL PRACTICE

211 Corporate/Business Transactions	166 Business Litigation
120 Intellectual Property	160 Financial Transactions

LAWYERS BY REGION

406 Texas	138 East Coast and Chicago	
45 California	32 London	20 Colorado
14 Latin America	2 Asia	



Honors and Rankings

At Haynes Boone, we have high expectations for ourselves and want others to have high expectations for us, too. Recognition for our work is more than validation for what we have already accomplished; it is our incentive to set even higher standards for tomorrow.



Chambers USA 2023

**America's
Leading
Lawyers 2023**

**31 practice
groups**

75 lawyers



Chambers UK 2023

Banking & Finance:
Fund Finance - London (Firms)

Banking & Finance: Lenders:
Lower Mid-Market

Shipping

International Arbitration
UK-wide

**3 practice groups
7 lawyers**



Chambers Global 2023

Michael Boone: Corporate/M&A (International &
Cross-Border) - USA

Matthew Frankle: Derivatives - USA

Hugh Tucker: Energy: Oil & Gas (Transactional) – USA

Robert A Lauer: Franchising - Global Market Leaders

David McCombs: Intellectual Property: Patent – USA

Melanie Willems: International Arbitration – UK

Hugh Tucker: Projects – USA

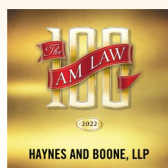
Edgar Klee: Tax: Non-contentious – Mexico

8 lawyers in 4 regions

AmLaw 100

**Strong financial
performance**

Haynes Boone ranked in
AmLaw 100, *American
Lawyer* magazine's annual
list of the top-grossing
law firms.



BTI Consulting Group

BTI Client Service A-Team Survey,
2021 named Haynes Boone to
BTI's "Client Service Honor Roll"
for it's 18th consecutive year.

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



Legal 500 UK

2022 RANKED PRACTICES

Shipping (London)

Oil and Gas (London)

International Arbitration
(London)

Construction
Litigation
(London)

**6 practice
groups
7 lawyers**



Our Culture and Core Values: Clients First

Under our client-first philosophy, we define success as providing exceptional value to our clients and making real, tangible, and often remarkable contributions to their businesses. We will continue our heritage of excellence in the legal profession, stay focused on the long-term success of our clients and the firm, and remain bound by our unique teamwork culture.

PROFESSIONALISM	GENEROSITY	FAIRNESS	DECENCY
COLLABORATION	SERVICE TO OUR COMMUNITIES		DIVERSITY
CLIENT-FIRST			
TRUE PARTNERSHIP			
LONG-TERM VIEW			
TEAMWORK			

OUR DIVERSE CLIENT BASE

We provide focused legal services to a range of clients in many sectors. Here are a few client names you might recognize:

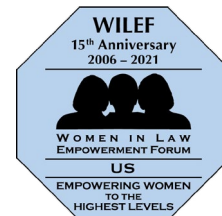
- American Airlines
- AT&T
- Baylor Scott & White
- The Boeing Company
- British Petroleum
- Cisco
- Comerica Bank
- ConocoPhillips
- Google
- Paypal
- Samsung
- Wells Fargo

Our Commitment to Diversity

Diversity is an integral part of our culture, and it is not just programs and statistics. Our goal is to enhance diversity throughout our practice, focusing on awareness, hiring, retention, promotion, and leadership. Here are a few recent accolades that exemplify our efforts:

- For a fourth consecutive year, we earned a 100 percent rating in the Human Rights Campaign (HRC) Foundation's 2022 Corporate Equality Index and were recognized as a Best Place to Work for LGBTQ+ Equality.
- We received the Women in Law Empowerment Forum (WILEF) Gold Standard Certification in 2021 for the ninth year.
- We achieved certification in the Mansfield Rule 4.0 program, which measures whether law firms have affirmatively considered women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, governance roles, equity partner promotions, and inclusion in formal pitches to clients.
- Haynes Boone received two awards from the Leadership Council on Legal Diversity (LCLD) in 2021: **The Top Performer Award** recognizes organizations in the top 20% for participation in LCLD programs and activities and **The Compass Award** recognizes those individuals and organizations that participate in the LCLD Fellows and Pathfinder Programs and LCLD Pipeline Program (the 1L Scholars Program or the Success in Law School Mentoring Program).
- Haynes Boone was ranked by *Chambers Associate* in the Top 25 Firms for Diversity, Equity and Inclusion. The rankings are based on DEI performance in hiring, mentoring, work allocation, promotion, mental health, and parental policies. Haynes Boone achieved Excellent Performer status for 2022.

To learn more about Diversity and Inclusion at Haynes Boone, [click here](#).



Haynes and Boone, LLP

Attorney Development

Attorney Development is a priority at Haynes Boone, rooted in our partners' recognition that the development, retention, and advancement of our lawyers will determine the future success of the firm. The Attorney Development group works across all offices to provide personalized guidance, quality resources, and training opportunities to advance careers.

