

## WHO WE ARE

Holland & Hart was founded in 1947. With over 450 attorneys in eight states and Washington, D.C., we are one of the largest Am Law 200 firms based in the Mountain West. Holland & Hart consistently ranks in Vault's Top 5 Best Law Firms in the Mountain States and was named "Law Firm of the Year" in Natural Resources by Best Law Firms 2024.

## CORE VALUES

Holland & Hart seeks to build its 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.

## WE LIVE FULL LIVES

Holland & Hart attracts those who love what they do at work as much as they love what they do on the weekend. We intentionally create opportunities for attorneys to seek balance in work and in life through longstanding programs including sabbaticals, service opportunities through the Holland & Hart Foundation, team retreats, and flexible-hour, remote, and hybrid work arrangements so they can be in the moment at their job, with their families, or when pursuing personal interests. The firm also offers in-house programs that focus on wellness and stress management.

Our attorneys enjoy the benefits of living in one of the firm's desirable geographical locations while working in a team-driven, collaborative environment where personal interests, family commitments, and professional aspirations are respected and supported.

## WE GIVE BACK TO OUR COMMUNITIES

Service is embedded in our firm culture. 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. Holland & Hart expects associates to invest 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.

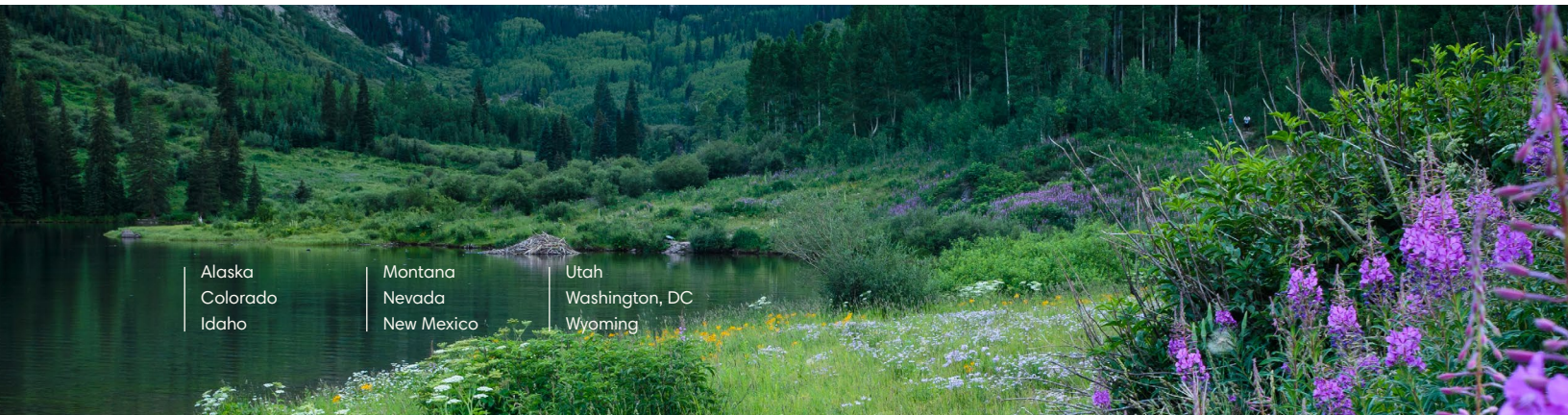
## DIVERSITY & INCLUSIVENESS AWARDS

- Mansfield Rule Certified Plus for seven consecutive years, 2018-2024
- Earned Top Score on Human Rights Campaign Foundation's Corporate Equality Index, 2020-2024
- Recognized by the Leadership Council for Legal Diversity as a Compass Award Winner (2022-2024) and Top Performer (2023, 2024)
- Chief Diversity and Inclusion Officer, Phyllis Wan recognized by Center for Legal Inclusiveness with the 2023 Inclusiveness@Work Award in the Individual category
- Recognized by Bloomberg Law's Annual Diversity, Equity, and Inclusion (DEI) Framework, 2024
- Gold Standard Certification by the Women in Law Empowerment Forum\* for 13 consecutive years, 2011-2023 (\*program discontinued in 2023)

Alaska  
Colorado  
Idaho

Montana  
Nevada  
New Mexico

Utah  
Washington, DC  
Wyoming



**PROGRAM OVERVIEW**

Holland & Hart's Summer Program offers a comprehensive learning, training, mentoring, and networking experience. Opportunities are available in many of the firm's practice groups and industries. We host an eight-week program comprised of around 22 Summer Clerks. Summer Clerks participate in the same training and development programs offered to Associates, including committee meetings, while also benefiting from unique offerings designed specifically for summer clerks.

Please visit our website to learn more about summer program opportunities in each office and practice group:  
[www.hollandhart.com/law-students](http://www.hollandhart.com/law-students)

**WHAT WILL YOU DO?**

- Gain real-world law firm experience, including observational opportunities and client exposure.
- Engage in substantive, associate-level billable work assignments.
- Participate in legal pro bono work and community service opportunities.
- Build relationships within your practice group and office.
- Get to know colleagues within the firm and the legal community through various networking and social events.

**TOOLS TO BUILD YOUR CAREER**

Holland & Hart offers a robust professional development program including a firm-wide Associate and Counsel retreat, monthly practice-specific training sessions, and BD.YOU, powered by GrowthPlay, our customized business development program. We invite expert guests to speak on a range of practice and career-related topics to support continued learning and development.

**ARTIFICIAL INTELLIGENCE**

Holland & Hart is prepared and committed to be at the forefront of AI applications, solutions, and best practices. Our in-house Innovation Lab of data scientists, engineers, and technologists help to identify and leverage opportunities to generate content, streamline workflows, and automate routine administrative tasks so you can spend your time working on client projects. As a Holland & Hart summer clerk, you'll learn:

- Prompt engineering tips and tricks
- Ethics and best practices for using generative AI
- The "magic" of AI—how it works and how to optimize its power
- Hands-on experience using AI tools on projects

**PREPARE FOR YOUR LEGAL CAREER**

Summer Clerks participate in a three-day firm-wide orientation together in the Denver office. Orientation includes introductory information about the firm, its history and leadership, practical and professional skills training sessions, and opportunities to meet a broad group of attorneys and firm leaders from different practice areas and committees.

Summer Clerks receive real-time feedback and performance advisement during the program. Our clerks also benefit from the structured support of a personalized team that includes a partner mentor, a workflow supervisor, and attorney buddies.

**NETWORKING & SOCIAL EVENTS**

Our program incorporates social experiences that build relationships among Summer Clerks and with their Holland & Hart colleagues.

A sample of summer program events firm-wide over the years includes:

- City-wide Summer Associate Night-Out
- Cooking Class
- Dinner Events at Partners' Homes
- Diversity, Equity & Inclusion Reception
- Escape Room
- Golf Outings
- Holland & Hart Foundation Volunteer Day
- Lunch and Courtroom Tour with a Judge
- Major & Minor League Baseball Games
- Mountain Resort Adventure Day
- Welcome Reception & Farewell Event
- Wine Tasting Class
- Painting Nights
- Happy Hours
- Lunches & Coffees

For more information, or to apply, please visit our website:  
[www.hollandhart.com/law-students](http://www.hollandhart.com/law-students)