

U.S. News – Best Lawyers

# BEST LAW FIRMS

HOLLAND & HART  LLP

as ranked in

**"BEST LAW FIRMS" 2010**





as listed in U.S.News – Best Lawyers  
**"BEST LAW FIRMS" 2010**



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## FIRM PROFILE

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Josiah Holland and Stephen Hart set their sights high for this firm from the beginning. They believed that client service and satisfaction should be the greatest drivers of their actions and approaches to solving legal and business problems. That attitude still exists in our firm today and remains at the core of our firm's values.

Holland & Hart's focus on clients and excellence has led to our recognition by U.S. News & World Report and Best Lawyers®. Best Lawyers President Steven Naifeh writes,

*Let me congratulate Holland & Hart on its extraordinary performance in the U.S. News–Best Lawyers “Best Law Firms” rankings. With a national first-tier ranking and 76 metropolitan first-tier rankings, Holland & Hart has more metropolitan first-tier rankings than all but five firms in the entire U.S.*

With our firm-wide resources, local presence, and coordinated efforts, Holland & Hart delivers integrated legal solutions to regional, national, and international clients of all sizes, from emerging businesses to Fortune 500 corporations. Our clients are innovative and savvy businesspeople, and we are honored to partner with them as they grow their companies from coast to coast.

Since its inception in 1947, Holland & Hart has grown into a firm of more than 400 lawyers in 15 offices. We employ a variety of methods to manage cases effectively, including task-based budgeting, judicious use of prior work-product, conservative staffing, alternative dispute resolution, and wise application of technology.



Holland & Hart LLP

Website: [www.hollandhart.com](http://www.hollandhart.com)

**BEST LAW FIRMS RANKINGS – 2010**

**NATIONAL TIER 1**

Mining Law

**NATIONAL TIER 2**

Energy Law  
Oil & Gas Law  
Project Finance Law  
Tax Law

**NATIONAL TIER 3**

Corporate Law  
Employment Law - Management  
Insurance Law  
Labor Law - Management  
Mergers & Acquisitions Law

**BILLINGS TIER 1**

Banking and Finance Law  
Bankruptcy and Creditor  
Debtor Rights / Insolvency and  
Reorganization Law  
Corporate Law  
Employee Benefits (ERISA) Law  
Employment Law - Management  
Environmental Law  
General Commercial Litigation  
Intellectual Property Law  
Labor Law - Management  
Project Finance Law  
Real Estate Law  
Tax Law

**CHEYENNE TIER 1**

Administrative / Regulatory Law  
Employment Law - Management  
Energy Law  
Environmental Law  
General Commercial Litigation  
Government Relations Practice  
Labor Law - Management  
Natural Resources Law  
Tax Law  
Water Law

**COLORADO TIER 1**

Administrative / Regulatory Law  
Banking and Finance Law

Construction Law  
Corporate Law  
Employee Benefits (ERISA) Law  
Employment Law - Management  
Energy Law  
Environmental Law  
General Commercial Litigation  
Immigration Law  
Insurance Law  
Intellectual Property Law  
Labor Law - Management  
Mergers & Acquisitions Law  
Mining Law  
Natural Resources Law  
Oil & Gas Law  
Private Equity Law  
Project Finance Law  
Real Estate Law  
Securities / Capital Markets Law  
Tax Law  
Trusts & Estates Law  
Water Law

**JACKSON-WY TIER 1**

Environmental Law  
Natural Resources Law  
Personal Injury Litigation -  
Defendants

**LAS VEGAS TIER 1**

Corporate Law  
Tax Law

**RENO TIER 1**

Bankruptcy and Creditor  
Debtor Rights / Insolvency and  
Reorganization Law  
Corporate Law  
Energy Law  
Environmental Law  
Gaming Law  
General Commercial Litigation  
Natural Resources Law  
Real Estate Law

