

# Discover Halff

Join us for an internship and make a difference.

## 2025 SUMMER INTERNSHIP PROGRAM



### Why Halff?

An internship at Halff will allow you to gain valuable experience and build professional connections. Many of our interns return after graduation to start their careers at Halff.

### What Makes Halff Unique?

- Career growth and development
- Employee networking groups
- Employee-owned
- Community giving via Halff Community Initiative (HCI)
- Amazing benefits for full-time employees



### Award-Winning People and Projects

- Top 500 Design Firms (No. 87), *Engineering News-Record*
- Hot Firm, Zweig Group
- Top Workplaces USA (1,000–2,499 employees) (No. 16), *Energage*
- Top 150 Global Design Firm, *Engineering News-Record*
- 19 project awards in 2023



### Industry-Leading Solutions

We bring interdisciplinary solutions and exceptional individuals that improve the lives of real people in real communities. The result is a one-stop-shop approach that ensures the right people are on the right job, continually collaborating and communicating with each other and with our clients.

### Putting People Before Profit

Halff was founded on a core tenet: Focus on people, treat them well, and success will follow. It's no wonder, then, that our employees and the culture they create result in our firm consistently being named a **Top Workplace in America**.



"I had the privilege of working alongside a team of incredibly kind and supportive professionals. From office team building experiences to the meaningful connections I made, this internship was truly enriching both professionally and personally."  
- Madison Preston, Public Works Intern, 2024



"The best part about my internship at Halff has been the willingness of all of the people I work with to help me learn. Being able to work on a variety of projects that allow me to utilize what I have been taught in school has been such a fantastic opportunity."  
- Noah Robles, Planning/Landscape Architecture Intern, 2024

SCAN QR CODE  
TO JOIN OUR TEAM



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**COLLEGE STUDENTS AND RECENT GRADS**



## Why Halff?

Begin your career with Halff, where you will develop expertise and be afforded significant developmental opportunities. Our employees are our greatest asset. **Come grow with us.**

## Our Benefits

- Medical, Dental and Vision Plans
- Company Paid Disability and Life Insurance
- Annual Bonus Program
- Tuition Assistance
- Professional Organization Membership Dues
- Parental Leave
- Paid Time Off (PTO)
- Pet Insurance
- Gym Allowance
- Investment Plans
  - 401(k) program
  - ESOP (Employee Stock Ownership Program)
  - 529 plan (Child education savings plan)
  - Dave Ramsey’s SmartDollar Program

## Halff Community Initiative (HCI)

Join your fellow employees in giving back to the communities where we live and work. Our goal is to impact our neighboring communities while raising awareness of causes Halff employees value and support. HCI is funded by employee contributions and company donations.



## Employee Resources Groups (ERGs)

Halff’s growing employee resource groups are comprised of people with similar backgrounds, experiences and characteristics. Network directly with your peers through ERGs.



## Flexible Work Arrangements

We enjoy a flexible work environment that includes the ability to work flexible hours and remotely as coordinated with your supervisor.

## Employee Ownership

All employees are enrolled in our Employee Stock Ownership Program (ESOP) after one year of employment. **Company contributions are 3% of total compensation.** Additionally, all employees are eligible to purchase Halff stock, and leaders are enrolled in Halff’s stock bonus program.

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