

Wanted and Valued

Lateral Associates,
Counsels, and
Billing Professionals



Message from Our Managing Partner

From Haynes Boone's humble beginnings in 1970 with just two attorneys in Dallas, Texas, our firm has grown to nearly 700 lawyers in 19 offices around the world. Our success over the past 54 years is a result of our collegial culture and client-focused approach to the practice of law.

Thanks to our strong commitment to our clients — and to each other — we have continued to grow in strategic ways, adding new talent and practices, and opening offices in new markets. We also make important advances in diversity, equity and inclusion and have deepened our commitment to community service, providing significant time and resources to many communities worldwide. We are dedicated to continuing the heritage of excellence in the legal profession. We will continue to stay focused on the long-term success of our clients, and we remain bound by our teamwork culture.

I am honored to serve as this firm's managing partner and proud to work with the talented and diverse lawyers, at all stages of their careers, who make Haynes Boone the thriving organization that it is today.

In this brochure, you will find more information about our firm, our celebrated culture, our core values, our awards and recognition, and our various programs to help lawyers advance their careers. We would love for you to apply and give us the opportunity to get to know you.



TAYLOR WILSON
Managing Partner

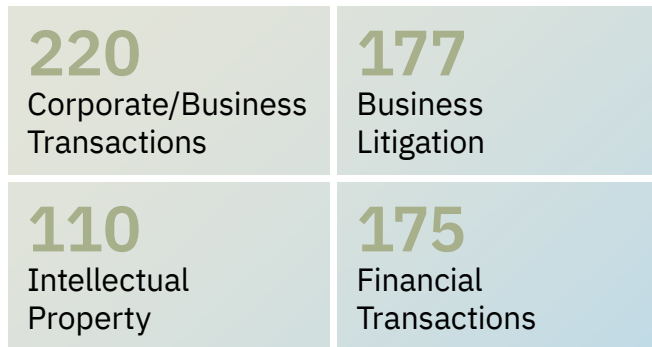
Who We Are

SERVING CLIENTS GLOBALLY

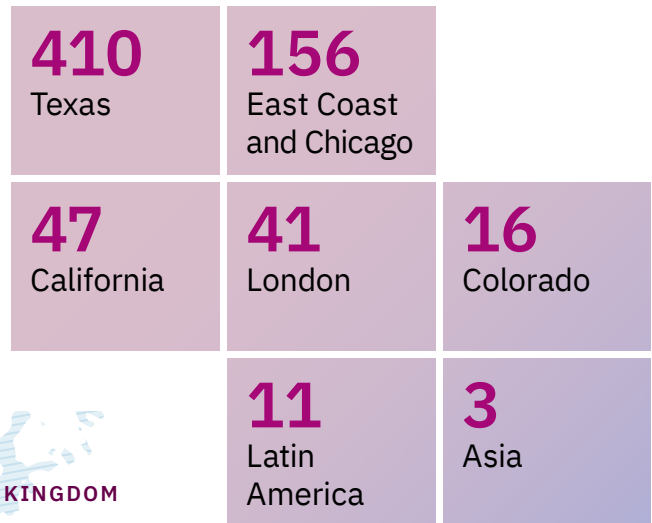
Haynes Boone is an international corporate law firm with nearly 700 lawyers in 19 offices and 40 major legal practices. We are ranked among the largest U.S. based firms by *The National Law Journal*, *The American Lawyer* and *The Lawyer*. Our growth has been driven by our client service, especially our problem-solving acumen and our ability to collaborate with clients.



LAWYERS BY SUBSTANTIVE LEGAL PRACTICE



LAWYERS BY REGION



Honors and Rankings

At Haynes Boone, we have high expectations for ourselves and want others to have high expectations for us, too. Recognition for our work is more than validation for what we have already accomplished; it is our incentive to set even higher standards for tomorrow.



