

HOLLAND & HART LLP - FIRMWIDE FORM

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Hiring Attorney: Mr. Matthew D. Abell, Esq.

Address Inquiries To:

Ms. Miriam Connor

Attorney Recruitment Manager

HOLLAND & HART LLP - DENVER

555 17th Street, Suite 3200

Denver, CO 80202

(303) 295-8509 mconnor@hollandhart.com

Total # offices: 15 Firm size range: 251-500

offices on form: 15 NALP member? Y

Total # of Attorneys: 442 Reporting for: All Offices

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate (Details in online narrative)	37	46
Patent Pros/Trademark/Copyright	10	15
Real Estate	20	16
Tax & Estates (Private Client)	14	24
Litigation (Details in online narrative)	68	94
Labor & Employment	18	17
Environmental Compliance	13	12
Energy & Telecommunications	7	2
Minerals	11	8
Water	6	4

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		34 ()	83 ()	10
Post-clerkship		4 ()	4 ()	3
Entry-level	120,000 /yr	15 (13)	13 (9)	12
LLMs (US)		0 ()	()	
LLMs (non-US)		0 ()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	2307 \$/wk	13 ()	20 ()	15
1Ls	2307 \$/wk	2	2	1

2008 summer 2Ls considered for associate offers: 20 # offers made: 16

Hire school term clerks? **CBC**

1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**

Split summers allowed? **CBC** If yes, minimum weeks: **8**

Comments:

Accept applications for 2010 summer program from:

Joint degree students graduating in 2012? **N**

Evening students graduating in 2012? **N**

Judicial clerks? **N** Students at non-US law schools? **N**

Hiring Criteria: **Holland & Hart is a place where the practice of law is still a profession and not just a job. We value strong academic performance along with an energetic & personable approach to practicing law.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **CBC**

Comp./prog. credit for judicial clerkship? **CBC**

Comp./prog. credit for other adv. degrees? **CBC**

Other compensation comments: **\$10,000 bonus for entry levels with two years' experience who meet hours expectancy; salary stipend for bar takers; client origination fee splits; moving and travel allowance.**

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **8**

Additional partnership prog. info: **Non-partners are given extensive reviews and feedback on their progress to partnership at the sixth year and voted in as full equity partner in their eighth year.**

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail. to entry-level? **CBC**

p-t assoc. **0** (m) **19** (w) ptrs/mbrs. **4** (m) **12** (w) oth. lawy. **13** (m) **9** (w)

Elig. for alt. work sched. determined by: **Dept. Chair and Practice Group Mgr.**

Paid non-medical parental leave? **Y**

Comments: **H&H provides a flexible workplace that includes support for attorneys with disparate balances in their work and other life commitments. H&H also offers maternity, paternity & adoption leave.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**

Evaluations: **Annual** Upward reviews? **N**

Professional development staff? **Y** Billable hours credit for training time? **N**

Rotation for jr. associates between departments/practice groups? **N**

Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	3	9	2	0
	Women	0	7	2	2
White	Men	149	63	54	10
	Women	45	58	25	6
Black/African American	Men	0	1	0	1
	Women	1	3	1	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	0
	Women	0	1	0	0
Asian	Men	3	5	0	1
	Women	0	3	1	0
Amer. Indian/ Alaska Native	Men	0	1	0	0
	Women	1	1	0	1
2 or More Races	Men	2	0	0	0
	Women	0	0	0	0
TOTAL	Men	157	80	56	12
	Women	47	73	29	10
TOTAL NUMBER		204	153	85	22
Disabled	Men	0	0	0	0
	Women	1	0	0	0
Openly GLBT	Men	2	0	1	0
	Women	1	1	1	0

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: **We are proud that diversity is an integral part of where Holland & Hart has been and where we are going.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2008: **17** # job fairs/consortia attended in 2008: **3**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **2143 2183**

Avg. annual assoc. billable hrs: **1730 1730**

Is there a minimum billable hours expectation? **Y** If yes, number: **1800**

Hours policy details:

Is billable hour credit given for pro bono work? **CBC**

Is there a maximum that will be credited? If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour?

PRO BONO INFORMATION:

% firm billable hours: **3** avg. hrs. per attorney: **46**

Participation: **94** % assoc. **73** % ptrs/mbrs **89** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? **N**

Comments:

NARRATIVE: Holland & Hart presents a unique opportunity for law students interested in becoming part of a dynamic and innovative law firm with an established national and regional reputation. Since the firm's inception in 1947, we have evolved from a two-person law firm in Denver, Colorado, to a national firm of over 400 lawyers with additional offices in Cheyenne & Jackson, WY; Billings, MT; Boise, ID; Salt Lake City, UT; Santa Fe, NM; Carson City, Reno & Las Vegas, NV; Washington DC.; as well as additional CO offices in the Denver Technological Center, Colorado Springs, Aspen and Boulder.

Equally distinctive is what we refer to as Holland & Hart's "spirit." We believe that our lawyers can practice law most successfully in a congenial environment that fosters an individual's personal and professional growth.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.