



Connections



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HB CONNECTIONS

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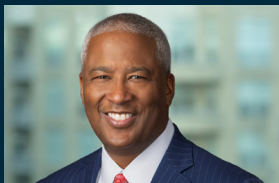
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WELCOME

“These pages capture the talent, creativity and dedication that make our alumni network so special — and remind us of the lasting connections that unite us.”

TAYLOR WILSON
MANAGING PARTNER

We are excited to share the seventh edition of HB Connections, the alumni-focused magazine from Haynes Boone. Since launching the publication in 2019, we’ve enjoyed celebrating many accomplishments and stories from our remarkable alumni.

This issue continues that tradition, spotlighting diverse careers, unique passions and meaningful contributions to communities around the world from Haynes Boone alumni. You will find features on our incredible former lawyers Ashley Duffie and Alejandro Pucheu, as well as an in-depth story with Global Trials Chair Victor Vital, who returned to the firm last year. Together, these pages aim to capture the talent, creativity and dedication that make our outstanding alumni network so special and remind us of the lasting connections that unite us.

ALUMNI COMMITTEE CO-CHAIRS



BARRY BUCHMAN



TIFFANY FERRIS

As your 2025 alumni committee co-chairs, we’re excited to share the latest HB Connections. This edition highlights our fantastic Haynes Boone alumni making an impact around the globe. Stay connected by updating your information in our alumni directory, joining our [LinkedIn Alumni Group](#) and sharing your achievements for future editions of HB Connections.

A MESSAGE TO OUR ALUMNI COMMUNITY

This year's flooding in Kerr County has had a devastating impact on the Kerrville area and beyond, bringing profound loss and disruption to many lives. Tragically, members of our Haynes Boone community—alumni, friends and neighbors—have been directly and deeply affected.

In recognition of the gravity of this event, we are forgoing our usual alumni news and notes in this issue. Instead, we dedicate this space to honor those impacted by the tragedy and to reflect on the strength and resilience of the Kerrville community.

We are heartbroken by the loss of life and the suffering experienced by so many. At Haynes Boone, we grieve with our alumni and their families who have been touched by this disaster. We are mindful that the effects of such events extend far beyond the immediate aftermath. Haynes Boone Director of Wellbeing Abby Read has information and resources available to help you and your loved ones. Please contact HBwell@haynesboone.com for more information.

The firm donated to the Kerr County Flood Relief Fund through the Community Foundation of the Texas Hill Country to aid those affected. More on this organization can be found [here](#). We are committed to helping in meaningful ways, and we encourage others in our community to offer support as they are able.

During times like these, we are reminded of the importance of community, compassion and connection. To our alumni near and far, please know that you are in our thoughts, and we stand with you.



ASHLEY DUFFIE

From Blank Page to
Boardroom:
Ashley Duffie's Journey
of Listening and Leadership



IF YOU

don't take on jobs
that make you a little
sick to your stomach,
that you're going to
completely screw up,
you're probably not
stretching yourself
enough.

Before a court hearing early in her career, Ashley Duffie's mentor, Larry Gustafson, did something that still makes her stomach drop thinking about it.

Gustafson, a former Haynes Boone partner, grabbed her meticulously prepared binder and handed her a blank sheet of notebook paper.

"You know everything in here," he told her.

"I thought I was going to throw up," recalls Duffie.

That terrifying moment taught her a lesson that would carry her from Dallas courtrooms to Shanghai boardrooms: "It's amazing what you learn when you just listen."

The earliest seed of her storied legal career began during a Texas summer years earlier with a Sharpie and a stack of medical records.

"I was redacting medical records for \$10 an hour," Duffie said with a laugh. "It was the most money I'd ever made."

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**“IT’S AMAZING
WHAT YOU LEARN
WHEN YOU JUST
LISTEN.”**



The summer before her senior year at SMU, she found herself at Haynes Boone thanks to her father’s friendship with co-founder Mike Boone, methodically blacking out sensitive information.

It was the first step in a journey that would take her from Dallas to Vermont, Washington, D.C., Shanghai, and back again, culminating in her current role as senior vice president and general counsel at Celanese.

While studying political science and business at SMU, a classic Harvard case study on McDonald’s piqued her interest in environmental law.

