

haynesboone

Summer Associate Program

Haynes and Boone, LLP

Learning. Sharing. Connecting.





A MESSAGE FROM THE FIRMWIDE ENTRY-LEVEL HIRING PARTNER, **POLLY FOHN**

I walked into Haynes and Boone's offices for the first time more than 12 years ago as a summer associate. I had one suit and large student loans, but I also brought a strong work ethic and a willingness to learn. I found a culture of teamwork and camaraderie that allowed me to thrive.

As I proved myself capable, I quickly gained responsibility—crafting legal strategy, arguing in court, and laying a solid foundation for business development. My colleagues at Haynes and Boone supported me every step of the way as mentors and champions.

As firm-wide, entry-level hiring partner, I now have the honor of overseeing a diverse and talented pipeline of law students from around the country. If you are looking for a collaborative community with meaningful opportunities for professional growth, please take a look at the programs outlined in this brochure. We would love for you to apply.

Best,

Polly Fohn

Polly Fohn

ABOUT OUR FIRM

haynesboone.com

575 + **18** **40** MAJOR LEGAL
LAWYERS OFFICES PRACTICE AREAS

Chambers Global 2020

5 practice groups — Franchise and Distribution in the Global-wide category, Corporate/M&A in Latin America-wide and Mexico-wide category, Energy and Natural Resources in Mexico-wide category, and Bankruptcy and Business Restructuring in USA ranking

7 lawyers in 3 regions

BTI Consulting Group

BTI Client Service A-Team Survey, 2020 named Haynes and Boone to BTI's "**Client Service Honor Roll**" in all 17 categories

BTI Power Rankings, 2019 Haynes and Boone ranked among the most recommended firms by general counsel

Chambers USA 2020

America's Leading Lawyers 2019

18 practice groups

55 lawyers

Chambers UK 2020

3 lawyers recognized in Shipping

Legal 500 UK

2020 RANKED PRACTICES

Shipping (London)
Oil and Gas (London)
International Arbitration (London)

Chambers Latin America 2020

3 practice groups — Corporate/M&A, Energy and Natural Resources, and Real Estate

4 lawyers

AmLaw 100

Strong financial performance

Haynes and Boone ranked No. 89 in *AmLaw 100*, *American Lawyer* magazine's annual list of the top-grossing law firms.



TRADITIONAL 1L/2L SUMMER ASSOCIATE PROGRAMS

The 1L Program offers 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 and Boone attorney. Summer Associates attend meetings, depositions, court hearings, and more to gain experience as a lawyer at Haynes and 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 17, 2021

Participating Offices: Dallas, Houston, New York, Orange County, Washington, D.C.



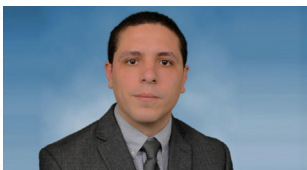
MATTHEW COSTELLO
2012 Summer Associate
Orange County

“Haynes and 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 and Boone really made me feel like I belonged and that they wanted me to succeed.”



ELLEN CONLEY
2014 Summer Associate
Houston

“The summer associate program provided the opportunity to learn first-hand what life is like as an associate at Haynes and Boone. It was a great experience getting to know partners and associates not only through fun and creative social events, but also around the office working on substantive assignments. It has been four years since my summer associate experience, and the culture and camaraderie at the firm remains the same!”



ANGEL RENDON
2020 Summer Associate
New York

“The 1L summer associate program at Haynes and 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.”

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 24 - Friday, July 30, 2021
Participating Office: Dallas



BRENT BECKERT
2012 Fast Tracker
Dallas

“It can be difficult during 20-minute OCI interviews (or even during a full day call-back visit) to understand what life is actually like at any given law firm. *Fast Track* provides a unique opportunity for students to fully immerse themselves into Haynes and Boone for an extended period of time, giving them an opportunity to better understand the people, work, culture, and surrounding city that makes this place a great environment to work and thrive.”



COURTNEY CHOUINARD
2013 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.”



DANIEL WEI
2017 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 and Boone. *Fast Track* is truly an opportunity like none other and was instrumental in my decision to join the firm.”



IP PROGRAM

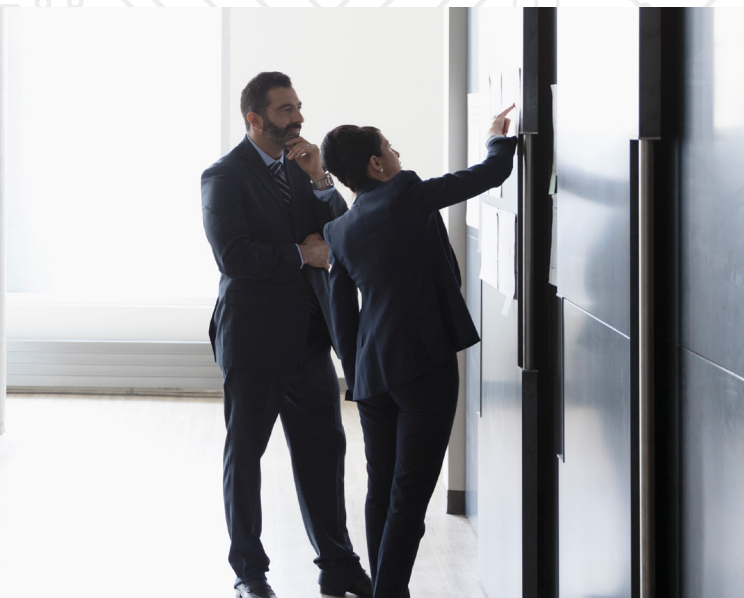
The IP Program offers a nine- to ten-week clerkship in our various intellectual property practice groups. This program is for candidates with an academic background or relevant work experience in engineering, computer science, or physics.

