

**MULTI-OFFICE DATA  
DENVER, CO**

**HOLLAND & HART**

HOLLAND & HART LLP - FIRMWIDE FORM  
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 Hiring Attorney: Mr. Timothy Henderson  
 Address Inquiries To:  
 Mr. Daniel Wille  
 Recruitment Coordinator  
 HOLLAND & HART LLP - DENVER  
 555 17th Street, Suite 3200  
 Denver, CO 80202  
 (303) 295-8410 DPWille@hollandhart.com

Total # offices: 15 Firm size range: 251-500  
 # offices on form: 15 NALP member? Y  
 Total # of Attorneys: 419 Reporting for: All Offices

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	47	47
Patent	9	16
Real Estate	22	15
Tax	14	23
Litigation	56	76
Labor	18	16
Environmental	23	28
Energy	8	3
Natural Resources	17	11

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	110,000 /yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
<b>Summer</b>				
Post-3Ls	\$/wk	( )	( )	
2Ls	2,115 \$/wk	( )	( )	
1Ls	2,115 \$/wk			

# 2009 summer 2Ls considered for associate offers: 11 # offers made: 11

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 2011 summer program from:  
 Joint degree students graduating in 2013? **N**  
 Evening students graduating in 2013? **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:

**PARTNERSHIP DATA:** Two or more tiers? **N**  
 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) 16 (w) ptrs/mbrs. 4 (m) 17 (w) oth. lawy. 14 (m) 19 (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 and 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 2010**

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	2	8	2	2
	Women	1	7	2	1
White	Men	152	59	45	7
	Women	43	52	21	3
Black/African American	Men	0	1	0	0
	Women	1	2	1	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	0
	Women	0	1	0	0
Asian	Men	2	4	0	0
	Women	0	2	2	2
Amer. Indian/ Alaska Native	Men	1	0	0	0
	Women	1	1	0	0
2 or More Races	Men	1	0	1	0
	Women	0	2	0	0
TOTAL	Men	159	74	48	10
	Women	47	65	26	6
TOTAL NUMBER		206	139	74	16
Disabled	Men	0	0	0	1
	Women	0	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 2009: 7 # job fairs/consortia attended in 2009: 2

**BILLABLE HOURS:**

2008 2009  
 Avg annual assoc. hrs worked: 2183 2166  
 Avg. annual assoc. billable hrs: 1730 1755  
 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: 49  
 Participation: 92 % assoc. 50 % ptrs/mbrs 74 % other lawyers

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

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