The fast-food giant had redesigned its straws to be thinner, allowing more soda to flow through while using less plastic.



“It wasn’t about hugging trees,” she said. “It was the idea that if you got policy and business right, you could reduce environmental impact and still make money. That fascinated me.”

The dominoes of her path started falling into place.

That curiosity eventually led to Vermont Law School, where she earned both a JD and a master’s in environmental studies.

While there, a semester in D.C. at the Department of Energy introduced her to the world of federal regulation and litigation and eventually to the advice that would lead her to Gustafson.

“[They said], ... ‘Work at DOJ or go find someone who [did] ... and work for them.’” She said. “It was a matter of if I wanted to work for the government or pay my loans back faster.”

Gustafson’s background in the Antitrust Division and Environmental Crime Section of the DOJ aligned with her goals.

“He let lawyers try cases and take depositions, and he gave lawyers a lot of responsibility early,” Duffie said. “He would sit and listen to us taking witnesses, ... and then afterwards, he would always say, ‘So how did you feel like that went?’”

(continued on next page)

Dallas

“YOU CAN BE SUCCESSFUL WITHOUT BEING A JERK.”

By her seventh year, a recruiter called with what she calls a “unicorn” opportunity: an in-house environmental counsel role at Celanese with compliance and litigation – all in Dallas.

In a final meeting with firm co-founder Mike Boone, he shared parting advice: “You have to commit to stick it out for a year, no matter what, because you might not like it when you first get there. ... If it doesn’t work, just call us back.”

Eighteen years later, she’s still there. She moved from environmental counsel to chief compliance officer to head of litigation. In 2019, she was asked to lead legal operations for all of Asia, from Shanghai to Singapore.



“If you don’t take on jobs that make you a little sick to your stomach, that you’re going to completely screw up, you’re probably not stretching yourself enough,” Duffie said.

Her biggest concern was her husband’s and two children’s ability to adapt.

“We told our girls, ‘We’re not giving you a choice,’” Duffie said. “And they were crying, ‘We don’t even like Chinese food.’ But you know what? They never looked back. It was a great adventure.”

The work demanded the lesson she learned from Gustafson years earlier on the importance of listening.

“If you just went in as a leader and you offered an opinion, that was it; nobody would challenge,” she says of Asian corporate culture. “You had to kind of pull opinions from every single person you met.”

On Chinese New Year in January 2020, she and her family joined other expats in Manila, masks in hand, expecting a brief delay.



By the end of the trip, her husband and kids headed straight home to Texas. She went back to China.

“We thought this would blow over in a couple weeks,” she said. “I didn’t see them again until June.”

Back in Dallas now, Duffie oversees the company’s legal strategy and even serves as acting chief human resources officer. She distills her time at Haynes Boone to three thoughts that have stuck with her.

“First, a level of excellence is table stakes,” Duffie said. “Second, you can be successful and drive people to results without being a jerk. And third, the importance of building a network.”

But the most enduring lesson, the one that carried her from \$10/hour redactions to Shanghai boardrooms, is the one she learned through a blank sheet of paper.

“It’s amazing what you learn,” she said, “when you just listen.”



The Mexican Stock Exchange

ALEJANDRO PUCHEU

Building Vesta: From 40,000 to
40 Million Square Meters

When Alejandro Pucheu joined Haynes Boone’s Mexico City office in 1998, he was fresh out of law school, curious about international deals and eager to prove himself.

His first assignment was drafting bylaws for a budding industrial real estate company with a modest 40,000 square meters of property.

The company’s name was Vesta. And today, Pucheu is its chief legal counsel.

The company he helped incorporate now manages not 40,000 but more than 40 million square meters of industrial space and is listed on both the Mexican and New York Stock Exchanges.

“This year is the company’s 27-year anniversary,” Pucheu said. “And I have been their lawyer for basically 27 years.”

The symmetry of that arc from first assignment to full-time counsel sounds like fate. But Pucheu’s path was shaped less by destiny than by discipline.

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STAY ORGANIZED

“You had to learn the hard way. I had to learn all the parts of the business.”

Mexico City

He joined the firm after graduating from Mexico’s Escuela Libre de Derecho and was under the mentorship of Romualdo Segovia, working closely with three major clients: a shipping company, a railroad and Vesta.