Students with an IP focus applying to join Haynes and Boone's 2021 Summer Program will be hired specifically for the firms 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 17, 2021

Participating Offices: Dallas, Dallas-North, Orange County, Palo Alto, San Francisco, Washington, D.C.



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

"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 and Boone."



LIN YANG
2019 IP Summer Associate
San Francisco

"The summer associate program was a window into the genuine workplace at Haynes and Boone. When it comes to firm culture, few walk the walk like Haynes and 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."



ADAM ERICKSON
2020 IP Summer Associate
Dallas-North

"At Haynes and 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 and 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 and Boone provides both the highest profile work and a distinct collaborative environment you won't find anywhere else."

1L DIVERSITY SCHOLARS PROGRAM

The Haynes and Boone 1L 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 Scholars Program includes a paid 1L Summer Clerkship with Haynes and Boone and a \$7,500 stipend during the school year. Haynes and 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 17, 2021
Participating Offices: Dallas, Dallas-North, Houston, New York, Orange County, Palo Alto, San Antonio, San Francisco, Washington, D.C.



JOLENE ROBIN-MCCASKILL
2018 1L Scholar
Dallas-North

"As a 1L Diversity Scholar, I spent my summer at Haynes and Boone in the Dallas-North office. I believe the summer clerkship has a dual function of introducing law students to the work and the people of the firm. My mentors introduced the work aspect of the firm by assigning various projects exposing me to multiple facets of patent law. Furthermore, the summer social events enabled me to develop meaningful relationships with people throughout the firm. I knew Haynes and Boone was a good fit for me because I thoroughly enjoyed both the work and the people."



ERIC LI
2006 1L Scholar
Dallas-North

"Being selected as a Haynes and Boone diversity scholar gave me opportunities I otherwise wouldn't have had. Being able to clerk for Haynes and 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 and Boone's culture stands out among peer firms, which is why I am still happily working here after 10 years."



CHELSEY LEVY
2018 1L Scholar
Dallas

"I am very grateful to have been selected to be a Haynes and 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 and 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 and Boone."

HONORS AND AWARDS

We were recognized as a **Best Place to Work for LGBTQ Equality** in the **Human Rights Campaign Foundation's 2020 Corporate Equality Index**.



In 2017, **Vault's** annual survey of the **100 largest U.S. law firms** favorably ranked Haynes and Boone in several diversity categories.



Haynes and Boone, LLP has achieved certification in the **Mansfield Rule 3.0 program 2020**, which measures whether law firms have affirmatively considered women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, governance roles, equity partner promotions, and inclusion in formal pitches to clients.

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



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

Haynes and Boone was listed among *Law360's* **Best Firms for Minority Attorneys**, 2019.



Haynes and Boone was honored by the Texas State Board of Education with an **Employers for Education Excellence Award** for its pipeline initiatives and firm policies to help working parents in 2020. The firm is one of three employers in Texas to receive the gold level award.

OUR VISION OF SUCCESS

Excellence in diversity and inclusion is a Haynes and Boone, LLP core value. Haynes and 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 and 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.

Attorney Diversity and Inclusion Committee

Sub-committees

- Women's Initiative
- Minority Attorney Initiatives
- LGBTQ+
- Working Parents
- Pipeline

1L DIVERSITY SCHOLARS PROGRAM APPLICATION PROCEDURE:

1. To apply, please visit <https://www.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 4, 2021.

For questions about the program, please contact:

Christine Rosario, Recruiting Coordinator at christine.rosario@haynesboone.com

HOW TO APPLY

Visit haynesboone.com/careers/summer-associates
(All applications are to go through our online application process)

PRIMARY CONTACT

AUDREY KERR
MANAGER OF ENTRY-LEVEL RECRUITING
audrey.kerr@haynesboone.com

OFFICES WITH SUMMER PROGRAMS

DALLAS 2323 Victory Avenue Suite 700 Dallas, TX 75219	NEW YORK 30 Rockefeller Plaza 26th Floor New York, NY 10112	SAN ANTONIO 112 East Pecan Street Suite 1200 San Antonio, TX 78205
DALLAS - NORTH 2505 North Plano Road Suite 4000 Richardson, TX 75082	ORANGE COUNTY 600 Anton Boulevard Suite 700 Costa Mesa, CA 92626	SAN FRANCISCO 201 Spear Street Suite 1700 San Francisco, CA 94105
HOUSTON 1221 McKinney Street Suite 4000 Houston, TX 77010	PALO ALTO 525 University Avenue Suite 400 Palo Alto, CA 94301	WASHINGTON, D.C. 800 17th Street NW Suite 500 Washington, D.C. 20006

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