

# 2024 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 nearly 700 attorneys in 19 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 blue ink, appearing to read 'Brad Holdbrook', written over a light blue horizontal line.

Brad Holdbrook



## ABOUT OUR FIRM

NEARLY  
**700**  
LAWYERS

**19**  
OFFICES

**40** MAJOR LEGAL  
PRACTICE AREAS

### *Chambers Global 2023*

Franchise and Distribution in the Global-wide category, Tax: Non-Contentious in the Mexico-wide category, and Bankruptcy and Business Restructuring in USA ranking

**8 lawyers in 4 regions**

### *BTI Consulting Group*

BTI Client Service A-Team Survey, 2022 named Haynes Boone to BTI's "**Client Service Honor Roll**" for its 19<sup>th</sup> consecutive year.

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

### *Chambers USA 2023*

**31 practice groups**  
**75 lawyers**

### *Legal 500 UK*

#### **2023 RANKED PRACTICES**

Shipping (London); Oil and Gas (London); Fund Finance (London); International Arbitration (London); Construction Contentious (London)

**6 practice groups –  
11 lawyers**

### *Law 360*

**Top 20 best summer programs**

### *AmLaw 100*

#### **Strong financial performance**

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

#### **Top 25 for DEI**

### *American Lawyers 2023 Diversity Scorecard*

Haynes Boone ranked 21st nationally out of 226 American Law Firms.

### *Chambers UK 2023*

**3 practice groups**  
**7 lawyers**

**CALIFORNIA**  
San Francisco, Palo Alto, Orange County

**DENVER**

**CHICAGO**

**NEW YORK**

**WASHINGTON, D.C.**

**NORTHERN VIRGINIA**

**CHARLOTTE**

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

**MEXICO CITY**

**LONDON**

**SHANGHAI**

# TRADITIONAL 1L/2L SUMMER ASSOCIATE PROGRAMS



“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



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 13, 2024**

**Participating Offices:** Austin, Charlotte, Dallas, Dallas-North, Houston, New York, Northern Virginia, 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 20 - Friday, July 26**

**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!”

**PAYTON 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





# NEW YORK FAST TRACK 1L PROGRAM

The New York Fast Track 1L Program is a new three-day clerkship program that is an ideal complement to other summer plans. This program is designed to provide first-year law school students the opportunity to become familiar with Haynes Boone’s New York office, our lawyers, and our practice groups. Students participating in this inaugural program will learn more about our firm through various panel presentations, have opportunities to network with attorneys, and work on a substantive project. In addition to these hands-on experiences, students accepted into this program will have all their living, travel, and meal expenses paid for during the three-day program. These students will have an opportunity to be considered for our New York 2L Summer Program the following year.



Scan here to view all of our Summer Associate Opportunities

**Friday, May 31 - Sunday, June 2**

**Participating Office:** New York



ERIN HENNESSY  
New York Entry –  
Level Hiring Partner

Welcome to the inaugural year of the Haynes Boone New York 1L Fast Track Program!

Our New York Fast Track 1L Program is a three-day clerkship that is intended to immerse law students in our firm’s unique culture and the work being done in our New York Office. This ground-breaking alternative to the traditional 1L summer program provides a one-of-a-kind opportunity to gain substantive legal experience, get a taste of life in big law, and meet other exceptionally qualified 1L students from top law schools.

We are proud to be the second largest office in the firm, located in the critical financial and economic hub of New York City. We like to think that the Haynes Boone New York office is the most “Haynes Boone” of all of our offices, where our unique culture and collaborative spirit is an intrinsic part of our office’s DNA. We look forward to welcoming you to our office for this three-day program and you experiencing first-hand our exceptional client service and teamwork approach to our practices.

It is an honor to serve as the New York office Entry-Level Hiring Partner, and I am extremely excited for even more talented law students to have the opportunity to get to know and work alongside our New York team through the New York 1L Fast Track Program! We look forward to getting to know you!



