

**MULTI-OFFICE DATA  
DENVER, CO**

**HOLLAND & HART**

HOLLAND & HART LLP - FIRMWIDE FORM  
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HOLLAND & HART LLP - DENVER  
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Total # offices: 15 Firm size range: 251-500  
# offices on form: 15 NALP member? Y  
Total # of Attorneys: 415 Reporting for: All Offices

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008**

As of July 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	2	9	2	1
	Women	0	6	2	0
White	Men	144	63	45	5
	Women	41	58	23	6
Black/African American	Men	0	1	0	1
	Women	0	3	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	0
	Women	0	1	0	0
Asian	Men	1	4	0	1
	Women	0	3	1	0
Amer. Indian/ Alaska Native	Men	0	1	0	0
	Women	1	1	0	0
2 or More Races	Men	0	0	0	0
	Women	1	1	0	0
TOTAL	Men	147	79	47	8
	Women	43	73	26	7
TOTAL NUMBER		190	152	73	15
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	1	0
	Women	1	2	0	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 2007: 12 # job fairs/consortia attended in 2007: 4

**BILLABLE HOURS:**

Avg annual assoc. hrs worked: 2006 2007  
2091 2143  
Avg. annual assoc. billable hrs: 1697 1713

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-wide  Office specific

% firm billable hours: 6.72  avg. hrs. per attorney: 97

Participation: 96 % assoc. 97 % 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; Reno, Carson City & Las Vegas, NV; Washington DC; as well as additional CO offices in the Denver Technological Center, Colorado Springs, Aspen and Boulder.

As of July 1, 2008 Holland & Hart LLP and Hale Lane Peek Dennison and Howard completed the combination of the two firms, keeping the name Holland & Hart LLP.

**NOTE:** The Primary Practice Areas and Demographic Information sections of this NALP form reflect the merger of the two firms. The remaining information on this document reflects Holland & Hart information as of February 1, 2008.

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.

As of July 1, 2008

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate (Details in online narrative)	36	45
Patent Pros/Trademark/Copyright	18	19
Real Estate	20	16
Tax & Estates	12	24
Litigation (Details in online narrative)	48	65
Labor & Employment	19	17
Environmental Compliance	17	24
Energy & Telecommunications	6	2
Minerals	11	7
Water	6	3
<b>Total Number:</b>	<b>193</b>	<b>222</b>
<b>Grand Total:</b>		<b>415</b>

**COMPENSATION & EMPLOYMENT DATA:**

Lawyer's	2008 Compensation	BEGAN WORK IN		EXPECTED 2008
		2005	2007	
Laterals		37 ( )	34 ( )	25
Post-clerkship		( )	4 ( )	
Entry-level	120000 /yr	12 ( 8)	15 ( 13)	11
LLMs (US)			( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	2307 \$/wk	( 13)	( 13)	21
1Ls	2307 \$/wk	1	2	2

# 2007 summer 2Ls considered for associate offers: 13 # offers made: 11

Hire school term clerks? CBC

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

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

Comments: First 8 weeks

Accept applications for 2009 summer program from:

Joint degree students graduating in 2011? N

Evening students graduating in 2011? 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 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 an extensive review 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. 1 (m) 14 (w) ptrs/mbrs. 4 (m) 13 (w) oth. lawy. 4 (m) 12 (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](http://www.nalpdirectory.com)