In 2001, encouraged by Partners Steve Zamora and Tim Powers, he earned an LLM in international economic law from the University of Houston. He also spent time working at Haynes Boone’s Houston office, where he practiced alongside Brad Richards and others before heading back to Mexico City. He said with a laugh that a bankruptcy case he was working on in the early 2000s in Houston is still pending today.

By then, the office had changed.

“We used to be a very small office,” he recalled. “Suddenly, I came back; there were like six new lawyers. I saw the firm start to expand.”

Pucheu developed a reputation for being the only associate with enough eye for detail—and patience—to handle Segovia’s meticulous work style. He worked to guide clients through a wave of transactions that helped define the firm’s presence in Latin America, priding himself on time management and organization.

“My way of working in Haynes Boone—organizing your life and your agenda to attend to different clients—is something I still use today,” he said. “Even now, I time myself when reviewing documents. I stay organized.”

By 2007, Vesta had expanded tremendously and came calling on the same young associate who helped the company get started, offering him a partnership stake and the role of general counsel.

But Pucheu realized quickly that he knew the law much better than he knew business.

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“My way of working in Haynes Boone—organizing your life and your agenda to attend to different clients—is something I still use today.”

“I was very focused on the legal side, and when I came into Vesta...surprise!” he said. “You had to learn the hard way. I had to learn all the parts of the business. I wish I had paid a little bit more attention to that part.”

Still, he helped guide the company through a host of international partnerships leading up to its 2012 listing on the Mexican Stock Exchange.

“I always read every document that goes out of the company,” he said.

He still reflects on that pivotal jump from Haynes Boone to Vesta in 2007.

“I have to confess that a couple of years after, I was asking myself, ‘Did I do right?’” Pucheu said. “Several times I have asked myself if I would like to go back to the law firm, and you know a couple of law firms came close.”

But for now, he’s focused on Vesta’s continued growth.

His story is a rare full-circle journey, going from drafting bylaws in 1998 to sitting in the boardroom today. What Alejandro Pucheu helped build, first on paper, then in practice, became not only a company, but a career.



SOMEONE YOU SHOULD KNOW

“Work and family can dominate your life, but there’s more to give.”

SIMON CURTIS

A Convoy to the Border:
Simon Curtis on Delivering Aid
to Ukraine

Haynes Boone London Senior Counsel Simon Curtis didn’t just raise £15,000 for Ukrainian relief. He drove what the money bought to the Polish-Ukrainian border himself.

Partnering with U.S./U.K. charity Ukrainian Action (UA), Curtis joined a convoy of trucks loaded with medical supplies. The 1,400-mile journey spanned London to the Polish-Ukrainian border, where he passed his truck to a team of Ukrainian volunteers on a freezing February night.

“We started from London on Friday, and we handed over

our trucks on Sunday night,” Curtis explained. “It’s two full, long days of driving.”

Curtis’s truck was one of several in a UA convoy—six to eight vehicles, each filled at a warehouse in East London. Once the trucks reach the Polish-Ukrainian border, Ukrainian volunteers take them over and distribute the supplies to hospitals and pharmacies. The vehicles then head to the eastern front, where they serve as medevac units. To date, more than 400 trucks and ambulances have been delivered by UA in more than 80 convoys.

“In my case, the truck was full of prosthetic limbs,” Curtis said. “There are 100,000 amputees in Ukraine

because of this conflict. The trucks are also filled with bandages, surgical instruments, antibiotics and food—vital supplies for people who have been seriously injured.”

Although UA only requires £1,500 from volunteer drivers to cover travel expenses, Curtis raised nearly £15,000 as donations poured in from across Haynes Boone and beyond.

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“A HUMAN TRAGEDY IS HAPPENING ON OUR DOORSTEP.”

“Quite a lot of people from the London, Houston and Dallas offices—among others—donated. There was a lot of support from people across the firm,” he said.

Although Curtis has no personal connection with Ukraine, Russia’s invasion shifted his priorities.

“I was outraged when Russia invaded in 2022,” he said. “A human tragedy is happening on our doorstep. In the States, you are 4,000 miles away. But here, it’s a two-day drive. If Russia is allowed to get away with this, the next target will be Estonia, and then Latvia, Lithuania and possibly Finland and Poland.”