## 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 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 13, 2024**

**Participating Offices:**

Austin, Dallas,  
Dallas-North, and  
San Francisco



“In my time as a Summer Associate at Haynes Boone, I was able to work on interesting, substantive patent assignments for a variety of clients – ranging from AI-driven medical imaging systems to apparel brands. Throughout the program, I was personally mentored and trained by some of the most well-respected IP attorneys in the country. My summers with HB not only showed me that I was in the practice area that I wanted to be in, but also that I was working alongside people I wanted to work with. Haynes Boone provides a unique, collaborative work environment that is hard to find, and one that I'm thankful to be a part of today”

**CAYLEE PHILLIPS**  
2021 IP Summer Associate  
Dallas



“As an IP Summer Associate at Haynes Boone, I worked on exciting, substantive patent matters. My summer experiences provided me with exposure to a diverse range of technologies, spanning from cutting-edge medical surgery devices to sophisticated machine learning systems. During the summer programs, I was warmly welcomed by everyone and was mentored by numerous senior partners. The unwavering guidance and training provided by the IP team made my 1L and 2L experiences both meaningful and gratifying. Haynes Boone cultivates a collaborative, team-based atmosphere that I wholeheartedly appreciate and enjoy”

**MALLIKA DARGAN**  
2022 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 SCHOLARSHIP OPPORTUNITIES

The Haynes Boone Diversity Scholarships have been established to attract outstanding students to the private practice of law while helping these students be successful in law school through both work and mentorship experiences. Our Diversity Scholarships are offered along with the Traditional nine- to ten-week paid summer clerkship with Haynes Boone and are 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 young lawyers and our scholarships are one of the many initiatives we have implemented to contribute toward enhancing our firm and profession.

**Monday, May 13, 2024**

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



Scan here to learn more about our Diversity Scholarship Opportunities.

“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.”

“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.”



**ERIC LI**  
2006 1L Diversity Scholar  
Dallas-North



**CHELSEI VIAL**  
2018 1L Diversity Scholar  
Dallas

## DIVERSITY SCHOLARSHIP OPPORTUNITIES APPLICATION PROCEDURE:

1. To apply, please visit [haynesboone.com/careers/summer-associates](https://haynesboone.com/careers/summer-associates).
2. Candidates interested in being considered 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 and an annual DEI bonus opportunity.

## 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**.



We have ranked in the top 25 Firms for Diversity, Equity and Inclusion. We have a rank of 23.



## 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")

*\*Includes Members and Allies.*

Haynes Boone has achieved certification in the **Mansfield Rule 6.0 Plus program 2023**, which measures whether law firms have affirmatively considered and hired 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 2023, **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, 2022**.

For questions about the scholarships, please contact:

**Sarah Altman**, Recruiting Coordinator at [sarah.altman@haynesboone.com](mailto:sarah.altman@haynesboone.com)

# HOW TO APPLY

Visit [haynesboone.com/careers/summer-associates](https://haynesboone.com/careers/summer-associates)

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

## PRIMARY CONTACTS

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MANAGER OF ENTRY-LEVEL RECRUITING

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## OFFICES WITH SUMMER PROGRAMS

### AUSTIN

98 San Jacinto Boulevard  
Suite 1500  
Austin, Texas 78701

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### CHARLOTTE

620 S. Tryon Street  
Suite 375  
Charlotte, NC 28202

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### DALLAS

2801 N. Harwood Street  
Suite 2300  
Dallas, TX 75201

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### DALLAS-NORTH

6000 Headquarters Drive  
Suite 200  
Plano, TX 75024

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### HOUSTON

1221 McKinney Street  
Suite 4000  
Houston, TX 77010

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### NEW YORK

30 Rockefeller Plaza  
26th Floor  
New York, NY 10112

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### NORTHERN VIRGINIA

8000 Towers Crescent Drive  
Suite 900  
Tysons Corner, VA 22182

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### ORANGE COUNTY

600 Anton Boulevard  
Suite 700  
Costa Mesa, CA 92626

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### SAN ANTONIO

112 East Pecan Street  
Suite 1200  
San Antonio, TX 78205

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### SAN FRANCISCO

275 Battery Street  
Suite 1850  
San Francisco, CA 94111

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### WASHINGTON, D.C.

800 17th Street NW  
Suite 500  
Washington, D.C. 20006

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