HAYNES BOONE

2027 Summer Opportunities

Haynes and Boone, LLP



haynesboone.com

HAYNES BOONE



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

"While the firm continues to grow (approaching 800 lawyers in 21 offices located around the world), Haynes Boone has maintained its client-first approach to the practice of law and the culture of teamwork that have been the foundation of the firm since its beginning 56 years ago. At Haynes Boone, you will have the opportunity to represent sophisticated clients on complex matters across more than 40 major legal practices and learn from talented attorneys that care about you and take a vested interest in your professional development. Here, our people are what set us apart and make this firm such a special place.

We anticipate that our 2027 1L class will be the largest in the history of the firm. Long before today's accelerated Big Law recruiting calendar and jumbo offers, Haynes Boone has been focused on building relationships with 1Ls and 2Ls in our summer programs. The experience students receive in those summer programs along with those relationships help our first-year lawyers transition into the practice and become productive members of our team from a very early stage of their careers.

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. I am excited for you to get an opportunity to meet our lawyers and recruiting team on your law school campus, at a reception or in an interview. 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."

Best Regards,

Brad Holdbrook

HAYNES BOONE



ABOUT OUR FIRM

800+
LAWYERS
As of Jan. 1, 2027

21
OFFICES

40+
MAJOR LEGAL PRACTICE AREAS

Chambers Global 2026

Banking and Finance; Regulatory Banking; Derivatives; Oil and Gas; Corporate/M&A; Trademark, Copyright and Trade Secrets

12 lawyers in 4 regions

AmLaw 100

Strong financial performance

Haynes Boone ranked in *AmLaw 100, The American Lawyer* magazine's annual list of the top-grossing law firms

Legal 500 UK

2026 RANKED PRACTICES

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

8 practice groups — 17 lawyers

Law 360

Top 20 best summer programs

Chambers USA 2026

44 practice groups

111 lawyers

Chambers UK 2026

4 practice groups
11 lawyers



TRADITIONAL SUMMER ASSOCIATE PROGRAMS



The Traditional 1L and 2L Programs are a ten-week clerkship 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 that have either an academic background or relevant work experience in engineering, computer science or physics are eligible to be considered for offices that offer Intellectual Property Opportunities. Selected candidates will have the opportunity to join our IP Patent Transactional and IP Patent Litigation practices and work with our attorneys on projects during their clerkships. Please note, law students interested in our IP Trademark & Advertising Opportunities do not require a technical background.

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.

Start Date: Monday, May 17, 2027

Participating Offices:
Austin, Boston, Charlotte, ■● Dallas, ■ Dallas-North, Houston, ● New York, ■ Orange County, San Antonio, Washington, D.C.

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

● *Please reference pages following for more information regarding the unique programs specific to these offices.*



"Like many other law students, I was initially apprehensive to spend both of my summers at the same law firm. In hindsight, I am beyond thankful that I did. The summer associate program at Haynes Boone is designed to provide law students with an adequate breadth and depth of information. As a 1L summer associate, I gained an understanding of the various practice groups at the firm and the type of work that is performed. Not only did this assist me in discovering my interests and making informed decisions when selecting my second and third-year law school courses, it also assisted me in selecting two practice groups for my 2L summer, where I worked with a much narrower focus than the summer prior.

The summer associate program also afforded me two summers' worth of fun and memorable events where I formed lasting relationships with attorneys at the firm and law students from across the country."

TEMI FAYIGA

Dallas Office

2023 & 2024 Summer Associate | The University of Texas School of Law



"The thing I valued most about my 1L summer at Haynes Boone was the experience of seeing how a successful law practice operates. I was able to work on wide variety of substantive legal assignments, which provided a lot of opportunities for professional growth. Just as importantly, I was shown how the firm's structure, business considerations, and financials come together to build a strong organization.

Throughout that process, I worked closely with attorneys in my practice group and saw firsthand how they approach their work and collaborate with each other. I was also able to interact with partners and associates throughout the other areas through both work opportunities and social events, which helped highlight a culture where people genuinely enjoy working together and take an interest in each other's success. By the end of the summer, I understood why so many attorneys choose Haynes Boone for life."

STEVE LINDSEY

Houston Office

2026 Summer Associate | Washington University School of Law

HAYNES BOONE

DALLAS TRADEMARK & ADVERTISING 1L SUPERDAY



Join us in our Dallas office on Thursday, Jan. 7, 2027 for an immersive, full-day introduction to our Trademark & Advertising Practice. Candidates will participate in interviews, interactive work assignments, networking opportunities and social activities designed to provide firsthand insight into the work of our sophisticated Trademark & Advertising practice group. Following the Superday, candidates are strongly considered for our 2027 1L Summer Program and 2028 2L Summer Program in the Dallas office. Candidates who accept an offer will work with a variety of practice groups as well as devote a portion of their summer experience to the Trademark & Advertising group.

The firm's Trademark & Advertising practice helps clients protect and build their brands. No technical or scientific background is required. Students from all academic backgrounds who are interested are encouraged to apply.

Dallas Trademark & Advertising 1L Superday Information:

Thursday, Jan. 7, 2027

Participating Office: Dallas

Additional Application Details:
Interested students must first apply to our 2027 1L Summer Associate Application and indicate their interest in the Trademark & Advertising practice group on the application in order to be considered for the Superday. Participants in this Superday program will be required to spend two nights in Dallas on Wednesday, Jan. 6 and Thursday, Jan. 7. The firm will coordinate and cover all travel arrangements for participants. Candidates applying for the Trademark & Advertising Superday opportunity are encouraged to submit their applications timely as the firm aims to have the cohort of participants confirmed by December 2026.

