2022 Summer Associate Programs
Haynes and Boone, LLP
From Haynes and Boone, LLP’s humble beginnings in 1970 with just two attorneys in Dallas, Texas, our firm has grown to over 600 attorneys in 18 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,

Brad Holdbrook
ABOUT OUR FIRM

600+ LAWYERS 18 OFFICES 40 MAJOR LEGAL PRACTICE AREAS

Chambers Global 2021
3 practice groups — Franchise and Distribution in the Global-wide category, Tax: Non-Contentious in the Mexico-wide category, and Bankruptcy and Business Restructuring in USA ranking
5 lawyers in 3 regions

BTI Consulting Group
BTI Client Service A-Team Survey, 2021 named Haynes Boone to BTI’s “Client Service A-Team” in all 17 categories

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

Chambers USA 2021
20 practice groups
71 lawyers

Legal 500 UK
2021 RANKED PRACTICES
Shipping (London)
Oil and Gas (London)
International Arbitration (London)
Construction: Contentious (London)

Chambers UK 2021
3 lawyers recognized in Shipping

AmLaw 100
Strong financial performance
Haynes Boone ranked No. 89 in AmLaw 100, American Lawyer magazine’s annual list of the top-grossing law firms.

600+ LAWYERS 18 OFFICES 40 MAJOR LEGAL PRACTICE AREAS

CALIFORNIA
San Francisco, Palo Alto, Orange County

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

DENVER

CHICAGO

NEW YORK
WASHINGTON, D.C.

CHARLOTTE

LONDON

SHANGHAI

haynesboone.com
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 was rewarding both personally and professionally. I was provided with meaningful opportunities to contribute and work on a variety of assignments with attorneys in various practice groups. The summer program did a great job in welcoming and integrating us into the firm by hosting social events and activities outside of the office to really get to know attorneys and fellow summer associates informally. The virtual summer program was also a great experience as it gave me the opportunity to meet and connect with attorneys across all HB offices. We also got to work on challenging and fun firmwide projects with summer associates from other offices. Overall, both of my summers as a 1L and 2L with Haynes Boone provided valuable insight into the firm’s culture and what to expect as an associate”

BRIANA HOPES
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 16
Participating Offices: Dallas, Houston, New York, Orange County, Palo Alto, Washington, D.C.
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 23 - Friday, July 29
Participating Office: 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!"

PEYTON ROBERTS
2020 Fast Tracker
Dallas

"With no lawyers in my family, and having never been to Dallas, Fast Track ended up being the most important part of my law school recruiting process. The whole experience was very transparent, and it allowed me the opportunity to speak with numerous attorneys across a wide variety of practice areas, and get their candid thoughts about their work, practicing big law in Dallas, and managing a work-life balance. No four-hour callback interview could ever provide as much insight into a firm as Fast Track does for law students."

COURTNEY CHOUINARD
2013 Fast Tracker
Dallas

"When starting law school, I was interested but was unfamiliar with the Texas market. Fast Track gave me the perfect chance to learn about the firm and to explore the Dallas area. Also, the program allowed me to meet with a wide range of people from all different backgrounds and practice areas. Words can only convey so much and at a certain point, many firms start to look the same to students on paper. Fast Track provides 1Ls with the rare opportunity to have a glimpse into what the daily life is like at the firm and the true culture of Haynes Boone. Fast Track is truly an opportunity like none other and was instrumental in my decision to join the firm."

DANIEL WEI
2017 Fast Tracker
Dallas
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 2021 Summer Program will be hired specifically for the firm’s IP transactional- or litigation-based 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 16, 2022
Participating Offices: Dallas-North, Houston, Orange County, Palo Alto, San Francisco

“From day one as a Summer Associate, I felt welcomed into both the IP group and the firm. Over the course of the summer program, I had the opportunity to work alongside some of the most well-respected attorneys in the field and for some of the industry’s biggest clients. I saw how the IP team collaborates seamlessly between offices—anytime I had a question, there were attorneys from across the country ready to provide advice and mentorship. The summer program left me with the certainty of what I want to do and who I want to work beside: the attorneys at Haynes Boone.”