Curtis described his work with UA as his first real experience with philanthropy.



“I was a lawyer for 40 years and completely absorbed with that,” he said. “I regret that I didn’t make time available to do other things. It’s very easy to let work and family dominate your whole life. But it’s more rewarding if you can find time to do something different. It’s not only for the common good—it’s mentally refreshing.”

He recommended young lawyers intentionally engage with Haynes Boone’s robust pro bono program but said that ultimately, it comes down to individual choice.

“I would say to lawyers who feel they can only focus on billing hours: Don’t make my mistake.

Decide to move outside your comfort zone and try to get actively involved in charitable activities. I had given money to charitable causes, but I always said I was too busy to do anything myself. With hindsight, I wish I’d done more.”

As Curtis is planning to take part in another convoy in 2026, his experience with UA left him with renewed faith in others.

“We always tend to hear about the terrible people—those who’ve abused their positions and generated conflict and suffering—but there are a lot of decent, honest people who empathize with those less well off, especially in a war situation,” he said. “To see what people are willing to do—giving up their time and money to help—is very uplifting. This whole experience has been an important reminder to me that most people have clear moral principles, an understanding of what’s right and wrong and a willingness to help others.”



The Independence Monument in Kyiv, Ukraine

Ukrainian Action is a volunteer-led nonprofit delivering essential medical and humanitarian aid directly to those affected by the war in Ukraine. Their convoys bring hope and relief to communities in need. To learn more, or support their mission, visit ukrainianaction.com.

FEATURED NEWS



Leadership Recognized →

Three Haynes Boone leaders are honored in *D CEO's* list of top North Texas business leaders.



Mexico Energy →

Driving Global Impact in Mexico's Evolving Energy Sector.



Good Charlotte →

Haynes Boone remains committed to fostering a healthier workplace.



Wellbeing in Action →

Haynes Boone joins the Mindful Business Charter to promote workplace wellbeing.

OFFICE MOVES



Charlotte

650 S. Tryon Street
Suite 700
Charlotte, NC 28202



Houston

1221 McKinney Street
Suite 4000
Houston, TX 77010



New York

30 Rockefeller Plaza
22nd Floor
New York, NY 10112



San Antonio

112 East Pecan Street
Suite 2400
San Antonio, TX 78205



San Francisco

1 Post Street
Suite 2800
San Francisco, CA 94104



Washington, D.C.

888 16th Street NW
Suite 300
Washington, D.C. 20006

2025 PARTNER CLASS



Henson Adams

Labor and Employment
San Antonio



Christina Addy

Real Estate
New York City



Errol Brown

Sports Law
Denver



Emily Buchanan

Insurance Recovery
Dallas



Brian Diebels

Mergers and Acquisitions
Dallas



Carrington Giammittorio

Government Investigations
Dallas



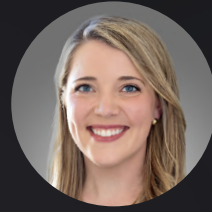
Abby Johanson

Real Estate
San Antonio



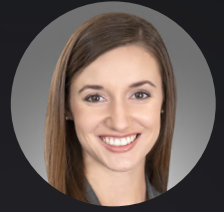
Chris Knight

Appellate
Fort Worth



Chelsea Leitch

Commercial Contracts
Dallas



Angela Oliver

Intellectual Property Appeals
Washington, D.C.



Dan Ramish

Government Contracts
Northern Virginia



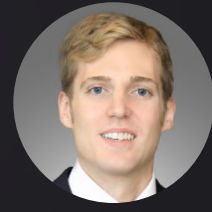
Cameron Scales

Mergers and Acquisitions
Dallas



Stephanie Spell

Real Estate
Dallas



Josh Turner

Investment Management
New York City



Greg Van Houten

Insurance Recovery
Washington, D.C.



