

2026 Summer Opportunities

Haynes and Boone, LLP

LEARNING. SHARING. CONNECTING.





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

Haynes Boone was formed in 1970 with just two attorneys in Dallas, Texas. Over the past 55 years, we have grown to well over 700 attorneys in 19 offices located around the world. As we have evolved into a nationally prominent firm with a strategically growing international footprint, 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 already 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. I encourage you to apply for the summer opportunities that interest you and give us the chance to learn more about you.

Best Regards,

A handwritten signature in white ink, appearing to read 'Brad Holdbrook', written over a dark blue background.

Brad Holdbrook

ABOUT OUR FIRM

OVER
700
LAWYERS

19
OFFICES

40+ MAJOR LEGAL
PRACTICE AREAS



Chambers Global 2025

Franchise and Distribution in the Global-wide category, Tax: Non-Contentious in the Mexico-wide category, and Bankruptcy and Business Restructuring in USA ranking

12 lawyers in 4 practices

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

2025 RANKED PRACTICES

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

**11 practice groups –
dozen of 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

Chambers USA 2025

**41 practice groups
103 lawyers**

Chambers UK 2025

**2 practice groups
6 lawyers**

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

The 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.

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.

Monday, May 18, 2026

Participating Offices:

*Austin, Charlotte, *Dallas, *Dallas-North, Denver, Houston, New York, Orange County, *San Francisco

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



“My 1L and 2L summers at Haynes Boone were formative and rewarding experiences. I had the opportunity to work on a wide range of projects in various practice groups that gave me meaningful exposure to different areas of the law. This variety not only allowed me to develop practical skills early on but also helped me identify the work that resonated most with my interests. Equally valuable was the chance to connect with attorneys across the firm, building relationships and finding mentorship that continues to guide me today. The program combined substantive, hands-on experience with engaging social events, and that experience captured what makes Haynes Boone unique – the people and the culture they foster, which I continue to appreciate daily.”

ELIZABETH MACLAY

2023 Summer Associate | Baylor
Dallas



“My Summer Associate experience at Haynes Boone highlighted the firm's dedication to its clients and culture of collaboration. Even with the challenges of the COVID-19 pandemic, I was welcomed into diverse projects and felt genuinely connected to colleagues. The firm's commitment to creating community stood out—from mailing ingredients for virtual cooking classes to hosting in-person events once it was safe, such as attending a Yankees game together. Those efforts made the summer both meaningful and memorable and confirmed for me that Haynes Boone is a place that supports its people in every circumstance.”

FERNANDO MENDEZ

2021 Summer Associate | CUNY School of Law at Queens College
New York



“The summer associate program at Haynes Boone provided an invaluable foundation for a seamless transition to full-time practice. Through both formal mentorship pairings and relationships with attorneys in the Finance practice group, I gained insights into deal structures and market dynamics, as well as life as an attorney at HB. The program's emphasis on providing opportunities to work on substantive junior associate-level assignments gave me the practical tools for success that I rely on in my practice. As a result of the program, by my first day as an associate, I felt integrated into the office and prepared to contribute meaningfully to deal teams and the firm's culture.”

HELEN FORMOSO-MURIAS

2023 Summer Associate | Wake Forest
Charlotte



DALLAS FAST TRACK 1L PROGRAM

The Dallas Fast Track Program 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. 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 the program will have all their living, travel, and meal expenses paid for during the weekend. These students will have the opportunity to be considered for our Dallas 2L Summer Program the following year.



2026 Dallas Fast Track Program Dates:

Friday, April 10 - Sunday, April 12

Participating Office: Dallas



“Being a Texas native, Haynes and 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 and 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 and 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 week-long 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 and 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 14 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

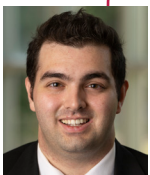
The New York Fast Track 1L Program is a three-day clerkship program that is an ideal complement to other summer plans. This program is designed to provide first-year law school students the opportunity to become familiar with Haynes Boone's New York office, our lawyers, and our practice groups. Students participating in this inaugural 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.