MATT BECK
2020 IP Summer Associate
Washington, D.C.

“The summer associate program was a window into the genuine workplace at Haynes Boone. When it comes to firm culture, few walk the walk like Haynes Boone to welcome every lawyer with warmth and care. As a summer associate, I was given the opportunity to work alongside amazing lawyers, receive their mentorship, and the experience helped me find the team for my future career.”

LIN YANG
2019 IP Summer Associate
San Francisco

“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
The Haynes Boone Diversity Scholars Program has been established to attract outstanding diverse students to the private practice of law while helping these students be successful in law school through both work and mentorship experiences afforded by the program. Our Diversity Scholars Program offers a nine- to ten-week paid summer clerkship with Haynes Boone and a scholarship 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 diverse lawyers and our Scholars Program is one of the many initiatives we have implemented to contribute toward enhancing the diversity of our firm and profession.

Monday, May 16

“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 after 10 years.”

ERIC LI
2006 1L Diversity Scholar
Dallas-North

“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.”

CHELSI LEVY
2018 1L Diversity Scholar
Dallas

DIVERSITY SCHOLARS PROGRAM
APPLICATION PROCEDURE:

1. To apply, please visit haynesboone.com/careers/summer-associates.
2. Candidates interested in being considered for this program are required to upload their resume and a diversity statement to the document section of the application.
3. For offer consideration, first semester grades must be submitted once they are released.
4. Deadline for the completion of this application is January 7, 2022.
HAYNES BOONE

OUR VISION OF SUCCESS

Excellence in diversity and inclusion is a Haynes Boone core value. Haynes Boone is aware of the local and national lack of representation of women, minority, and LGBTQ+ lawyers in large law firms and this program is designed to further increase the representation of such individuals at Haynes Boone. 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 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.

HONORS AND AWARDS

We were recognized as a Best Place to Work for LGBTQ Equality in the Human Rights Campaign Foundation’s 2021 Corporate Equality Index.

For the ninth year, we were awarded the Gold Standard Certification from the Women in Law Empowerment Forum (WILEF).

Haynes Boone was recognized as a Best Law Firm for Women in 2019 by Working Mother magazine for its efforts to advance women lawyers.

Haynes Boone has achieved certification in the Mansfield Rule 4.0 program 2021, which measures whether law firms have affirmatively considered 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 2021, 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, 2019.

For questions about the program, please contact:
Jonathan Baldauf, Recruiting Assistant at jonathan.baldauf@haynesboone.com
# HOW TO APPLY

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

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

## PRIMARY CONTACT

| AMY HILL |
| RECRUITING COORDINATOR |
| amy.hill@haynesboone.com |

## OFFICES WITH SUMMER PROGRAMS

<table>
<thead>
<tr>
<th>OFFICE</th>
<th>ADDRESS</th>
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<tbody>
<tr>
<td><strong>CHARLOTTE</strong></td>
<td>620 S. Tryon Street Suite 375 Charlotte, NC 28202</td>
</tr>
<tr>
<td><strong>NEW YORK</strong></td>
<td>30 Rockefeller Plaza 26th Floor New York, NY 10112</td>
</tr>
<tr>
<td><strong>SAN FRANCISCO</strong></td>
<td>201 Spear Street Suite 1750 San Francisco, CA 94105</td>
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<tr>
<td><strong>HOUSTON</strong></td>
<td>1221 McKinney Street Suite 4000 Houston, TX 77010</td>
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<tr>
<td><strong>ORANGE COUNTY</strong></td>
<td>600 Anton Boulevard Suite 700 Costa Mesa, CA 92626</td>
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<tr>
<td><strong>PALO ALTO</strong></td>
<td>525 University Avenue Suite 400 Palo Alto, CA 94301</td>
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<tr>
<td><strong>SAN ANTONIO</strong></td>
<td>112 East Pecan Street Suite 1200 San Antonio, TX 78205</td>
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<tr>
<td><strong>WASHINGTON, D.C.</strong></td>
<td>800 17th Street NW Suite 500 Washington, D.C. 20006</td>
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<tr>
<td><strong>DALLAS</strong></td>
<td>2323 Victory Avenue Suite 700 Dallas, TX 75219</td>
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<tr>
<td><strong>DALLAS - NORTH</strong></td>
<td>6000 Headquarters Drive Suite 200 Plano, TX 75024</td>
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Welcome to Big Law
Event Details: Please join Haynes Boone for a virtual panel where members of firm leadership will give an overview of Big Law, including information on the business of law and best practices during the 1L recruiting process.
Date: Wednesday, October 13 at 2:00pm ET / 1:00pm CT / 11:00am PT
Register Here

