

Dear Clients and Colleagues,

As I begin my third year as managing partner of Haynes and Boone, let me take this opportunity to thank you for continuing to trust us to handle your most pressing legal issues. We never lose sight of the fact that our worth as a firm is measured by the strength of our client relationships, which we believe are second to none.

I am delighted to report that the state of the firm is strong. We remain financially healthy, which has allowed us to add talent in key areas and to make other investments that will help us to better serve you. We were particularly gratified to have realized our longtime goal of opening a London office by merging with Curtis Davis Garrard. We have fully integrated this terrific group of lawyers, who will provide our clients with greatly enhanced English law experience.

2017 will be a big year for us as we embark upon an aggressive technology upgrade that will allow us to provide legal services more efficiently and to better leverage our accumulated knowledge in tackling our clients' complex legal needs.

I also want to share with you a less tangible but equally important strategic priority for the firm. It illuminates what our firm is about, at its core, and the value system we bring to handling your business.

We begin the year at a time of momentous change: a new U.S. president was recently inaugurated, the U.K. is in the process of exiting the European Union, and there are other pending elections worldwide that could greatly alter the political landscape and business climate. Change is often exciting, but there is also cause for concern. The shifting political tides here and abroad have laid bare a marked erosion of civil discourse, which has led to disparagement of those who act, look or believe differently, a penchant for stating absolutes and ignoring nuance, indifference to facts, disrespect for our institutions and our leaders, and a perceived willingness to circumvent the rule of law.

What does this have to do with Haynes and Boone? As lawyers, we have a responsibility to safeguard the rule of law, which is the foundation of a civil society. As members of this firm, moreover, we believe we are particularly well positioned to lead by example. Since the firm's founding in 1970, we have extolled, above all else, mutual respect, civility and collegiality. We train our lawyers to seek out common ground – to engage in dialogue that is open, respectful and grounded in fact. And we operate a true partnership founded on the principle that lawyers must subjugate their own desires and ambitions to the greater good of our clients and the firm. It is these values, I believe, that allow our lawyers to be particularly passionate defenders of the rule of law and of the other shared norms and responsibilities upon which all great democracies are founded.

These very qualities were exemplified by our beloved Partner George Bramblett, who we lost last year. George founded the firm's litigation practice and mentored generations of litigators, many of whom still call Haynes and Boone home. Thanks to his devotion to community service in Dallas and beyond, he was an institution in the profession. Colleagues knew him to be a gentleman because of his unusual ability to work through differences in a constructive fashion. I hope our unwavering commitment to the ideals epitomized by George and others at Haynes and Boone will serve as an example and can, in some small way, help to foster unity and civility at a time of change and discord.

Thank you for your business and friendship. I welcome any feedback: +1 (214) 651-5610.

Tim Powers