**SANTA FE TIER 1**

Antitrust Law  
Energy Law  
Environmental Law

Natural Resources Law  
Oil & Gas Law  
Personal Injury Litigation -  
Defendants

**UTAH TIER 1**

Banking and Finance Law  
Corporate Law  
Employment Law - Management  
Energy Law  
Environmental Law  
Labor Law - Management  
Mergers & Acquisitions Law  
Natural Resources Law  
Oil & Gas Law  
Real Estate Law  
Venture Capital Law

**BILLINGS TIER 2**

Energy Law  
Natural Resources Law  
Trusts & Estates Law

**CHEYENNE TIER 2**

Corporate Law  
Mergers & Acquisitions Law

**COLORADO TIER 2**

Alternative Dispute Resolution  
Antitrust Law  
Criminal Defense: White-Collar

**LAS VEGAS TIER 2**

General Commercial Litigation

**RENO TIER 2**

Mining Law  
Trusts & Estates Law  
Water Law

**UTAH TIER 2**

Bankruptcy and Creditor  
Debtor Rights / Insolvency and  
Reorganization Law

**WASHINGTON TIER 2**

Environmental Law

# Weathering the Recession Out West

Denver firm finds that the downturn offers opportunity for a makeover

By Katy Hopkins

**C**an friendship, trust, and transparency beat a recession? At Holland & Hart, those values were at least a head start.

As large law firms across the country responded to a poor business climate with mass layoffs and deferred hiring over the past two years, Holland & Hart, a 400-lawyer Denver firm with offices throughout the West, has yet to lay off staff or shelve commitments to anyone.

“We saw the recession as an opportunity of a lifetime,” says Don Degnan, Holland & Hart’s intellectual property group chair. “We were going to be able to get our foot in the door with clients who typically go to D.C., L.A., and New York.”

The firm stayed on track with rates 40 to 60 percent lower than coastal competitors, high attorney retention, and expertise in areas like corporate and natural resources law. It has a first-tier national ranking in Best Law Firms for mining law.

The firm also made some quick changes, cutting back on trips and retreats and reconnecting with clients—many of whom the attorneys count as friends. “Before the end of 2008, we had really figured out what we needed to do to adapt to the new environment in a way that was consistent with our aims to protect our people and ride this out without compromising the culture and qualities of Holland & Hart,” says Steve Villano, the firm’s finance partner.

**Cheerleaders.** For long-term success, firm leaders saw bigger changes afoot. As of July 1, the firm has a dramatically revamped internal structure, the result of nearly a year’s worth of industry research and analysis. Three broad departments with overwhelmed leaders were broken into eight practice groups, including energy and commercial litigation. Now, group leaders must stay abreast of their respective industries while acting as coach, cheerleader, and prodger for fellow lawyers as needed in an attempt to stay closer to clients’ needs.

The revamped structure was implemented by the democratic management committee, which comprises Villano, managing partner Tom O’Donnell, chairman John Husband, a regional office representative, and three elected lawyers who represent the firm’s junior, middle, and senior members. All have an equal vote on decisions.

“It gets back to youthful leadership,” Degnan says. “That allows us to drive the decisions, instead of old white guys sitting around a table trying to milk this for the next five years.”

This sense of openness and trust is clearly pervasive at the firm. Collegiality is a word often thrown around; cross-pollination, too. Sound too good to be true in a law firm?

“You haven’t just walked into this Marxist world,” partner

Scott Havlick notes with a laugh. “We’re all selfish people.” But “if you can eliminate competing with each other internally, you just have so much more energy to compete in the marketplace.”

Another energy boost at Holland & Hart is the mandatory sabbatical. Every five years, lawyers take three-month breaks, such as the worldwide trek during which partner Trip Mackintosh adopted an 11-year-old son from Zambia. For another partner, it was the chance to read 15 books. Regardless of the journey, the sabbaticals challenge the lawyers to excel out of the office and recharge for hard work, Mackintosh says.

