

2025 Summer Opportunities

Haynes and Boone, LLP

LEARNING. SHARING. CONNECTING.





A MESSAGE FROM THE FIRMWIDE ENTRY-LEVEL HIRING PARTNER, BRAD HOLDBROOK

Haynes and Boone, LLP was formed in 1970 with just two attorneys in Dallas, Texas. Over the past 54 years, we have grown to nearly 700 attorneys in 19 offices located around the world. Throughout our growth, we have maintained our unique 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 represent sophisticated clients on complex legal matters and learn from talented attorneys that care about you personally and take a vested interest in your professional development.

As the Firmwide Entry-Level Hiring Partner, I enjoy meeting and recruiting talented, driven students from law schools around the country to add to the strong Haynes Boone culture. Law students that spend time with us often tell me that they are encouraged by how genuinely our attorneys demonstrate the values that make Haynes Boone such a special firm.

I am proud that you are interested in Haynes Boone and we are excited to tell you more about our work and introduce you to more of our wonderful people. In the following pages of this brochure, you will find much more information about our various summer opportunities and our participating offices. We would love for you to apply for the summer opportunities that interest you and give us the chance to learn more about you.

Best Regards,

A white ink signature of Brad Holdbrook, written in a cursive style.

Brad Holdbrook

ABOUT OUR FIRM



MORE THAN
700
LAWYERS

19
OFFICES

40 MAJOR LEGAL
PRACTICE AREAS

Chambers Global 2024

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 19th consecutive year.

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

Legal 500 UK

2024 RANKED PRACTICES

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

**6 practice groups –
14 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

Haynes Boone Becomes 1st *AmLaw 100* Firm Certified by *Mental Health America*

Chambers USA 2024

**35 practice groups
89 lawyers**

Chambers UK 2024

**3 practice groups
6 lawyers**

Bloomberg Law's 2024 DEI Framework

For the third consecutive year, *Bloomberg Law* has recognized Haynes and Boone, LLP's demonstrated commitment to diversity, equity and inclusion (DEI) by naming the firm to its *2024 DEI Framework*.

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

1L/2L SUMMER ASSOCIATE PROGRAMS

Our 1L and 2L Programs offer a nine- to ten-week clerkship (varies by city) that offer 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.

Law students with an interest in Intellectual Property have a unique opportunity to join Haynes Boone as a Summer Associate in our Intellectual Property Department. This opportunity 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 to join our IP Transactional and IP Litigation practices and work with our attorney's on projects during their clerkships.

To apply for all opportunities, please include a copy of your resume, undergraduate transcripts (IP candidates only), law school transcripts (when available), and cover letter in the online application. Our 1L application will open on November 1, 2024, and our 2L application will open on June 1, 2025.

Monday, May 19, 2025

Participating Offices:

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

**Indicates there are IP opportunities in this office.*



“Being a Summer Associate at Haynes Boone was an incredibly rewarding experience. I had the opportunity to work on meaningful projects across multiple practice areas, while also receiving guidance and mentorship from brilliant attorneys. The firm’s collaborative and supportive environment made me feel valued from day one, and I was able to truly see how Haynes Boone invests in its people. The summer program provided a perfect balance of challenging work and engaging social activities, and it solidified my decision to start my legal career at Haynes Boone.”

ANDREA LEVENSON

2016 Summer Associate Associate | University of California, Irvine
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 | Vanderbilt University
Houston



“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 Summer Associate | University of Houston
Dallas-North



DALLAS FAST TRACK 1L PROGRAM

The Dallas Fast Track Program consists of two long weekends that are the ideal complement to other summer plans and provides the opportunity to familiarize candidates with the Dallas legal market, our practice groups, and our lawyers. Students who participate 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 Weekend 1 and Weekend 2 will have all their living, travel, and meal expenses paid for during the long weekends. These students will have the opportunity to be considered for our Dallas 2L Summer Program the following year.



Weekend 1: Saturday, April 5 - Sunday April 6

Weekend 2: Saturday, June 21 - Sunday June 22

Participating Office: Dallas



“Being a Texas native, Haynes 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 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 Boone from the rest.”

