

2027 2L 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 750 attorneys in 20 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

750+ LAWYERS 20 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 regions

BTI Consulting Group

BTI Client Service A-Team Survey, 2023 named Haynes Boone to BTI's "Client Service Honor Roll" for its 20th consecutive year.

BTI Power Rankings, 2023 ranked Haynes Boone among the most recommended firms by general counsel.

Legal 500 UK

2026 RANKED PRACTICES

Hedge Funds; Fund Finance; Oil and Gas; Shipping; Venture Capital; Equity Capital Markets; Small & Midcap Construction; International Arbitration

8 practice groups – 16 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 2026

4 practice groups
11 lawyers

CALIFORNIA
San Francisco, Palo Alto, Orange County

DENVER

CHICAGO

BOSTON

NEW YORK

WASHINGTON, D.C.

NORTHERN VIRGINIA

CHARLOTTE

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

MEXICO CITY

LONDON

SHANGHAI

2L SUMMER ASSOCIATE PROGRAMS

The 2L 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 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.

2027 Summer Program

Participating Offices:

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

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



“I had a wonderful time as a 2L summer at HB and I credit that enjoyment to the genuine interest attorneys across the firm take in the summer program. As a 2L, I rotated through two groups and made lots of connections within those groups, but I found it indicative of the culture at HB that attorneys in groups with no relation to mine also made a real effort to engage with me and offer advice as I got an authentic taste of what life as an associate looks like. On top of the hands-on experience throughout the summer, the recruiting team planned a number of amazing events with participation across the firm, but I never felt fatigued or overwhelmed at all with the programming.”

MATTHEW POLLOCK

2025 2L Summer Associate | University of Texas at Austin School of Law Dallas

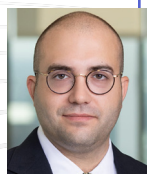


“My experience as a 2L summer associate at Haynes Boone was wonderful. As a summer associate in the finance group, I had the opportunity to work closely with attorneys who were deeply invested in my professional development. Everyone jumped at the opportunity to help me learn and involve me in active deals.

The recruiting team did a great job at facilitating events where we could develop relationships with attorneys across the firm. All of the attorneys made a genuine effort to get to know me, and I felt right at home.”

ASHLEY SHAW

2025 2L Summer Associate | South Texas College of Law Houston



“My 2L summer was a meaningful preview of my job as a junior associate at Haynes Boone. You will be given real assignments and substantive work and begin to develop close relationships with the firm's wonderful attorneys; today, my closest colleagues and mentors are people I met over the summer. You will get a taste of the firm's culture and see for yourself how seriously we protect it. And, importantly, you will have fun- recruiting does a fantastic job of scheduling the perfect amount of programming.”

EVAN LEE

2024 2L Summer Associate New York University School of Law New York



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 2L students, there is an opportunity to receive up to \$40,000 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



2027 Summer Program

Participating Offices: Austin, Boston, 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 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.



Mansfield Rule
Certified Plus 2019-2025
Presented by DIVERSITYLAB

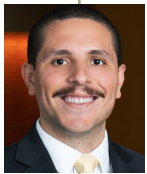
SCHOLARSHIP OPPORTUNITIES FOR 2027 2L STUDENTS

2027 2L Haynes Boone Scholarship	2028 First-Year Associate Scholarship	POTENTIAL TOTAL SCHOLARSHIP
\$25,000 if students receive and accept our 2L summer offer	\$15,000 if students receive and accept our First-Year Associate offer	\$40,000



“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
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, 2L applicants must submit their 1L grades once they are released.

HOW TO APPLY

Visit haynesboone.com/careers/summer-associates

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

PRIMARY CONTACTS

AMY HILL

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amy.hill@haynesboone.com

JENNIFER LINDSLEY

MANAGER OF ENTRY-LEVEL RECRUITING

jennifer.lindsley@haynesboone.com

OFFICES WITH 2027 2L SUMMER PROGRAMS

AUSTIN

98 San Jacinto Boulevard
Suite 1500
Austin, Texas 78701

BOSTON

One Financial Center
Suite 1100
Boston, MA 02111

CHARLOTTE

650 S. Tryon Street
Suite 700
Charlotte, North Carolina 28202

DALLAS

2801 N. Harwood Street
Suite 2300
Dallas, TX 75201

DALLAS-NORTH

6000 Headquarters Drive
Suite 200
Plano, TX 75024

DENVER

675 15th St.
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