This includes:

- Meeting with each new lateral lawyer to outline how they can help with onboarding
- Formal training opportunities
- Workshops for mid- and senior-level associates on partnership readiness, management, and business development also provide opportunities for cross-office networking
- Section and practice group training
- Informal feedback from supervising lawyers
- Partner supervisors and associate mentors
- Work assignments
- Annual evaluation process and associate development plans
- Cross-collaboration working groups to help associates and counsel integrate

"I was drawn to Haynes Boone because of its stellar reputation, its commitment to providing top-notch client service, and its strong collegial culture. Since arriving at the firm, I have regularly collaborated with colleagues across different practice areas and offices to provide clients with the best representation possible."



RAQUEL ALVARENGA

Partner | Chair - Labor and Employment Practice
(Former Group Lateral Associate Hire)

Attorney Integration Committee

The Haynes Boone Attorney Integration Committee (AIC) helps new and existing lawyers acclimate professionally and personally with the firm, from office to office, section to section, and lawyer to lawyer. To accomplish this, the committee focuses on three key integration elements: administrative, practice, and social.

Over the past few years, the committee has hosted lateral attorney integration retreats, appointed associate integration advisors in each office, focused on the integration of Counsel and launched Cross-Collaboration Working Groups for Partners and Counsel to promote interaction across offices and sections.

The committee also hosted a series of information-rich presentations and events to provide lawyers in all 19 offices with in-depth background on the firm

and their cohorts. In 2022, the committee continued to focus on how our lawyers could stay connected in a hybrid work environment. The committee worked hard to ensure both our new and existing lawyers had access to numerous programs, events, and initiatives to help them successfully integrate.

NON-PARTNER INTEGRATION PROGRAMS

- 1-on-1 integration meetings with attorneys across offices, sections and practice groups
- HB Connect Groups for incoming lateral non-partners
- Take a Partner or Counsel to lunch program
- Integration advisors to help plan local office integration events
- Firm-wide integration events

I joined Haynes Boone immediately after law school and, although I did not know it, I was spoiled. After a few successful years at the firm, I lateraled to another firm, but immediately wanted to come back. The way Haynes Boone lawyers treat each other, the quality of work, and our impact on clients is a step above every other firm for which I interviewed or worked. I'm proud to be an HB lawyer.



CJ DONALD
Lateral Associate Hire

Perks for Non-Partners



Working at Haynes Boone has its share of benefits. We have targeted programs to nurture our non-partners and help lawyers at all levels. For example:

HB WELL

In 2019 Haynes Boone became signatories of the American Bar Association's Well-Being Pledge, and committed to a framework for addressing substance abuse, mental health distress and legal professional well-being. Each consecutive year we have continued this commitment to well-being at our firm.

We formed a Wellness Committee to explore ways that we can foster a healthy and positive work environment and affirmatively support our lawyers and professional staff dealing with substance use and/or mental health issues.

During the pandemic, we introduced resources for working parents, mental health awareness, and physical activity. We also hosted monthly presentations with wellness coaches and speakers and weekly virtual meditations with MastermindMeditate to give our team members a chance to catch their breath.



At Haynes Boone, our HB Well Champions network is comprised of lawyers and business professionals who volunteer their time to actively support the well-being of their peers. We have 50 Champions spread across each of our office locations who help us provide a confidential and accessible avenue for our people to seek resources, information, and compassionate support when needed.

DORSEY STANDISH is the Chief Mindfulness Officer of Mastermind, a Dallas-based gym for your brain. Dorsey is a mechanical engineer, neuroscientist, and wellness expert who brings evidence-based mindfulness meditation to clients nationwide. Haynes Boone hosts weekly virtual meditations with Dorsey to give our team members a chance to catch their breath.

OTHER BENEFITS

- Retirement Savings Plan includes 401k and Roth elections plus firm and profit sharing contributions
- Medical, Dental, Vision Insurance Options (Section 125 Pre-Tax treatment)
- Health Savings Account
- Flexible Spending Accounts: Health Care, Dependent Care and Limited Purpose
- Firm provided Life/AD&D/Long-Term Disability Insurance
- Optional Life/ADD Insurance
- Short-Term Disability Program
- Paternity and Maternity Leave
- Alternative Work Schedules
- Vacation and Personal Time Off Plans



HAYNES BOONE

Austin
Charlotte
Chicago
Dallas
Dallas - North
Denver
Fort Worth

Houston
London
Mexico City
New York
Northern Virginia
Orange County
Palo Alto

San Antonio
San Francisco
Shanghai
The Woodlands
Washington, D.C.

For more information and details on how to apply, visit our website:
<https://www.haynesboone.com/careers>

For questions about the program, please contact:

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