

HAYNES BOONE

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 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 2022

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 2022

20 practice groups

71 lawyers

Legal 500 UK

2022 RANKED PRACTICES

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

Chambers UK 2022

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

CHICAGO

NEW YORK
WASHINGTON, D.C.
CHARLOTTE

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

MEXICO CITY

LONDON

SHANGHAI

TRADITIONAL 1L/2L SUMMER ASSOCIATE PROGRAMS



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“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 adequately prepared me for life as an associate. I was able to build meaningful professional relationships, work on substantive projects, and work with a variety of practice groups. The summer program was a great blend of social events and actual attorney work. Both of my summers at the firm allowed me to experience the firm’s culture and provided me with enough leeway to see which practice area I was most interested in.”

DOMINIQUE BALDWIN
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

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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.

Monday, May 15, 2023

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

DALLAS FAST TRACK 1L PROGRAM

The Dallas Fast Track Program is a one-week clerkship that is an ideal complement to other summer plans and provides the opportunity to familiarize candidates with the Dallas legal market, our practice groups, and our lawyers.

Saturday, July 22 - Friday, July 28

Participating Office: Dallas



“Being a Texas native, Haynes and Boone was a firm that I identified early in my law school career as a destination that I wanted to explore and Fast Track provided me the perfect chance to achieve that. In the recruitment process, it is difficult to decipher what separates each firm from one another but Fast Track gives 1Ls the chance to not read about what makes Haynes and Boone different but to experience it. Fast Track is truly an amazing and unique opportunity for 1Ls that cannot be imitated or found elsewhere. It truly represents what separates Haynes and Boone from the rest.”

ETHAN MOORE
2022 Fast Tracker
Dallas



“Although COVID-19 forced us online for Fast Track 2020, I left with only the utmost respect for Haynes Boone. During the program countless attorneys set aside time for me and the following became evident: Haynes Boone values camaraderie and attorney development. As a rising 2L, I was honored to be part of the program and greatly benefited from learning about the Dallas market and the legal profession. Haynes Boone values my interests, and as a result, I am thrilled to begin my legal career at HB!”

PEYTON ROBERTS
2020 Fast Tracker
Dallas



“It is so hard to get a sense of the culture of a firm just through a few short interviews. The Fast Track program allows you to get to know and experience the truly unique culture of Haynes Boone, which is what genuinely sets our firm apart, and no other firms have a program of this type. The culture and the people are why I remain at the firm 14 years after my Fast Track experience, and I can say that Fast Track is what brought me to the firm in the first place.”

LINDSEY HUGHES
2008 Fast Tracker
Dallas



IP PROGRAM

The IP Program offers a nine- to ten-week clerkship in our various intellectual property practice groups. This program is for candidates with an academic background or relevant work experience in engineering, computer science, or physics.

Students with an IP focus applying to join Haynes Boone's 2023 Summer Program will have the opportunity work on both transactional- and litigation-based projects during their clerkships.

To apply, please include a copy of your resume, undergraduate and law school transcripts (when available), and cover letter in the online application.

Monday, May 15, 2023

Participating Offices:

Austin,
Dallas-North, and
San Francisco



“From day one as a Summer Associate, I felt welcomed into both the IP group and the firm. Over the course of the summer program, I had the opportunity to work alongside some of the most well-respected attorneys in the field and for some of the industry’s biggest clients. I saw how the IP team collaborates seamlessly between offices—anytime I had a question, there were attorneys from across the country ready to provide advice and mentorship. The summer program left me with the certainty of what I want to do and who I want to work beside: the attorneys at Haynes Boone.”

MATT BECK
2020 IP Summer Associate
Washington, D.C.



“The culture at Haynes Boone is the firm’s greatest asset. A firm’s culture is that intangible “thing” that drastically affects the “personality” of each firm. Haynes Boone culture is inclusive of all people and fosters attorney growth. The summer program at Haynes Boone enabled me to learn a great deal about my practice area and gave me a pretty accurate glance into my life as an associate. The relationships that I built during my 1L and 2L summers still serve me today. My summer supervisor still mentors me and has a vested interest in my success. Law school does not teach you how to be a great lawyer – great lawyers teach, shape, and mold you into a great lawyer. Haynes Boone has a plethora of great lawyers who want to see newer associates learn and grow. Haynes Boone provides me the opportunity, time, support, and training to become a Haynes Boone great attorney. These are some of the reasons I came to and stay with Haynes Boone.”