2026 New York Fast Track Program Dates:

Friday, May 29 - Sunday, May 31

Participating Office: New York



"The New York Fast Track Program was the highlight of my 1L summer. In addition to giving me a deeper understanding of the firm's culture, the program also showed me how genuine and approachable the people at Haynes Boone are. My favorite part of the program was having the opportunity to work with other law students where, in addition to getting a sense of what it's like to work at the firm, we were also given the opportunity to experience the firm's collaborative environment. The program made me even more enthusiastic to join Haynes Boone for my 2L summer."

EVAN COLCHAMIRO
2025 Fast Tracker | Vanderbilt



"Haynes Boone told me that the people were the most important part of their firm, and with my Fast Track weekend, I got to see that for myself. No other firm offered me the chance to spend so much quality time with their team. By the time I accepted my offer, I knew more than just the statistics anyone could find online; I knew the character and values of my potential coworkers. As someone who highly values community, Fast Track was an amazing opportunity to learn about the culture and interpersonal aspects of the firm."

FRITZIE SCHWENTKER
2025 Fast Tracker | NYU



"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 DUSEVIC
2024 Fast Tracker | Villanova University





“Everyone in the office was welcoming and encouraging, and it was clear that everyone respected each other regardless of whether it was an associate, partner, or another staff member. The culture of Haynes Boone’s New York office is exactly what I am looking for. I am also looking for a firm that values collaboration, which is one of the strongest values at Haynes Boone. Every person I talked to was passionate about their work and very willing to answer any questions that I had. Lastly, pro bono is a priority for me and my career in the future, and Haynes Boone’s pro bono programs exceed my expectations.”

RUTHANNE CARTER
2025 Fast Tracker | Tulane

A Message from the New York Entry-Level Hiring Partner:



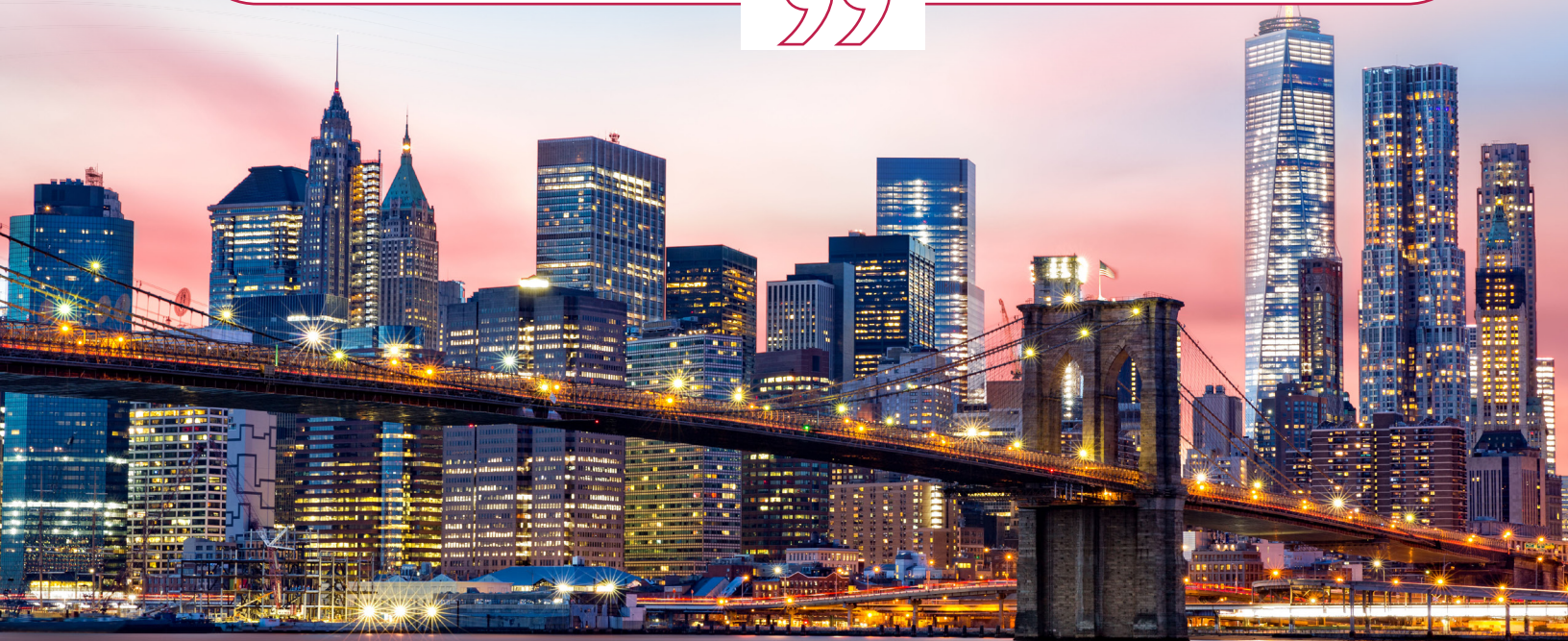
MADELYN CALABRESE
New York Entry – Level
Hiring Partner