ETHAN MOORE

2022 Fast Tracker | University of Chicago



“Fast Track gave me confidence that I was choosing the firm and practice groups that were right for me. The program introduces participants to nearly every practice that the firm offers and the attorneys they will work with as 2Ls and beyond. Unlike a traditional callback, Fast Track allows law students to experience a big law firm’s culture, people, and resources on a deeper level. By the end of the program, participants know what sets Haynes Boone apart and how the firm sets its attorneys up for success.”

WILSON MILLER

2019 Fast Tracker | University of Virginia



“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 16 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 | The University of Texas at Austin



NEW YORK FAST TRACK 1L PROGRAM

The New York Fast Track Program is a 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 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.



Friday, May 30 - Sunday, June 1

Participating Office: New York



“Participating in the Haynes Boone Fast Track Program was one of the highlights of my law school recruiting experience. It’s easy for a law firm to talk about firm culture and values throughout the interview process, but Haynes Boone opened their doors to us and showed us exactly what their culture is all about. I was amazed to see the dozens of attorneys who took time out of their weekends to make us feel welcome at the firm. In such a short span of time, I was able to build meaningful connections with the recruitment team and attorneys, ranging from associates to partners. As a native New Yorker, I was drawn to the way the firm integrated their Texas roots and values into the fast-paced New York environment. After such an incredible Fast Track experience, I knew that Haynes Boone was the perfect firm for my 2L summer.”

NIKOLETTE DUESEVIC

2024 Fast Tracker | Villanova University



“The weekend spent at Haynes Boone was especially memorable because the attorneys and staff were what set my first image of big law life and New York City. The fact that the attorneys and the staff took valuable time out of their weekends to get to know the Fast Trackers showed the people-centric culture at the firm. I am so thankful for the opportunity to get to know the firm and the city better. I really could not have asked for a better way to spend my first days in New York City.”

KEVIN KIM

2024 Fast Tracker | Cornell





MADELYN CALABRESE
New York Entry – Level
Hiring Partner

Welcome to the second year of the Haynes Boone New York Fast Track Program! Our first year was a tremendous success and we are excited to build on that success with a new group of law students this coming summer.

Our New York Fast Track 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 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 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 exceptional culture and collaborative spirit is an intrinsic part of our office 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 Fast Track Program! We look forward to getting to know you!



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 \$50,000 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. Our Diversity Scholarships are open to all law students, regardless of race/ethnicity, color, religion, citizenship, national origin, gender, age, sexual orientation, gender identity, gender expression, marital status, military service, disability, or any other characteristic or condition protected by applicable law.

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.



“Diversity, equity, and inclusion are integral to Haynes Boone, and we believe that our differences make us stronger which enhances our ability to deliver outstanding legal services. Recruitment, retention, and promotion of diverse attorney talent is essential to our success. We strive to become a market leader in DEI through our innovative programs, initiatives, and community involvement.”

TOM CHEN

Partner, Co-Chair Attorney Diversity, Equity, and Inclusion Committee
Orange County, Palo Alto



“Haynes Boone truly champions diversity, equity, and inclusion and provides meaningful opportunities for all attorneys to get involved in firm DEI efforts. Since I was an associate, I have collaborated with colleagues to help create a more inclusive culture where all attorneys are supported and feel a sense of belonging.”

VERA SUAREZ

Partner, Co-Chair Attorney Diversity, Equity, and Inclusion Committee
Dallas



Monday, May 19, 2025

Participating Offices:

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

Haynes Boone has committed to DEI creditable time and an annual DEI bonus opportunity.

Diversity, Equity, and Inclusion Committees

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.

HONORS AND AWARDS

We have ranked in the top 30 Firms for Diversity, Equity and Inclusion. We have a rank of 19.



JD Advising
Diversity Scholar

Top Ranked Summer
Associate Program

Haynes Boone has achieved certification in the **Mansfield Rule 6.0 Plus program 2024**, 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.



Mansfield Rule
Certified Plus 2023-2024
Powered by DIVERSITY.LAB

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**.

