Holland & Hart



Rich Spilde

Partner

1800 Broadway, Suite 300, Boulder, CO 80302

P 303.473.4808

rdspilde@hollandhart.com

Rich provides strategic counsel to clients navigating the complex intersection of law, technology, operations, and business innovation.

With over 25 years of distinguished legal experience, Rich Spilde is a leading authority in technology law and transactions, AI, critical infrastructure, data protection, cybersecurity, IT, OT, and telecommunications infrastructure and services.

Rich leads the firm's data protection, cybersecurity, and AI group, and focuses on data privacy and information security matters including U.S. and international privacy and security law compliance, artificial intelligence, biometric technology implementation, critical infrastructure protection, information security risk assessments and audits, data breach incident response, records management and retention, service provider and vendor diligence, management, and oversight, and managing risk in IP, IT, OT, technology and commercial transactions.

Known for his practical and business-focused approach, Rich serves as a trusted advisor who translates complex legal and regulatory requirements into actionable steps and business strategies. He works closely with clients to understand their unique challenges and objectives, delivering solutions that balance legal compliance with operational efficiency and competitive advantage.

His extensive experience in structuring and negotiating complex multi-jurisdictional transactions and managing cross-border regulatory requirements and his understanding of technology and operational issues makes him a go-to counsel for organizations operating in today's interconnected global marketplace.

Having served as in-house counsel for a large communications company, Rich truly appreciates the challenges and opportunities clients face in order to exploit and preserve the value of their technology assets in a rapidly evolving environment. He delivers sophisticated, practical advice to help his clients identify issues and structure technology transactions that manage their risk, protect their data and intellectual property, and meet their strategic objectives.

Rich is recognized as a thought leader in technology law and regularly speaks at industry conferences and contributes to legal and business publications on emerging technology trends, privacy regulations, and cybersecurity best practices.

PRACTICES

Cross-Border Transactions
Data Privacy and Information Security
Emerging Companies
Intellectual Property
IP and Technology Transactions
Mergers and Acquisitions
Trade Secrets and Non-Competes

INDUSTRIES

Data Centers
Energy and Resources
Financial Institutions
Healthcare
Renewable Energy and Storage Technology

EDUCATION

University of Denver College of Law, J.D., 2000
Order of St. Ives
University of Denver Student Law Office
Transportation Law Journal, Member
Moot Court Board, Member

Colorado State University, B.A., 1995
Political Science

BAR ADMISSIONS

Colorado

EXPERIENCE

Cybersecurity, Risk Management & Incident Response

- Cybersecurity program development
- Third party, vendor and service provider security risk management program and policy development, diligence, oversight, management, and audit.
- Data breach and ransomware incident response planning, and data breach remediation, notification, and compliance assistance.

Data Protection & Privacy Compliance

- Advice and counseling on matters involving data collection, governance, handling, processing, storage, and transmission, and development of disclosures, policies, data retention, and data management practices. Privacy program development and implementation
- Cross-border data transfer strategies
- Regulatory compliance (GDPR, CCPA, CPA, PIPEDA, and emerging privacy laws)

Emerging Technology & AI

- Artificial intelligence governance, compliance, and risk management in transactions.
- Machine learning and algorithmic accountability
- Biometric technology implementation

Intellectual Property, Information Technology, and Technology Transactions and Licensing

- Intellectual property, idea, and trade secret protection, development, IP licensing and transfer transactions and strategic advice.
- Technology assets, solutions, equipment, and services development, marketing, licensing, deployment and distribution, including SaaS, cloud services, and open source software.
- Content and data protection, licensing, and distribution.

Strategic Sourcing and Procurement

- Advice and counseling in connection with RFP planning, vendor review and selection, contract structuring, and negotiation of business process outsourcing (including HR, payment processing, business processing outsourcing, call center, help desk and support services), information technology services, offshoring, and software, hardware, and services procurement.
- Transportation Logistics and Supply Chain Management
- Professional Services, consulting, independent contractor and master services agreements.