Chambers USA 2023

**America's
Leading
Lawyers 2023**

**31 practice
groups**

75 lawyers



Chambers UK 2024

Banking & Finance:
Fund Finance - London (Firms)

Banking & Finance: Lenders:
Lower Mid-Market

Shipping

International Arbitration
UK-wide

**3 practice groups
7 lawyers**



Chambers Global 2023

Michael Boone: Corporate/M&A (International & Cross-Border) - USA

Matthew Frankle: Derivatives - USA

Hugh Tucker: Energy: Oil & Gas (Transactional) – USA

Robert A Lauer: Franchising - Global Market Leaders

David McCombs: Intellectual Property: Patent – USA

Melanie Willems: International Arbitration – UK

Hugh Tucker: Projects – USA

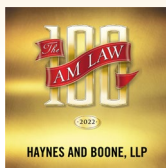
Edgar Klee: Tax: Non-contentious – Mexico

8 lawyers in 4 regions

AmLaw 100

**Strong financial
performance**

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



BTI Consulting Group

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

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



Legal 500 UK

2023 RANKED PRACTICES

Shipping (London)

Oil and Gas (London)

International Arbitration
(London)

Construction
Litigation
(London)

**6 practice
groups
11 lawyers**



Our Culture and Core Values: Clients First

Under our client-first philosophy, we define success as providing exceptional value to our clients and making real, tangible, and often remarkable contributions to their businesses. We will continue our heritage of excellence in the legal profession, stay focused on the long-term success of our clients and the firm, and remain bound by our unique teamwork culture.



OUR DIVERSE CLIENT BASE

We provide focused legal services to a range of clients in many sectors. Here are a few client names you might recognize:

- American Airlines
- AT&T
- Baylor Scott & White
- The Boeing Company
- British Petroleum
- Cisco
- Comerica Bank
- ConocoPhillips
- Google
- Paypal
- Samsung
- Wells Fargo



Our Commitment to Diversity

Diversity is an integral part of our culture, and it is not just programs and statistics. Our goal is to enhance diversity, equity and inclusion throughout our practice, focusing on awareness, hiring, retention, promotion, and leadership. Here are a few recent accolades that exemplify our efforts:

- For a fourth consecutive year, we earned a 100 percent rating in the Human Rights Campaign (HRC) Foundation's 2022 Corporate Equality Index and were recognized as a Best Place to Work for LGBTQ Equality.
- Haynes Boone ranked 21st nationally out of 226 American Law Firms, jumping 47 spots from our 2022 rank as 68th.
- 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.
- Haynes Boone received two awards from the Leadership Council on Legal Diversity (LCLD) in 2021: **The Top Performer Award** recognizes organizations in the top 20% for participation in LCLD programs and activities and **The Compass Award** recognizes those individuals and organizations that participate in the LCLD Fellows and Pathfinder Programs and LCLD Pipeline Program (the 1L Scholars Program or the Success in Law School Mentoring Program).
- Haynes Boone was ranked by *Chambers Associate* in the **Top 25 Firms for Diversity, Equity and Inclusion**. The rankings are based on DEI performance in hiring, mentoring, work allocation, promotion, mental health, and parental policies. Haynes Boone achieved Excellent Performer status for 2023.

To learn more about Diversity and Inclusion at Haynes Boone, [click here](#).



Mansfield Rule
Certified *Plus* 2022-2023
Powered by DIVERSITY.LAB



THE
AMERICAN LAWYER



Attorney Development

Attorney Development is a priority at Haynes Boone, rooted in our partners' recognition that the development, retention, and advancement of our lawyers will determine the future success of the firm. The Attorney Development group works across all offices to provide personalized guidance, quality resources, and training opportunities to advance careers.

This includes:

- Customized 1:1 orientation meeting with AD leadership to discuss licensure, training, and integration
- Inclusion in our signature mentoring initiative, HB Beginning Matters, which focuses on each lateral's work opportunities and relationship building at the firm
- Developmental milestone programs and workshops on partnership and counsel readiness, delivering and receiving feedback, practice development, and firm, practice and community leadership
- Section and practice group substantive training
- Regular and real-time feedback from supervising lawyers
- Annual evaluation process to assess strengths and provide forward-looking guidance

"I was drawn to Haynes Boone because of its stellar reputation, its commitment to providing top-notch client service, and its strong collegial culture. Since arriving at the firm, I have regularly collaborated with colleagues across different practice areas and offices to provide clients with the best representation possible."