LGBTQ+ Panel
Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give an overview of Diversity and Inclusion at the firm and our LGBTQ initiatives. You will also get more information about our Diversity Scholars Program.
Date: Wednesday, October 20 at 1:00pm ET / 12:00pm CT / 10:00am PT
Register Here

Diversity, Equity and Inclusion Panel
Event Details: Please join Haynes Boone for a virtual panel where our attorneys and Diversity Department will give an overview of Diversity and Inclusion at the firm, along with information about our 1L Diversity Scholars Program.
Date: Thursday, October 21 at 1:00pm ET / 12:00pm CT / 10:00am PT
Register Here

General Transactions Panel (Business Transactions/Financial Transactions)
Event Details: Please join Haynes Boone for a virtual panel where attorneys will give an overview of our various Transactional Practice Groups, including Business and Financial Transactions, as well as our 1L Summer Associate opportunities.
Date: Friday, October 22 at 2:00pm ET / 12:00pm CT / 11:00am PT
Register Here

General Litigation Panel
Event Details: Please join Haynes Boone for a virtual panel where attorneys will give an overview of our various Litigation Practice Groups, as well as our 1L Summer Associate opportunities.
Date: Friday, October 30 at 2:30 p.m. ET/1:30 p.m. CT/11:30 a.m. PT
Register Here
**IP Panel**

**Event Details:** Please join Haynes Boone for a virtual panel where our attorneys will give an overview of Diversity and Inclusion at the firm and our LGBTQ initiatives. You will also get more information about our 1L Diversity Scholars Program.

**Date:** Thursday, October 28 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

**Oil + Gas/Energy Panel**

**Event Details:** Please join Haynes Boone for a virtual panel where attorneys will give an overview of our Energy/Oil and Gas Practice Groups, as well as our 1L Summer Associate opportunities.

**Date:** Thursday, October 28 at 7:00pm ET / 6:00pm CT / 4:00pm PT

[Register Here](#)

**Why HB + East Coast 1L Programs Overview**

**Event Details:** Please join Haynes Boone for a virtual Panel where our attorneys will give more details on each of our 1L Summer Associate programs we offer in the firm’s East Coast offices.

**Date:** Wednesday, November 3 at 12:00pm ET / 11:00am CT / 9:00am PT

[Register Here](#)

**Why HB + Texas 1L Programs Overview**

**Event Details:** Please join Haynes Boone for a virtual panel where our attorneys will give more details on each of our 1L Summer Associate programs we offer in the firm’s Texas offices.

**Date:** Thursday, November 4 at 2:00pm ET / 1:00pm CT / 11:00am PT

[Register Here](#)

**Why HB + West Coast 1L Programs Overview**

**Event Details:** Please join Haynes Boone for a virtual panel where our attorneys will give more details on each of our 1L Summer Associate programs we offer in the firm’s West Coast offices.

**Date:** Tuesday, November 9 at 3:00pm ET / 2:00pm CT / 12:00pm PT

[Register Here](#)