Welcome to the third year of the Haynes Boone New York 1L Fast Track Program! Our first two years were 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 1L 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 1L 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 1L 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 1L Fast Track Program! We look forward to getting to know you!



HAYNES BOONE SCHOLARSHIP OPPORTUNITIES

The Haynes Boone 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 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 Haynes Boone 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 inclusion and engagement 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 inclusion and engagement enhances our other core values of commitment to client service and a teamwork culture.



“Inclusion and engagement are core values of our culture that span across every level of the firm. We strive to ensure that every person at Haynes Boone feels a valued part of a team and the firm as a whole. This commitment starts at the top and spans all of our practices, offices, and departments.”

TOM CHEN

Partner, Co-Chair Attorney Inclusion & Engagement Committee
Orange County, Palo Alto



“From its inception in 1970, Haynes Boone has been committed to providing an inclusive environment for everyone. I’m very proud to be a part of a firm that is steadfast in this commitment and focus.”

VERA SUAREZ

Partner, Co-Chair Attorney Inclusion & Engagement Committee
Dallas

Monday, May 18, 2026

Participating Offices: Austin, Charlotte, Dallas, Dallas-North, Denver, Houston, New York, Orange County, San Francisco

Haynes Boone has committed to Inclusion & Engagement creditable time and an annual Inclusion & Engagement bonus opportunity.

Inclusion & Engagement Committees

INCLUSION NETWORKS*

- Asian/Pacific Islander
- Black/African American
- Latin/Hispanic
- Pride
- Women’s Initiative
- Working Parents and Caregivers
- Veterans
- Lawyers of Tomorrow (Pipeline Initiatives)
- First Generation (“First Gen”)
- Next Generation (“Next Gen”)

**Includes Members and Allies.*

HONORS AND AWARDS



Top Ranked Summer Associate Program

Vault ranks the most prestigious law firms based on the assessments of lawyers at peer firms and the anonymous survey



Mansfield Rule Certified Plus 2019-2025
Presented by DIVERSITYLAB

of associates at firms nationwide. Vault’s 2026 Rankings are derived from Vault’s Annual Associate Survey, which asks attorneys to score each law firm from 1 to 10 based on how prestigious it is to work for the firm and a range of other factors. In Vault’s 2026 Rankings, derived from their Annual Associate Survey conducted in Spring 2025, Haynes Boone ranked as #29 for Best Firms for Overall Inclusion, #25 for Best Law Firms for Women and #28 for the Best Law Firms for People of Color. The firm also ranked #26 for Individuals with Disabilities, #22 for Wellness and #7 for the top Texas law firms.

