



Molly Kocialski

Of Counsel

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Molly leverages extensive in-house and USPTO leadership experience to help clients develop strategic IP solutions and capitalize on innovation opportunities.

Molly's broad experience spans private practice at IP boutique firms, in-house counsel roles at major technology, telecommunications, and financial services corporations, as well as senior executive leadership at the USPTO. This rare combination of deep technical expertise and strategic business acumen positions her to deliver informed perspectives on how IP decisions impact business success.

As Director of the USPTO's Rocky Mountain Regional Outreach Office for almost 10 years, Molly led and implemented strategic initiatives from headquarters across nine states, with oversight and responsibility for the safety, security, and engagement of over 200 employees. This executive leadership role provides clients with a comprehensive understanding of USPTO structure, workflow, and decision-making processes, as well as deep knowledge of IP policy, administrative, and legislative issues affecting the innovation community. Her institutional knowledge and relationships throughout the USPTO enable her to help clients navigate patent prosecution and administrative proceedings more efficiently.

Her extensive in-house experience at Oracle, Qwest Communications, and First Data Corporation gives her deep insight into managing mission-critical IP assets that require strategic protection and enforcement decisions. Molly understands the pressures corporate IP counsel face when evaluating risk and making consequential decisions that affect both brand value and bottom-line results.

She managed patent portfolios for global technology companies, conducted IP due diligence on billions of dollars in M&A transactions—including the \$26 billion KKR buyout of First Data—and developed litigation strategy for cases in federal court, before the Patent Trial and Appeal Board, and the International Trade Commission. This experience helps her craft patent solutions that balance legal protection with practical business needs.

Before joining Holland & Hart, Molly served as the Director of the USPTO Rocky Mountain Regional Outreach Office.

EXPERIENCE

PRACTICES

Intellectual Property
Patent Preparation, Prosecution, and Counseling
Intellectual Property Litigation
IP and Technology Transactions
Global Trademark Brand Management

INDUSTRIES

Technology

EDUCATION

State University of New York at Buffalo
Law School, J.D., 1997

University of New Mexico, BsCHE, 1994
Chemical Engineering

BAR ADMISSIONS

United States Patent and Trademark Office
Colorado
New York

Patent Portfolio Management

- Patent prosecution across diverse technologies including software, telecommunications, financial services, and manufacturing
- Patent landscape analysis and competitive intelligence
- Invention disclosure evaluation and trade secret determinations

IP Transactions and Due Diligence

- IP due diligence for mergers, acquisitions, and joint ventures
- Patent portfolio valuation and allocation in corporate transactions
- IP licensing negotiations and strategy
- Technology transfer agreements
- Patent assignment and ownership disputes

Patent Litigation and Enforcement

- Patent infringement analysis and validity challenges
- Litigation strategy development in federal courts
- Post-grant proceedings before the Patent Trial and Appeal Board
- International Trade Commission proceedings
- Non-infringement and invalidity opinions

USPTO Practice and Administrative Proceedings

- Patent application strategy and prosecution
- Administrative appeals and petitions
- USPTO rule-making and policy initiatives
- Post-grant review and inter partes review proceedings

SPEAKING ENGAGEMENTS

"Developing an Intellectual Property Strategy," *North Dakota Women's Business Center and Jamestown Regional Entrepreneur Center Women's Business Summit*, May 20, 2025

"Women in IP: Discussion and Lunch," *Colorado Bar Association IP Section*, March 11, 2025

"Keynote Speaker," *Los Angeles Intellectual Property Law Association, Washington in the West*, January 23, 2025

"Keynote Speaker," *Entrepreneurship and Innovation Day (CSU Demo Day)*, *Colorado State University*, 2021-2025

"Artificial Intelligence and Intellectual Property," *UNeMed Lunch-and-Learn*, August 21, 2024

"Artificial Intelligence and Intellectual Property," *University of Illinois Urbana-Champaign and NSF I-Corps Hub: Great Lakes Region's Inclusive Innovator's Summit*, July 17, 2024

"USPTO: Intro to Patents," *North Dakota Women's Business Center and Jamestown Regional Entrepreneur Center Women's Business Conference*, March 12, 2024

"Women's Leadership, Entrepreneurship, and Advocacy Topics," Panelist, *Montana Chamber of Commerce's Blazing Trails: Montana Women in Business Summit*, March 6-8, 2024

"IP Basics and Mentoring," Speaker and Mentor, *REI Co-Op's Embark Cohort*, 2021-2024