IN MEMORIAM



Kenneth Reisenfeld
(Washington, D.C./
Litigation)
April 1, 1953 -
March 15, 2025



Robert Temple
(Washington, D.C./
Nuclear Energy)
October 4, 1956 -
October 27, 2024



Thomas Tippetts
(Denver via Dallas/
Mergers & Acquisitions)
December 30, 1977 -
June 4, 2024



Karen Altaras
(Fort Worth/Healthcare)
March 20, 1958 -
October 28, 2024



Lynn Bozalis
(Dallas/Labor &
Employment)
July 18, 1964 -
March 27, 2025

“The influence of each human being on others in this life is a kind of immortality.”
– John Quincy Adams



VICTOR VITAL

Purpose Found: Victor Vital's Second Act

Victor Vital didn't set out to be a lawyer. His passion was preaching. "When I was in college, I was going to school originally because I was going to be a preacher," Vital said. "My major was theology. I realized, though, that I really wasn't into ministry. I just liked preaching."

After a college friend teased that Vital argued so much that he should be an attorney, something clicked. He remembered watching the hit TV show "L.A. Law," captivated by the characters who could "take a client, whether it's an individual or company's cause, and package it persuasively and deliver it." He thought, "Yep, that's it."

His instinct to connect, to persuade and to deliver a message found a new pulpit. The courtroom became his sanctuary, the closing argument his sermon.

"My favorite part of any case is closing argument because I get to preach," he said. "That's exactly what you do as a trial lawyer."

Vital has rejoined Haynes Boone as the global chair of Trials after 17 years away. When Vital reminisces about first joining the firm in 2001, he thinks of culture...and a briefcase.

"One of my mentors was George Bramblett, and I carried his briefcase," Vital said. "I now know through lots of years and wisdom and experience that was a great briefcase to carry."

But even preachers deal with demons, and Vital said his was ego. He left in 2007 for a larger role at another firm.

"It's a part of any trial lawyer, as we all have egos," Vital said. "If I could speak to the young man in his 30s with the wisdom I now have in my 50s, I would say everything blossoms and blooms in its time. You keep carrying that briefcase and you will arrive at the place you want to arrive."

Vital insists nothing has changed since he left, or at least none of the things that matter.

"It's exactly the same," he said. "I'm grabbing that baton and it's the same culture that I left."

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“We’re all trying to grow for the benefit of everybody,” he said. “The most impactful conversation that I’ve had so far in my reintegration was with Mike Boone, and he is the reason for the culture. ... Just to hear him describe what it is that we have here was special.”

He finds his balance away from the courtroom, on his nearly five-acre property in DeSoto, hitting golf balls into the open space. Vital loves comedy like the TV show “Abbott Elementary,” and the only things he takes seriously outside of work are his board member roles, including the Dallas Education Foundation...and his vacations.

“The thing we don’t get any more of as we age is time,” he said. “Some people say they don’t want to go on vacation because they’ll come back to a crowded inbox. I just think, at some point, I’m not going to have an inbox.”

At work, Vital is now focused on continuing the strong culture while building the firm’s reputation as the first call for any client’s high-stakes trial matter.

“The excellent client base we have should look to us first when they have big disputes that need to be tried,” Vital said. “It’s just so special that clients turn to me time after time to ask me to do something that professionally is my life’s purpose.”

For Vital, finding that life purpose and the right place to do it has taken time and discovery.

The ambitious young lawyer who left to find his own stage has returned. He’s learned that sometimes the briefcase you carry matters less than understanding why it’s worth carrying.

The preacher is back in his pulpit, ready for the next sermon.

”
My favorite part of any case is closing argument because I get to preach. That’s exactly what you do as a trial lawyer.
“



Haynes Boone Alumni Network

Haynes Boone is proud of its reputation as a great place to work, and our alumni are a vital part of that legacy. We're dedicated to supporting their professional growth.

Stay Connected

Join the [Haynes Boone Alumni Group](#) on LinkedIn to share career updates, promotions and milestones.

Alumni Directory

Use our alumni directory app—available on [iOS](#)—to connect with fellow alumni. LinkedIn group members are automatically verified; others can request access through the app. **Update** your contact info anytime or **opt out** if you prefer.

Disclaimer

The directory is for personal use only and may not be shared or used for commercial or political purposes.

CONNECT

Get connected to your next job opportunity with our alumni job board at haynesboone.com/alumni

GROW

We offer regular CLE opportunities, both live and pre-recorded. For more information, contact AlumniCLE@haynesboone.com.

SHARE

Join our [LinkedIn Alumni Group](#) and share your story about why giving back to the community is important to you.

ALUMNI COMMITTEE

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