Jumbo Offers to join our 2027 1L and 2028 2L Summer Programs in the Dallas office will be extended following the Superday and upon receipt of first-semester transcripts. Participation in the Superday is required for consideration of working with our Trademark & Advertising practice group during the 2027 1L Summer Program.



"What I really enjoy about trademark and advertising law is how connected the work is to the world around us. We work with brands, products and campaigns people see every day, helping clients tackle interesting legal questions and real business challenges. It's creative, fast-moving work, and there's always something new to think through. I'm excited for Superday to give students a chance to experience that firsthand, get to know our team and see what makes this such an interesting area to practice."

TIFFANY FERRIS
Partner | Chair – Trademark & Advertising Practice Group

HAYNES BOONE

NEW YORK 1L SUPERDAY



Join us in our New York office on Wednesday, Jan. 6, 2027 for an immersive, full-day introduction to our New York Office and summer programs. Candidates will participate in interviews, interactive work assignments, networking opportunities and social activities designed to provide firsthand insight into the sophisticated work of our New York attorneys. Following the Superday, candidates are strongly considered for our New York 1L Fast Track Program and 2028 2L Summer Program in the New York office. More information regarding our 1L Fast Track Program can be found in the subsequent page.

New York 1L Superday Information:

Wednesday, Jan. 6, 2027

Participating Office: New York

Additional Application Details:

Interested 1L students should apply thorough our 1L application, selecting New York as their office of interest. Applications are reviewed on a rolling basis; however, candidates interested in participating in the New York 1L Superday opportunity are encouraged to submit their applications timely as the firm aims to have the cohort of participants confirmed by December 2026. Participants in this Superday will be required to spend two nights in New York on Tuesday, Jan. 5 and Wednesday, Jan. 6. Haynes Boone will coordinate and cover all travel arrangements for participants.

Jumbo Offers to join our 2027 New York 1L Fast Track Program and 2028 2L Summer Program in New York will be extended following the Superday and upon receipt of first-semester transcripts. While the New York 1L Superday is the primary pathway to a 2027 New York 1L Fast Track offer, attendance is not required for consideration of that program.



NEW YORK 1L FAST TRACK PROGRAM



The 1L Fast Track Program in New York is a one-month 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 firm-wide orientation, various panel presentations, networking with attorneys and substantive group work projects. In addition, these students will have the opportunity to integrate along side our New York 2L Summer Associates participating in the Traditional Summer Program, as well as conclude their time with us by traveling to our Dallas office for presentations along with all summer associates across the firm.

New York 1L Fast Track Program Information:

Dates: Monday, May 17 - Friday, June 11

Participating Office: New York

Additional Application Details:

Interested 1L students should apply through our 1L application, selecting New York as their office of interest. Jumbo Offers to join our 2027 New York 1L Fast Track Program and 2028 2L Summer Program in New York will be extended after interviews and/or participation in the New York 1L Superday, and upon receipt of first-semester transcripts. While the New York 1L Superday is the primary pathway to a 2027 New York 1L Fast Track offer, attendance is not required for consideration of the program.



Welcome to the fourth year of the 1L Fast Track Program in our New York Office! Our first three years were a tremendous success and we are excited to build on that success with another group of outstanding law students this coming summer.

This year, our 1L Fast Track Program is a one-month program that is intended to immerse law students in our firm's unique culture and the work being done in our New York Office. This alternative to the traditional 10-week 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 at the firm, located in the critical financial and economic hub of New York City. We look forward to welcoming you to our office for this program and to 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 1L Fast Track Program! We look forward to getting to know you!

MADELYN CALABRESE

Partner | New York Entry-Level Hiring Partner



MICHAEL M. BOONE SCHOLARSHIPS

The Michael M. Boone Scholarships have been established to attract outstanding law school students to the private practice of law while helping these students be successful in law school through both work and mentorship experiences. Our Michael M. Boone Scholarships 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. Students interested in applying for a scholarship are required to submit a personal statement outlining their commitment(s) to community involvement and leadership, along with other required application materials. Our Michael M. 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.

2027 1L Summer Program

Participating Offices: Austin, Boston, Charlotte, Dallas, Dallas-North, Houston, New York, Orange County, San Antonio, Washington, D.C.

2027 1L Scholarship - Potential Total Scholarship $50,000	2028 2L Scholarship - Potential Total Scholarship $40,000	2029 First-Year Associate Scholarship - Potential Total Scholarship $15,000
$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

HONORS AND AWARDS

vault TOP RANKED 2026 **Top Ranked Summer Associate Program**

Mansfield Rule Certified Plus 2019–2025 Powered by DIVERSITYLAB

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.

HOW TO APPLY

Visit www.haynesboone.com/careers/summer-associates to explore our 2027 1L summer associate opportunities and submit an application through our online application process. (All applications are to go through our online application process.)

Through this same webpage, you can also learn more about Haynes Boone's firm culture, including our inclusion and engagement efforts, wellness initiatives and pro bono services, as well as find opportunities to connect with us at events on your campus this fall.

PRIMARY CONTACTS

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New York, Northern Virginia & Washington D.C.

**Oversees all Intellectual Property hiring efforts*

OFFICES WITH 2027 1L SUMMER PROGRAMS

AUSTIN
98 San Jacinto Boulevard
Suite 1500
Austin, TX 78701

BOSTON
One Financial Center
Suite 2400
Boston, MA 02111

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

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 ANTONIO
112 East Pecan Street
Suite 2400
San Antonio, TX 78205

WASHINGTON, D.C.
888 16th Street NW
Suite 300
Washington, D.C. 20006