SCHOLARSHIP OPPORTUNITIES FOR 2026 1L STUDENTS

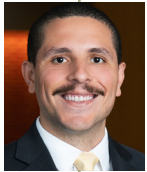
2026 1L Haynes Boone Scholarship	2027 2L Haynes Boone Scholarship	2028 First-Year Associate Scholarship	POTENTIAL TOTAL SCHOLARSHIP
\$10,000 if students receive and accept our 1L summer offer	\$25,000 if students receive and accept our 2L summer offer	\$15,000 if students receive and accept our First-Year Associate offer	\$50,000



“My summers at Haynes Boone as a 1L and 2L were incredibly valuable and set me up for success at the firm. In addition to my substantive work in the Intellectual Property section, I was able to meet attorneys from other sections and participate in Inclusion and Engagement activities. These gave me a great sense of the firm’s culture, which is highly collaborative, inclusive, and warm. It made me realize that I was not just a number, but a true member of the team. I am very grateful for the opportunity I had as a summer associate, and have enjoyed being able to continue my involvement with the firm’s Inclusion Networks as an associate.”

ALYSON “AL” MALECHA

2023 Summer Associate UC Berkeley
San Francisco



“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



“My summer at Haynes and 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
Washington, D.C.



HB Scholarship Opportunities Application Procedure:

1. To apply, please visit haynesboone.com/careers/summer-associates.
2. Candidates interested in being considered for a Haynes Boone Scholarship are required to upload a 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 IL recruiting process.

Date: Tuesday, September 23rd 1:00pm ET / 12:00pm CST / 10:00am PT

[Register Here](#)

Wellness & Pro Bono

Event Details: Please join Haynes Boone for a virtual panel where Abby Read, Director of Wellbeing, and Rachel Elkin, Pro Bono Counsel, will give an overview of the wellness initiatives and pro bono opportunities at Haynes Boone.

Date: Wednesday, September 24th 1:00pm ET / 12:00pm CST / 10:00am PT

[Register Here](#)

General Transactional

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 IL Summer Associate opportunities.

Date: Thursday, September 25th 1:00pm ET / 12:00pm CST / 10:00am PT

[Register Here](#)

General Litigation

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 IL Summer Associate opportunities.

Date: Tuesday, September 30th 1:00pm ET / 12:00pm CST / 10:00am PT

[Register Here](#)

IP Practice Group

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 IL Summer Associate opportunities.

Date: Wednesday, October 1st 1:00pm ET / 12:00pm CST / 10:00am PT

[Register Here](#)

NATIONWIDE PANEL SERIES

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, October 7th 12:00pm ET / 11:00am CST / 1:00pm 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: Wednesday, October 8th 1:00pm ET / 12:00pm CST / 10:00am 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: Wednesday, October 8th 3:00pm ET / 2:00pm CST / 12:00pm PT

[Register Here](#)

Inclusion & Engagement

Event Details: Please join Haynes Boone for a virtual panel where our attorneys will give an overview of our Inclusion & Engagement Department at the firm and how you can get involved.

Date: Thursday, October 9th 1:00pm ET / 12:00pm CST / 10:00am PT

[Register Here](#)

HOW TO APPLY

Visit haynesboone.com/careers/summer-associates

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

PRIMARY CONTACTS

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MANAGER OF ENTRY-LEVEL RECRUITING

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JENNIFER LINDSLEY

MANAGER OF ENTRY-LEVEL RECRUITING

jennifer.lindsley@haynesboone.com

OFFICES WITH SUMMER PROGRAMS

AUSTIN

98 San Jacinto Boulevard
Suite 1500
Austin, TX 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

ORANGE COUNTY

600 Anton Boulevard
Suite 700
Costa Mesa, CA 92626

SAN FRANCISCO

275 Battery Street
Suite 1850
San Francisco, CA 94111