SCHOLARSHIP OPPORTUNITIES FOR 2025 1L STUDENTS

2025 1L DIVERSITY SCHOLARSHIP	2026 2L DIVERSITY SCHOLARSHIP	2027 FIRST-YEAR ASSOCIATE SCHOLARSHIP	POTENTIAL TOTAL SCHOLARSHIP
\$10,000 if students receive and accept our 1L summer offer	\$25,000 if students receive and accept our 2L summer offer	\$15,000 if students receive and accept our First-Year Associate offer	\$50,000



“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 VIAL

2018 Summer Associate | University of Texas at Austin
Dallas



“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 | Fordham University
New York



“My summer at Haynes Boone’s Washington, D.C. office was an extremely rewarding experience. I received a plethora of assignments that challenged my research abilities and critical thinking skills in a wide range of subject matters. I also enjoyed the fact that I was able to be involved in a pro bono matter where I received direct contact with the client. In addition to the steady flow of assignments, my time at Haynes Boone was full of social events that gave me the opportunity to network with attorneys from across the firm. Overall, I thoroughly enjoyed my experience at HB and I am glad that I decided to return for my 2L summer!”

AKEISHA GREGORY

2022 Summer Associate | Howard University
Washington, D.C.



1L Diversity Scholarship Opportunities Application Procedure:

1. To apply, please visit haynesboone.com/careers/summer-associates.
2. Candidates interested in being considered for a Diversity Scholarship are required to upload a diversity statement, along with their resume and transcript, to the document section of the application.
3. For offer consideration, 1L applicants must submit their first semester grades once they are released.

NATIONWIDE PANEL SERIES

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 9 at 1:00pm ET / 12:00pm CT / 10:00am 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 Scholarship Opportunities.

Date: Wednesday, October 16 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 Scholarship Opportunities.

Date: Thursday, October 17 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, as well as our 1L Summer Associate opportunities.

Date: Tuesday, October 22 at 1:00pm ET / 12:00pm CT / 10:00am 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: Thursday, October 24 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

NATIONWIDE PANEL SERIES

Intellectual Property Panel

Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give an overview of our various Intellectual Property Practice Groups, as well as our 1L Summer Associate opportunities.

Date: Wednesday, October 30 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 various Energy Transactions Practice Groups, as well as our 1L Summer Associate opportunities.

Date: Thursday, October 31 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

Why HB + Texas 1L Opportunities Overview

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

Date: Monday, November 4 at 1:00pm ET / 12:00pm CT / 10:00am PT

[Register Here](#)

Why HB + East Coast 1L Opportunities Overview

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

Date: Wednesday, November 6 at 12:00pm ET / 11:00am CT / 9:00am PT

[Register Here](#)

Why HB + West Coast 1L Opportunities Overview

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

Date: Thursday, November 7 at 3:00pm ET / 2:00pm CT / 12:00pm PT

[Register Here](#)

HOW TO APPLY

Visit haynesboone.com/careers/summer-associates

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

PRIMARY CONTACTS

AMY HILL

MANAGER OF ENTRY-LEVEL RECRUITING
amy.hill@haynesboone.com

JENNIFER LINDSLEY

MANAGER OF ENTRY-LEVEL RECRUITING
jennifer.lindsley@haynesboone.com

OFFICES WITH SUMMER PROGRAMS

AUSTIN

98 San Jacinto Boulevard
Suite 1500
Austin, Texas 78701

CHARLOTTE

650 S. Tryon Street
Suite 700
Charlotte, NC 28202

DALLAS

2801 N. Harwood Street
Suite 2300
Dallas, TX 75201

DALLAS-NORTH

6000 Headquarters Drive
Suite 200
Plano, TX 75024

DENVER

675 15th Street
Suite 2200
Denver, CO 80202

HOUSTON

1221 McKinney Street
Suite 4000
Houston, TX 77010

NEW YORK

30 Rockefeller Plaza
26th Floor
New York, NY 10112

NORTHERN VIRGINIA

8000 Towers Crescent Drive
Suite 900
Tysons Corner, VA 22182

ORANGE COUNTY

600 Anton Boulevard
Suite 700
Costa Mesa, CA 92626

SAN ANTONIO

112 East Pecan Street
Suite 2400
San Antonio, TX 78205

SAN FRANCISCO

1 Post Street
Suite 2800
San Francisco, CA 94104

WASHINGTON, D.C.

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