RAQUEL ALVARENGA
Partner | Chair - Labor and Employment Practice
(Former Group Lateral Associate Hire)

Attorney Integration Committee

The Haynes Boone Attorney Integration Committee (AIC) helps new and existing lawyers acclimate professionally and personally with the firm, from office to office, section to section, and lawyer to lawyer. To accomplish this, the committee focuses on three key integration elements: administrative, practice, and social.

Over the past few years, the committee has hosted lateral attorney integration retreats, appointed associate integration advisors in each office, focused on the integration of Counsel and launched Cross-Collaboration Working Groups for Partners and Counsel to promote interaction across offices and sections.

The committee also hosted a series of information-rich presentations and events to provide lawyers in all 19 offices with in-depth background on the firm and their cohorts. In 2023, there were numerous integration events, trips, meetings and meals planned

across offices, including: section-specific integration socials in Dallas, Northern Virginia and Washington, D.C. intra-office attorney social, New York attorney rooftop social, Dallas associate pickleball event, Denver attorney bowling, and more!

NON-PARTNER INTEGRATION PROGRAMS

- 1-on-1 integration meetings with attorneys across offices, sections and practice groups
- Cross-collaboration Lunch and Learn Series
- Integration Trip Opportunities
- Lateral Department Retreats
- Associate-only social events
- Attorney Liaison Committee
- Take a Partner or Counsel to lunch program
- Integration advisors to help plan local office integration events
- Firm-wide integration events

I joined Haynes Boone immediately after law school and, although I did not know it, I was spoiled. After a few successful years at the firm, I lateraled to another firm, but immediately wanted to come back. The way Haynes Boone lawyers treat each other, the quality of work, and our impact on clients is a step above every other firm for which I interviewed or worked. I'm proud to be an HB lawyer.



CJ DONALD
Lateral Associate Hire

Perks for Non-Partners



Working at Haynes Boone has its share of benefits. We have targeted programs to nurture our non-partners and help lawyers at all levels. For example:

HB WELL

HB Well is our wellness program where we provide multi-faceted resources and initiatives that encompass the six dimensions of well-being: physical, emotional, social, intellectual, spiritual, and financial well-being. Some of the resources the firm provides are: weekly virtual mindfulness sessions, generous mental health and leave benefits, and quarterly presentations or trainings by wellness consultants. We are constantly evolving and growing our program to meet the needs of our people, which we calibrate through our annual well-being survey.

Our Wellness Champions network at Haynes Boone is a unique and impactful initiative where our lawyers and business professionals take an active role in supporting the wellbeing of their peers. Many of the members in our Champions network are certified in Mental Health First Aid and all are trained in our firm wellness and crisis resources. The goal of this initiative is to provide a safe and accessible avenue for our people to find resources and support when needed.



C H A M P I O N S

OTHER BENEFITS

- **Optional Life/ADD Insurance**
 - **Short-Term Disability Program**
 - **Paternity and Maternity Leave**
 - **Alternative Work Schedules**
 - **Vacation and Personal Time Off Plans**
 - **Wellness Credit Program**
- Our wellness programming has received national recognition through various organizations including:
- **American Heart Association – Silver Level Workforce Wellbeing Scorecard**
 - Credited Haynes Boone for its dedicated efforts toward promoting the health and wellness of its employees by using the latest research to build a science-backed, employee-centric culture of well-being.
 - **WELCOA – Bronze Level Well Workplace**
 - Noted that Haynes Boone has created a solid foundation which will allow wellness initiatives to grow and flourish in the years ahead. Notably, the firm scored highest in “Committed & Aligned Leadership,” an essential requirement for any successful program.
 - **Cigna – Bronze Level Healthy Workforce**
 - Credited Haynes Boone for providing a solid foundation for our population to be healthier, more productive and engaged.
 - **Vault - Ranked #13 in Wellness**



HAYNES BOONE

Austin
Charlotte
Chicago
Dallas
Dallas - North
Denver
Fort Worth

Houston
London
Mexico City
New York
Northern Virginia
Orange County
Palo Alto

San Antonio
San Francisco
Shanghai
The Woodlands
Washington, D.C.

For more information and details on how to apply, visit our website:
<https://www.haynesboone.com/careers>

For questions about the program, please contact:

AMANDA KELLY
Senior Manager of Lateral Recruiting
Amanda.Kelly@haynesboone.com