

Basic Information

Haynes and Boone, LLP - Multi-Office
 Organization Size: 601
 Office Size: 620
Hiring Attorney:
 Mr. Brad Holdbrook
Hiring Attorney #2:
 Mr. Taylor Wilson

Recruiting Contact:
 Ms. Jennifer Lindsley
 Manager of Entry-Level Recruiting
 2801 N. Harwood Street
 Suite 2300
 Dallas, Texas (TX) 75201
 United States
Phone: (214) 651-5832
 jennifer.lindsley@haynesboone.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year)
Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week)
 2024 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 8
 How many years is the equity track? 8

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	195	123	46	3	38
	Women	72	128	25	5	24
	Non-binary	1	0	0	0	0
	Total	268	251	71	8	62
Latinx	Men	12	8	3	1	1
	Women	3	14	2	1	3
	Non-binary	0	0	0	0	0
White	Men	153	77	32	2	13
	Women	53	77	19	1	17
	Non-binary	1	0	0	0	0
Black or African American	Men	1	8	3	0	4
	Women	2	15	0	1	8
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	10	10	4	1	3
	Women	8	12	2	1	6
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	1	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	2	6	1	0	3
	Women	0	7	1	0	3
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	5	3	4	1	0
	Women	2	5	0	0	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	6	3	2	0	3
	Women	1	9	0	0	6
	Non-binary	0	0	0	0	0
Veteran	Men	5	5	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Belinda Seymour
Attorney Development Specialist
(713) 547-2088
belinda.seymour@haynesboone.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	Unknown, but total pro bono hours are 16,064.5.
Average Hours per Attorney last year	23
Percent of associates participating last year	77%
Percent of partners participating last year	34%
Percent of other lawyers participating last year	99%

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In		2023 Prior Summer		Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	33	28	36	32	37
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	17	0	27	0	15
Lateral Associates	30	1	34	2	50 (between associates and all others)
All Other Laterals (non-traditional track)	9	0	19	1	50 (between associates and all others)
Post-Clerkship	4	1	5	1	2-3
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	32	25	36	27	37
1Ls	26	N/A	28	N/A	27

Number of 2023 Summer 2Ls considered for associate offers 36

Number of offers made to summer 2L associates 35

General Hiring Criteria We recruit individuals who encompass our vision of academic excellence, teamwork, diversity, equity, and inclusion. We are dedicated to supporting, attracting, retaining, and promoting our lawyers.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS

Business, Corporate	Business Transactions (Business Planning & Tax, Capital Market/Securities, M&A/Private Equity, Employee Benefits & Executive Compensation, Healthcare/Life Sciences, Franchising, Investment Management, International Transactions, Energy Transactions, Estate Planning, Environmental)	74	33	77	9	4
Banking, Finance	Finance	35	14	41	4	0
Intellectual Property	IP (Patent Prosecution, Patent Trials & Counseling, IP Litigation, Trademark, Technology Transactions)	53	22	34	3	1
Litigation	Litigation (Appellate, Business Litigation, Energy Litigation, Environmental Litigation, Insurance Litigation, Labor & Employment, White Collar/Government Investigations/Government Contracts/Securities Litigation)	72	27	61	16	2
Real Estate, Land Use	Real Estate	26	10	20	3	1
Bankruptcy	Restructuring	11	2	8	1	0

Diversity & Inclusion

Diversity Contact: Mr. Tom Chen

Diversity Website/URL: <https://www.haynesboone.com/about-us/diversity-equity-and-inclusion>

Organization Narrative

Haynes Boone is an *American Lawyer* top 100 law firm, with nearly 700 lawyers in 19 offices around the world, providing services for more than 40 major legal practices. We are among the largest firms based in the United States. Our growth has been driven by our client service strengths, especially our problem-solving acumen and our ability to collaborate with clients.

We have a client-first philosophy, defining success as providing exceptional value to our clients and making real, tangible, and often remarkable contributions to their businesses.

We are dedicated to continuing the heritage of excellence in the legal profession. We will stay focused on the long-term success of our clients, and we remain bound by our teamwork culture.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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