Telecommunications Services and Infrastructure

- Wholesale telecommunications services, including local access, network, private line, transport, wavelength, colocation, cloud, managed services, and other services.
- Critical infrastructure protection and cybersecurity.
- Development, construction, operations and maintenance, and acquisition of telecommunications facilities and infrastructure and access and use rights, including conduit systems, fiber optic cables and related facilities, submarine cables, cellular, DAS, small-cell, and other communications technologies and assets.
- Data center development, acquisition, construction, and operations.

Industry Experience

- Aerospace
- Banking & Financial Services
- Cable Television
- Critical Infrastructure Facilities and Services
- Data Center Operations & Services
- Healthcare
- Media & Entertainment
- Mining & Natural Resources
- Telecommunications Infrastructure and Services

BLOG POSTS

"What the Vivek Shah Ruling Means for CIPA Claims," *The Pulse*, July 28, 2026

"AI Vendor Risk: Extending Third-Party Risk Management for the Age of Artificial Intelligence," *The Pulse*, July 28, 2026

SPEAKING ENGAGEMENTS

"Standards at a Crossroads - AI Policy, Practice, and Protection," Panelist, *2026 ANSI Innovation Summit*, Denver, CO, July 30, 2026

"Enabling the Business to Safely Use AI, Cloud, and SaaS," *CISO Executive Network - Mountain West Regional Roundtable*, November 19, 2025

"Addressing Risk - Threat, Vulnerability, Attack Surface, and Exposure Management," *CISO Executive Network Roundtable*, Las Vegas, NV, Denver, CO, September 17, September 25, 2025

"CISO ExecNet – National Symposium Legal Expert Panel Discussion," *CISO ExecNet National Symposium*, Chicago, IL , July 28-29, 2025

"Mountain West Regional Roundtable - Cyber Resiliency," *CISO Executive*

Network Roundtable, Denver, CO, Las Vegas, NV, June 26, 2025

"Emerging Issues in Privacy & Technology Half-Day CLE Event," *ACC Nevada*, Las Vegas, NV, May 15, 2025

"Making Sense of X + Security Posture Management," *CISO Executive Network Roundtable*, Denver, CO, April 24, 2025

"Controlling the Perimeter-Less World With Zero Trust + SASE +...," *CISO Executive Network Roundtable*, Denver, CO, Las Vegas, NV, February 27, March 5, 2025

"Cloud, SaaS, & AI: Security, Privacy, and Compliance Control," *CISO Executive Network Roundtable*, Las Vegas, NV, Denver, CO, Boise, ID, November 20, December 4, December 5, 2024

"It's Not Just the Data... Key Privacy and Data Security Considerations," *Holland & Hart In-House Counsel CLE Event*, Denver, CO, November 7, 2024

"New & Old Threats- Proactive Threat, Vulnerabilities Attack Surface," *CISO Executive Network Virtual Roundtable*, Las Vegas, NV, Boise, ID, Denver, CO, October 9, October 17, October 23, 2024

"The Evolving Relationship Between the CISO & Developers - DevOps, AppSec, APISecurity, Open Source, & SBOM," *CISO Executive Network Roundtable*, Las Vegas, NV, Denver, CO, Boise, ID, August 28, September 11, September 12, 2024

"Protecting Data Where It Lives - Cloud, 3rd Party, GenAI, File Shares, Devices," *CISO Executive Network Roundtable*, Las Vegas, NV, Boise, ID, Denver, CO, June 12, June 27, 2024

"Security Operations- How to Get Our "_DRs" In Order ," *CISO Executive Network Virtual Roundtable*, Las Vegas, NV, Boise, ID, Salt Lake City, UT, April 18, May 1, 2024

"The Solar Winds Effect – Internal Communications and Lessons Learned," *2024 RH-ISAC Cyber Intelligence Summit*, Denver, CO, April 10, 2024

"Zero Trust Ingredients: IAM + Least Privilege + Data Protection + ?," *CISO Executive Network Roundtable*, Las Vegas, NV, Denver, CO, Boise, ID, March 6, March 20, March 21, 2024

"Privacy, Security, and Risk Visibility," *Association of Corporate Counsel – Mountain West Chapter, 2024 Technology Law Symposium* , March 1, 2024