"Design Patent Strategies," *USPTO Regional Offices Design Patent Webinar Series*, 2021-2024

"Harrity for Parity® Women's Patent Workshop," *Harrity & Harrity LLP*, 2020-2024

"Masterclass Industry Topics for Startups and Entrepreneurial Enterprises," Featured Trainer, *Scaling Montana Summit*, 2023-2024

"USPTO Innovation and Litigation," *State Bar of Montana IP Law Section and Montana State University Blewett School of Law: IP Day in Montana*, 2017-2024

"USPTO: Patents, Trademarks, and Resources," *New Mexico Tech Inventors and Entrepreneur Workshop*, April 13, 2023

"Advocacy and Developments at USPTO," *National Association of Patent Practitioners Annual Meeting*, July 18, 2022

"Intellectual Property In the Fashion Industry," *Denver Fashion Week*, November 17, 2021

"Fireside chat with TIME magazine's first Kid of the Year," Moderator, *USPTO Invention-Con*, August 18, 2021

"Patent and Trademark Updates at the USPTO," *Kansas State Bar Association IP Section's Midwest IP Institute*, May 21, 2021

"Pitfalls and Resources for Creatives," *Boise Startup Week*, October 27, 2020

"Why Considering Intellectual Property is Vital for Business Success," *Wyoming Inventor's Conference*, October 24, 2020

"Intellectual Property In the Ever-Changing Industry of Fashion Design," *Denver Fashion Week*, November 13, 2019

"Women's Empowerment in the Fields of Technology and Innovation," *National Asian Pacific American Bar Association (NAPABA) Annual Convention*, November 7, 2019

"USPTO Resources for Small Businesses and Entrepreneurs Roundtable,"

Host, *Innovate Montana*, October 16, 2019

"From IP to IPO: The Business Case for Intellectual Property," *Wyoming Inventor's Conference*, September 21, 2019

"Intellectual Property for Businesses," Co-Presenter, *STOPFakes Roadshow*, September 10, 2019

"Statistics and Perspectives for Effective and Efficient Patent Protection," Co-Presenter, *AIPLA Webinar*, July 10, 2019

"Law and Ethics in the 24th Century: Marvel Cinematic Universe (MCU) Panel," *The Legal Geek's Panel: Denver Pop Culture Con*, June 1, 2019

"Outside the Courthouse Roundtable," *Colorado Women's Bar Association Annual Convention*, May 18, 2019

"Spanish IP Basics," *Mi Casa Resource Center*, April 24, 2019

"Incubators & Accelerators: Learn the Truth and What You Should Know Before Joining One," *New Mexico Tech Inventors and Entrepreneur Workshop*, April 12, 2019

"IP to IPO: Protect and Get Your Idea to Market," *South by Southwest (SXSW) Conference*, March 9, 2019

RECOGNITION

United States Patent and Trademark Office, Director's Award for Service on the Presidential Transition Team, 2020-2021

PROFESSIONAL AND CIVIC AFFILIATIONS

- Colorado Bar Association, Intellectual Property Section
 - Chair, 2013-2014
 - Vice-Chair, 2012-2013
 - Secretary/Treasurer, 2011-2012
- Colorado Bar Association, Board of Governors, 2014-2016
- Colorado IP Inn of Court
 - Board of Directors, 2013-2013
 - President Emeritus, 2018-2010
 - President, 2017-2018
 - Vice President, 2016-2017
 - Secretary/Treasurer, 2015-2016
 - Planning Committee Chair
- University of Denver, Sturm College of Law, Adjunct Professor (Patent Office Litigation), 2014-present
- Association of Corporate Counsel, Colorado Chapter, Board of

Directors, 2013-2016

- Association of Corporate Counsel, National Intellectual Property Committee, Annual Meeting Program Chair, 2013-2016
- CHIPs Colorado Chapter
 - Founding member, 2017-present
 - Co-Chapter leader, 2023-2014
- US District Court for the District of Colorado, Local Patent Rules Committee
- Colorado BioScience Association, USPTO/CBSA Roundtable Presenter, 2018-present
- National Association of Women Lawyers, Denver Meeting Planning Committee Member; Member
- Rocky Mountain Intellectual Property & Technology Law Institute, Planning Committee, 2008-present
- Southwestern Community College Website, Planning and Membership Committee, 2013-present
- Colorado Federal Executive Board
 - Executive Committee Member, 2017-2025