

# BLUEPRINTS

## halff 2027 SUMMER INTERNSHIP PROGRAM

### START YOUR CAREER JOURNEY AND MAKE A DIFFERENCE!

#### Why Halff?

From day one, you'll be surrounded by people who are invested in your growth and success, allowing you to build a meaningful, lasting career.

#### What Makes Halff Unique?

- Real project experience
- Professional networking
- 100% employee-owned firm
- Giving back to communities via Halff Community Initiative (HCI)
- Special training opportunities for career growth



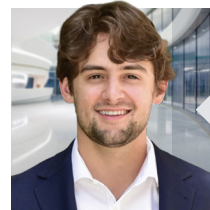
#### Award-Winning People and Projects

- Top 500 Design Firms (No. 100), *Engineering News-Record*
- Top Workplaces USA (Employers 1,000-2,499) (No. 10), *Engage*
- More than 100 project awards since 2021
- Seven national project award winners since 2021



“One thing I've learned at Halff is how much asking questions can help you grow. Seeing how my work contributes to projects that are much bigger than me has made me proud of the work I'm doing.”

- Emmaline Pendleton (2026)  
Water/Wastewater Intern



“At Halff, I've seen how teamwork, quality control and even small GIS edits come together to create accurate flood maps that support real-world planning and decision-making.”

- Griffin Spradley (2026)  
Infrastructure Management and Data Analytics



“At Halff, I've been trusted to work on project sheets and make changes the client will actually see. Having that responsibility has been one of the most motivating parts of my internship.”

- Sofia Ramirez (2026)  
Public Works Intern

#### Industry-Leading Solutions

We bring interdisciplinary solutions to deliver a one-stop-shop approach that ensures the right people are on the right job. This creates a collaborative and successful experience for our clients.



Mobility



Places and Communities



Water and Environment

#### Putting People First

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**.

SCAN QR CODE  
TO JOIN OUR TEAM



# Discover Halff

Purpose-driven work. Real projects. Endless possibilities.

## COLLEGE STUDENTS AND RECENT GRADS

### Why Halff?

Begin your career with Halff, where you will be given significant growth opportunities to develop the expertise you need. Halff is 100% employee owned, guided by a strong sense of ownership. **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 employee resource groups (ERGs) help you build meaningful connections and network directly with your peers.



### 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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