"Layered Defense Architectures: From Actors to Assets & In-Between," *CISO Executive Network Virtual Roundtable*, Las Vegas, NV, Boise, ID, Denver, CO, January 25, February 1, February 7, 2024

"Visibility of Our Assets and the Attack Surface," *CISO Executive Network*

Virtual Roundtable, Boise, ID, November 14, December 12, 2023

"Identity First Security Strategies," *CISO Executive Network Virtual Roundtable*, Boise, ID, October 3, October 11, October 24, 2023

"Controlling Data Sprawl Risks- Third Parties, Cloud, & Insiders," *CISO Executive Network Roundtable*, Boise, ID, Las Vegas, NV, Denver, CO, August 22, August 30, September 19, 2023

"Evolving Threat Landscape," *CISO Executive Network Roundtable*, Presenter, Denver, CO, January 31, 2023

"Evolving Threat Landscape," *CISO Executive Network Roundtable*, Presenter, Las Vegas, NV, January 19, 2023

"Moving Security Operations from Reactive to Proactive," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, December 1, 2022

"Moving Security Operations from Reactive to Proactive," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, November 30, 2022

"Securing Our Move to the Cloud and Putting Security into DevOps," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, October 25, 2022

"Securing Our Move to the Cloud and Putting Security into DevOps," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, October 19, 2022

"Data Protection – Identity as a Core Control for Security," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, September 15, 2022

"2022 Cybersecurity Landscape: Security, Risk Visibility, and Reporting," *Holland & Hart Client Update Seminar*, Presenter, September 9, 2022

"Data Protection – Identity as a Core Control for Security," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, August 31, 2022

"Threat, Vulnerability, and Attack Surface Management," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, June 23, 2022

"Threat, Vulnerability, and Attack Surface Management," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, June 1, 2022

"Data Protection – Governance, Security, and Privacy Controls," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, May 5, 2022

"Data Protection – Governance, Security, and Privacy Controls," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, April 27, 2022

"Zero Trust and Combating Risky User Behavior," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, March 31, 2022

"Zero Trust and Combating Risky User Behavior," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, March 24, 2022

"Current State of Cyber Threats, Cyber Extortion, and the Ransomware Challenge," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, January 27, 2022

"Current State of Cyber Threats, Cyber Extortion, and the Ransomware Challenge," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, January 19, 2022

"Security and Third Party Risk Visibility and Reporting," *CISO Executive Network Roundtable*, Presenter, Las Vegas, Nevada, December 15, 2021

"Security and Third Party Risk Visibility and Reporting," *CISO Executive Network Roundtable*, Presenter, Denver, Colorado, December 9, 2021

"Cybersecurity and Privacy," *2021 Rural 9 IT Meeting*, Presenter, December, 2021

"AI and Machine Learning: What Is Big Data?," *17th Annual Rocky Mountain Intellectual Property & Technology Institute*, June 2019

"Privacy Regulation In the Information Age," *Promise & Perils of Web 2.0 and Your Business, Holland & Hart seminar*, Denver, CO, November 2009

"Vendor Due Diligence," *IAPP Knowledge Net*, Co-presenter, Denver, CO, September 2009

"Software Distribution and Resale Agreements," *Intellectual Property and Technology Institute*, Denver, CO, June 2009

"ProPay Data Security Summit," *Speaker and Panelist*, Snowbird, UT, November 2008

"Having Your Cookies and Keeping Your Customers: Privacy Issues, Challenges and Threats in Electronic Commerce," *Outdoor Industry Association Rendezvous*, Boston, MA, October 2008

"Seven Deadly Sins of Data Security Breaches," *Speaker and Panelist, Association of Corporate Counsel*, Denver, CO, April 2008

"Trends and Developments in Blogs and the Law," *Colorado Software and Internet Association*, Denver, CO, February 2006

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association, Member
- Colorado Bar Association, Member
- International Association of Privacy Professionals, Member
- Open Fairways, Board of Directors, 2008-2009
- Outdoor Industry Association, Member

- Volunteers of America
- National Cybersecurity Center
- Colorado State University Rams JD Steering Committee, Member 2015-present