JOLENE ROBIN-MCCASKILL
2019 IP Summer Associate
Dallas-North



“At Haynes Boone, IP summer associates are trusted with significant assignments and experience a wide spectrum of intellectual property work. As an IP summer associate at Haynes Boone, I was able to draft patent applications, work on IPRs, publish articles, work on pro bono projects, and much more. Throughout the program, I was personally tutored by the most senior partners all over the country. Haynes Boone provides both the highest profile work and a distinct collaborative environment you won’t find anywhere else.”

ADAM ERICKSON
2020 IP Summer Associate
Dallas-North

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, 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 for more than 10 years.”

ERIC LI
2006 1L Diversity Scholar
Dallas-North

“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.”

CHELSE VIAL
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. 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. 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 recognize that our commitment to diversity and inclusion enhances our other core values of commitment to client service and a teamwork culture.

Haynes Boone has committed to DEI creditable time as of December 1, 2022.

HONORS AND AWARDS

We were recognized as a **Best Place to Work for LGBTQ Equality** in the **Human Rights Campaign Foundation's 2022 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 2022, 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:

Sarah Altman, Recruiting Assistant at sarah.altman@haynesboone.com

HOW TO APPLY

Visit haynesboone.com/careers/summer-associates

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

PRIMARY CONTACTS

AUDREY YOUNGMAN

MANAGER OF ENTRY-LEVEL RECRUITING

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AMY HILL

MANAGER OF ATTORNEY RECRUITMENT

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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

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

NATIONWIDE PANEL SERIES

Welcome to Big Law

Event Details: Please join Haynes Boone for a virtual panel where members of firm leadership will give an overview of Big Law, including information on the business of law and best practices during the 1L recruiting process.

Date: Wednesday, October 12 at 2:00pm ET / 1:00pm CT / 11:00am PT

[Register Here](#)

LGBTQ+ Panel

Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give an overview of Diversity and Inclusion at the firm and our LGBTQ initiatives. You will also get more information about our Diversity Scholars Program.

Date: Tuesday, October 18 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

Diversity, Equity and Inclusion Panel

Event Details: Please join Haynes Boone for a virtual panel where our attorneys and Diversity Department will give an overview of Diversity and Inclusion at the firm, along with information about our 1L Diversity Scholars Program.

Date: Friday, October 21 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

Diversity, Equity and Inclusion Small Group Networking Sessions

Event Details: Please join Haynes Boone immediately following our DEI virtual panel for an opportunity to meet in small groups with our diverse attorneys to ask questions about our DEI and LGBTQ+ initiatives and learn more about the firm.

Date: Friday, October 21 at 2:00pm ET / 1:00pm CT / 11:00am PT

[Register Here](#)

IP Panel

Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give an overview of our various Intellectual Property Practice Groups, as well as our 1L Summer Associate Opportunities.

Date: Tuesday, October 25 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

HAYNES BOONE

General Transactions Panel (Business Transactions/Financial Transactions)

Event Details: Please join Haynes Boone for a virtual panel where attorneys will give an overview of our various Transactional Practice Groups, as well as our 1L Summer Associate opportunities.

Date: Wednesday, October 26 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

General Litigation Panel

Event Details: Please join Haynes Boone for a virtual panel where attorneys will give an overview of our various Litigation Practice Groups, as well as our 1L Summer Associate opportunities.

Date: Thursday, October 27 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

Energy Transactions Panel

Event Details: Please join Haynes Boone for a virtual panel where attorneys will give an overview of our various Energy Transactions Practice Groups, as well as our 1L Summer Associate opportunities.

Date: Friday, October 28 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

Why HB + West Coast 1L Programs Overview

Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give more details on each of the 1L Summer Associate programs we offer in the firm's West Coast offices.

Date: Wednesday, November 2 at 3:00pm ET / 2:00pm CT / 12:00pm PT

[Register Here](#)

Why HB + East Coast 1L Programs Overview

Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give more details on each of the 1L Summer Associate programs we offer in the firm's East Coast offices.

Date: Thursday, November 3 at 12:00pm ET / 11:00am CT / 9:00am PT

[Register Here](#)

Why HB + Texas 1L Programs Overview

Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give more details on each of the 1L Summer Associate programs we offer in the firm's Texas offices.

Date: Friday, November 4 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)