

## Basic Information

Firm-wide  
Organization Size: 450  
Office Size: 469  
**Hiring Attorney:**  
Ms. Misae Nishikura

**Recruiting Contact:**  
Ms. Lisa Liss  
Senior Recruiting Manager  
555 17th Street, Suite 3200  
Denver, Colorado (CO) 80202  
United States  
**Phone:** 303-295-8002  
LVLiss@hollandhart.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 135,000-180,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 2,596-3,461  
2023 compensation for 1Ls(\$/week) 2,596-3,461

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track?  
How many years is the equity track?

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	168	83	41	NC	5
	Women	67	84	32	NC	17
	Non-binary	0	1	0	NC	0
	Total	235	168	73	0	22
<b>Latinx</b>	Men	6	12	0	NC	0
	Women	2	5	1	NC	1
	Non-binary	0	0	0	NC	0
<b>White</b>	Men	144	59	35	NC	1
	Women	54	67	25	NC	7
	Non-binary	0	1	0	NC	0
<b>Black or African American</b>	Men	0	3	2	NC	1
	Women	1	1	2	NC	0
	Non-binary	0	0	0	NC	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	NC	0
	Women	0	0	0	NC	2
	Non-binary	0	0	0	NC	0
<b>Asian</b>	Men	2	4	2	NC	0
	Women	1	4	2	NC	2
	Non-binary	0	0	0	NC	0
<b>Native American or Alaska Native</b>	Men	0	1	0	NC	0
	Women	0	1	0	NC	0
	Non-binary	0	0	0	NC	0
<b>2 or More Races</b>	Men	5	0	1	NC	1
	Women	3	3	2	NC	0
	Non-binary	0	0	0	NC	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	3	2	1	NC	1
	Women	5	2	1	NC	1
	Non-binary	0	2	0	NC	1
<b>Veteran</b>	Men	7	2	2	NC	1
	Women	0	2	0	NC	0
	Non-binary	0	0	0	NC	0

## Pro Bono/Public Interest

Cory Talbot  
Partner, Pro Bono/Public Service Coordinator  
(801) 799-5971  
CATalbot@hollandhart.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

5%

Average Hours per Attorney last year

67.7

Percent of associates participating last year

91.5

Percent of partners participating last year

88.9

Percent of other lawyers participating last year

73.2

## Professional Development

Evaluations

Other

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

Yes

Rotation for junior associates between departments/practice groups?

Case-by-case

Is rotation mandatory?

No

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

Yes

Does your organization give billable hours credit for training time?

No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	8	8	12	9	12
Entry-level (non-traditional track)					
Lateral Partners	5		15	1	
Lateral Associates	46	1	52	3	
All Other Laterals (non-traditional track)	9		16		
Post-Clerkship	2		3	2	0
LL.M.s (U.S.)			1	0	
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	12	3	15	3	16
1Ls	6		7		5

Number of 2022 Summer 2Ls considered for associate offers 15

Number of offers made to summer 2L associates 13

General 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.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Appellate Government, Regulatory, Administrative Litigation	Commercial Litigation/Appellate	42	16	28		
Business, Corporate Energy	Corporate	35	5	33		

<b>Energy Government, Regulatory, Administrative Environmental</b>	Environment, Energy & Natural Resources	47	11	30
<b>Intellectual Property Litigation</b>	Intellectual Property	21	8	17
<b>Arbitration, Dispute Resolution, Mediation Labor and Employment Litigation</b>	Labor & Employment	14	4	13
<b>Intellectual Property</b>	Patent Systems Group	10	8	9
<b>Banking, Finance Litigation Real Estate, Land Use Bankruptcy</b>	Real Estate, Construction, Finance, & Bankruptcy	35	13	22
<b>Tax Trusts and Estates</b>	Tax	28	7	16

## Diversity & Inclusion

**Diversity Contact:** Ms. Phyllis Wan

**Diversity Website/URL:** <http://www.hollandhart.com/diversity-and-inclusion/>

## Organization Narrative

Holland & Hart was founded in 1947. We are one of the largest AmLaw200 firms in the Mountain West with 13 offices in 8 states and Washington, D.C. We are known for our pioneering innovative spirit and team-based, collaborative environment. Our attorneys experience a sophisticated practice common to larger firms, while enjoying the benefits of living in one of Holland & Hart's desirable geographical locations.

We intentionally create opportunities for attorneys to seek balance in work and life through long-standing programs including reduced-hour work arrangements, remote hybrid work arrangements, and sabbaticals, so they can be in the moment at their job, with their families, or while pursuing personal interests.

### CORE VALUES

Holland & Hart builds client teams with attorneys and professional staff who bring qualities that align with the firm's core values: integrity, excellence, innovation, teamwork, our commitment to one another, our diverse work force, our communities, and living full lives.