But Holland & Hart attorneys don’t have to go far to decompress. The Rockies loom outside their office windows in Denver and Boulder, and all the attorneys can use the firm’s condos in Aspen and Steamboat Springs.

“We work hard, but we also understand that people have



Managing partner Tom O’Donnell and chairman John Husband in their Denver office

lives outside of work, too,” says Husband, the management committee chairman. “We live in a beautiful part of the country. People ski, and they hike, and they fish.”

Lawyers also use the landscape to cultivate unique client relationships, whether on backpacking excursions through the mountains or fishing trips to Alaska. They’re active in pro bono work, too.

“The people are true community trustees,” says Maureen McDonald of the Denver Metro Chamber Leadership Foundation, where 30 firm members have volunteered their time.

It’s an appealing balance for lawyers seeking a change. Though he now bills at a rate 40 percent less than he did in New York, King & Spalding transplant Larry Tronco says biking to work at Holland & Hart’s Boulder office and collaborating with peers more than makes up for it. “It’s night and day,” Tronco says of his switch. “I actually have a life here.” ●



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**PRACTICE AREAS**

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Advertising, Promotions, and Entertainment	Endangered Species	New Media, Cyber Security, and the Internet
Affordable Housing	Energy and Electricity	Oil and Gas
Agriculture and Food	Environmental Compliance	Outsourcing and Offshoring
Air Quality	Environmental Insurance Coverage Litigation	Patents
Alternative Dispute Resolution	Environmental Litigation	Petroleum Storage Tanks
Antitrust and Trade Regulation	Estate Planning and Administration	Private Client Group
Appellate	Export Control/Trade Sanctions	Products Liability
Bankruptcy	Fiduciary Solutions	Project Development and Finance
Bioscience	Financial and Commercial Transactions	Public Lands
Broadband Communications	Franchise Law	Real Estate
Brownfields Development	Gaming	Real Estate Litigation
Class Actions	Global Climate Change	Renewable Energy
Cleantech	Government Contracts	Resorts, Lodging, and Leisure Industry Group
Commercial Litigation	Government Investigations and White Collar Defense	Securities and Capital Markets
Condemnation	Governmental Affairs	Securities Litigation
Construction and Design Representation	Healthcare	Ski Industry
Copyrights	Historic Preservation	Space Law
Corporate Governance and Compliance	Indian/Native American Law	Subprime Mortgage
Corporate Law and Business Entities	Insurance Coverage and Risk Management	Superfund
Customs Law/Import Control	Intellectual Property	Sustainable Business
Electric, Gas, and Telecommunications Utility Law	Intellectual Property Litigation	Tax
Emergency Response	International	Tort Defense and Insurance
Emerging Growth	International Dispute Resolution	Trade Secrets
Employee Benefits	Labor and Employment	Trademarks
Employee Benefits Litigation	Legal Professional Liability	Trusts and Estates
Employee Stock Ownership Plan Transactions	Licensing and Technology	Venture Capital
	Mergers and Acquisitions	Water Quality
	Mining	Water Rights

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THE SKY IS NOT THE LIMIT.

As the largest law firm based in the Mountain West, we're used to setting our sights high. It gives us an affinity for clients with similarly lofty goals. We've developed a focus on client service that guides us from the courtroom to the boardroom—a focus that is as valued at sea level as it is a mile high.

To learn what a difference our attitude might make, we invite you to contact our chairman, John Husband, at (303) 295-8000; 555 17th Street, Suite 3200, Denver, CO 80202.

Aspen  
Billings  
Boise

Boulder  
Carson City  
Cheyenne

Colorado Springs  
Denver  
Denver Tech Center

Jackson Hole  
Las Vegas  
Reno

Salt Lake City  
Santa Fe  
Washington, D.C.

**HOLLAND & HART**<sup>LLP</sup>

[www.hollandhart.com](http://www.hollandhart.com)

