

CULTIVATING WELL-BEING

SUPPORTING HEALTH AND WELLNESS IS PART OF OUR CULTURE



OUR WELL-BEING VALUES

WORK TOGETHER



Build on our teamwork culture by providing opportunities for peer-to-peer engagement and connection.

ENCOURAGE



Provide evidence-based resources that promote healthy habits and incentivize preventive care.

EDUCATE



Reduce the stigma of mental illness and substance misuse by raising awareness and deepening understanding.

SUPPORT



Create a safe and confidential space for our lawyers and professional staff to seek help and support.

LEAD



Set the standard for a culture of well-being within Big Law through empathy, innovation and best-in-class programming.

CONNECT



Link well-being initiatives to relationships with our clients, the legal industry and within our communities.

“Our firm leadership’s unwavering commitment to holistic well-being empowers our people to thrive—professionally and personally. This matters deeply in the legal profession, where sustained performance and mental resilience are essential for both attorneys and staff.”



MEET OUR DIRECTOR OF WELL-BEING

Abby Read leads our global wellness strategy and oversees HB Well. She is committed to improving our lawyers’ and employees’ overall health and well-being. Abby also hosts the “Wellness in Law” series on our firm’s The Legal Landscape podcast.

At Haynes Boone, we are committed to fostering a culture of care, where personal wellness and professional growth go hand in hand. Our global HB Well program supports 1,300+ people with resources grounded in empathy and evidence. Our initiatives support physical, mental, financial, social, intellectual and spiritual health and are designed to align with our well-being goals and values.

INITIATIVES DESIGNED FOR YOU



From resources for everyday well-being to support during life's challenges, our initiatives are here for you-at every stage.



EMOTIONAL HEALTH

Mental Health Support: Access to free coaching and therapy sessions with high-quality clinicians, offering personalized support for a wide range of needs.

Weekly Mindfulness and Resiliency Sessions: Live facilitators teach breathwork, stress management and relaxation strategies.

Preventive Training: A regular series of workshops, including a Mental Health First Aid Certification, to equip employees and leaders with tools to recognize and support colleagues in distress.

Attorney-Led Panels: Throughout the year, seasoned attorneys share insights on balancing client work and personal wellness. Sessions offer practical advice on managing workload and leveraging firm resources.



INTELLECTUAL GROWTH

Educational Seminars: Expert-led sessions on a variety of health and well-being topics that educate, inspire and empower.

Attorney Development & Integration: Works with attorneys across all offices to support professional growth and integration at every stage of their career.

Inclusion and Engagement Training: Enhances cultural understanding, raises awareness of implicit bias and motivates positive and constructive behaviors and attitudes that strengthen collaboration and deepen engagement across teams.



FINANCIAL WELL-BEING

Free Financial Counseling: One-on-one sessions with a certified financial counselor.

Competitive Retirement and Profit-Sharing Plan: Robust retirement benefits to help employees plan for their futures.

Resources and Tools: Access to educational sessions on investing, college savings, retirement planning, raising a family, supporting older parents and more.

For more information about Haynes Boone's well-being programs and resources, contact HBwell@haynesboone.com.

INITIATIVES DESIGNED FOR YOU



From resources for everyday well-being to support during life's challenges, our initiatives are here for you-at every stage.



PHYSICAL HEALTH

Fitness Center Discounts: Discounted access to a fitness center network of over 12,000 gyms and 8,000+ premium exercise studios.

Exercise Challenges: Firm-wide movement challenges that encourage friendly competition amongst colleagues and offer chances to win premium prizes.

Onsite Amenities: Most offices feature onsite fitness centers and private wellness rooms.

Health Coverage: Competitive medical, pharmacy, dental and vision benefits for our employees and their families.



SOCIAL CONNECTION

Inclusion Networks: Ten attorney-led groups foster inclusion and engagement.

Well-Being Champions Network: A diverse group of more than 50 lawyers and staff across all offices who share best practices and help you navigate well-being resources.



SPIRITUAL AND PERSONAL WELL-BEING

Flexible Time-Off Policies: Generous leave options to observe religious or personal milestones.

Caregiver Concierge Service: Unlimited access to personal care coaches who offer support when navigating caregiver duties including eldercare, childcare or a challenging health diagnosis through referrals, recommendations and information.

Reflection Spaces: Wellness rooms in many offices serve as quiet retreats for prayer, meditation or personal contemplation.

Pro Bono and Community Engagement: Opportunities to engage in meaningful pro bono matters and contribute to hands-on service projects in your community.



Learn more about our firm at [haynesboone.com](https://www.haynesboone.com).

©2026 Haynes and Boone, LLP