### COMPENSATION, BONUSES & EXPECTATIONS

Holland & Hart's compensation is merit-based. Associates are evaluated on your individual performance and achievements. The firm's generous bonus program rewards financial contributions and hard work. Associates are also eligible for fee splits. Holland & Hart expects associates to invest 1800 hours on billable matters, 75 hours of pro bono/public service work (or 50 hours of pro bono legal work), including at least 25 hours dedicated to diversity, equity, and inclusion. Contributions to the life of the firm is vital to the collective success of the firm, and we encourage our lawyers to engage in ways each person finds meaningful through various committees and firm activities.

### WELL-BEING & FLEXIBILITY

Well-being and flexibility are important to us. Choose where you work (remote, hybrid, in-office) and hours that allow you to take care of yourself, your family, and your clients.

### CAREER PROGRESSION

Holland & Hart's career progression model is based on a three-tiered levels approach. Associates progress through three levels, and each level is comprised of core competencies and practice group-specific benchmarks. To progress to the next level, associates are expected to master the core competencies and achieve the benchmarks in their current level. This three-tiered career progression approach is designed to prepare associates to become business owners/partners if that is their goal. The levels approach allows one to progress through levels at their own individual pace rather than through a "lock-step system." Also, we do not have an "up or out" policy. If an associate is not interested in partnership, there are other career pathways for attorneys to become strong, technical lawyers. To encourage our associates to think like future partners and business owners, emphasis shifts from billable hours to revenue targets as attorneys acquire more experience and progress through levels.

### FEEDBACK

Attorneys benefit from receiving real-time feedback when assignments are completed and during the firm's annual review process. These opportunities for comprehensive feedback are available through the firm's performance management system and designed to facilitate discussions with each attorney about their career progression.

### MENTORING & TRAINING

Our attorney mentoring program is available to all interested attorneys. We use an online website to facilitate mentor/mentee matching, and to provide resources to ensure the success of each mentoring relationship. Attorneys are also encouraged to seek out mentorship opportunities throughout their careers, both at Holland & Hart and in the broader legal community.

Holland & Hart offers robust training opportunities through in-house programs that include monthly practice-specific training, the H&H Academy (a culture-building program), and BD.You powered by GrowthPlay (an innovative program designed to help you take your career to the next level). We also invite expert guests to speak on a range of career-related

topics to support continued learning and development. Topics are focused on both legal skills, such as Legal Writing, and professional growth, such as Well-Being. The firm also offers a subscription to the Practicing Law Institute (PLI) to assist attorneys in fulfilling their continuing legal education requirements.

### DEI MATTERS AT HOLLAND & HART

Among the many DEI initiatives the firm engages in, we are proud to be among the inaugural firms participating in Diversity Lab's Mansfield Program starting in 2017 and to have achieved Mansfield Certification and Mansfield Certification Plus every year. Our Diversity & Inclusion Committee (DIVCOM), formed more than 30 years ago, serves two primary roles: an advisory committee to firm leadership, providing guidance on proposed policies, practices, initiatives, and recommendations for change and improvement; and as an affinity group, open to all attorneys. At monthly meetings, DIVCOM members across the firm discuss any issues of concern, share success stories, upcoming events and trainings, and engage in lively discussions on policy and process. Attorneys have the opportunity to join one of DIVCOM's sub-committee working groups and/or a diverse network group (H&H Pride Network, African-American Network Group, Asian/Pacific Islander Network Group, Latinx Network Group).

### WOMEN'S FORUM

Holland & Hart's Women's Forum, created formally in 2011, has a three-pronged mission:

- To create an open and diverse forum to raise and assist in the resolution of women's issues within our firm.

- To empower women lawyers to succeed within our firm structure in developing business, and otherwise in furthering their careers and lives.
- To create a network of women lawyers who continuously assist other women lawyers to progress.

The Women's Forum also serves an important policymaking and advisory role to the firm's management committee and other firm leaders. Women's Forum members have been pivotal in advocating for the drafting and negotiating of new or updated policies that support work-life balance and address many issues unique to women, such as the Parental Leave Policy, remote/hybrid work arrangements, Fertility coverage, childcare, and the Off Ramp/On Ramp policy.

#### **GIVING BACK TO OUR COMMUNITIES**

Holland & Hart has a long-standing commitment to the communities served by our offices. Members of the firm actively seek and undertake opportunities to give their skills, time, and talents to provide legal and civic pro bono services to non-profit organizations that help others, and to those who are indigent, down-trodden, and would otherwise go without legal help. Through the Holland & Hart Foundation, a 501(c)(3) non-profit organization formed over 22 years ago, members of the firm volunteer on projects and service opportunities that support and positively impact the communities where they live. Foundation projects include supporting older adults and shelters, individuals who are homeless or food insecure, schools, students, and classrooms, and individuals and families in need during the holiday season.

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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