

## SUMMER CLERK PROGRAM

# EXPLORING EXCELLENCE FOR YOUR LEGAL CAREER

## WHO WE ARE

Holland & Hart was founded in 1947. With over 450 attorneys in eight states and Washington, D.C., we are the largest Am Law 200 firm based in the Mountain West. Holland & Hart recently was ranked #1 by Vault for Best Law Firm in Mountain States.

## 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's core value of living full lives is not just an aspirational statement. The firm has a variety of established programs that allow our attorneys to seek balanced work-life experience. The firm offers reduced-hour arrangements, telecommuting, longevity sabbaticals, and in-house programs that focus on wellness and stress management.

Our attorneys also 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. For more than 20 years, the Holland & Hart Foundation, a 501(c)(3), facilitates volunteer and service opportunities in our communities.

Holland & Hart sets a 100-hour legal pro bono and/or civic service expectation for every attorney. Across the firm, we contributed over 34,000 recorded hours valued at over \$14M in 2020.

## DIVERSITY & INCLUSIVENESS INITIATIVES

- Diversity and Inclusiveness Committee formed in 1988.
- Women's Forum events and resources support career navigation for our women attorneys.
- Founding law firm for Colorado Pledge to Diversity 1L Program.
- Best Place to Work for LGBTQ Equality, Human Rights Campaign Foundation's 2020 Corporate Equality Index.
- Diverse 1L Summer Experience Program in partnership with three clients began in 2019.
- Utah Bar Review Diversity Scholarship in partnership with the Utah Center for Legal Inclusion and the Young Lawyers Division of the Utah State Bar.
- Diversity and Inclusion Strategic Plan includes a specific diversity goal to consider diverse candidates in recruiting for open positions, partnership promotion, committee roles, client pitch teams, and succession planning.
- Board Member and Executive Team member of Center for Legal Inclusiveness.

## DIVERSITY & INCLUSIVENESS AWARDS

- Best Place to Work for LGBTQ Equality, Human Rights Campaign Foundation's 2020 Corporate Equality Index.
- Mansfield Rule 1.0, 2.0, and 3.0 Participant. Achieved Mansfield Rule Plus Certification in 2018, 2019, and 2020.
- Ranked Tenth on Am Law's 2020 A-List: Female Equity Partner Scorecard.
- Named to Law 360's list of "Ceiling Smashers" for firms with the highest representation of female equity partners, 2017-2020.
- In 2020, achieved Gold Standard Certification by the Women in Law Empowerment Forum for the ninth consecutive year.
- In 2020, recognized as one of the 60 Best Law Firms for Women by *Working Mother* for the 10th time, earning a place in the Hall of Fame.
- One of two law firms recognized as a 2017 "Duke Diversity Champion."
- Recipient of the 2017 Inclusiveness@Work Award for a Law Firm/Legal Department by the Center for Legal Inclusiveness.



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## SUMMER CLERK PROGRAM

Holland & Hart's Summer Clerk Program offers a comprehensive learning, training, and social experience. Our program lasts for 8-10 weeks and the class size is comparable to the previous year's. In 2021, we will host a mostly virtual program consisting of 20 summer clerks in five offices. 2Ls are hired into specific practice groups; 1Ls are hired through our Diverse 1L Summer Experience program in partnership with firm clients and through the Colorado Pledge to Diversity. Summer Clerks are invited to participate in the same training and development programs offered to Associates, including opportunities to participate on committees while at the firm.

Please visit our website to learn more about summer program opportunities in each office and practice group: <https://www.hollandhart.com/law-students-overview>

## 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 monthly practice-specific training sessions, the H&H Academy, and BD.YOU, a level-specific business development program. We invite expert guests to speak on a range of practice and career-related topics to support continued learning and development.

Alaska  
Colorado  
Idaho

Montana  
Nevada  
New Mexico

Utah  
Washington, D.C.  
Wyoming

## PREPARE FOR YOUR LEGAL CAREER

Summer Clerks participate in a three-day firm-wide orientation together. 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 two attorney buddies.

## NETWORKING & SOCIAL EVENTS

Our program incorporates social experiences that build relationships among Summer Clerks and with their Holland & Hart colleagues. Recently, we hosted virtual-social activities including a cooking class, paint-along, trivia night, cell phone bingo, and scavenger hunt.

Over the years, Summer Clerks have participated in networking and social events such as:

- BBQ at Partner's Home
- Bowling Night
- Center for Legal Inclusiveness Reception
- City-wide Summer Associate Night-Out
- Colorado Rockies Baseball
- Cooking Class
- Escape Room
- Golf Outings
- Holland & Hart Foundation Volunteer Days
- Karaoke Night
- Lunch with a Judge
- Mountain Resort Adventure Day
- Red Rocks Concert
- Topgolf
- Welcome Reception & Farewell Luncheon

For more information, or to apply, please visit our website: <https://www.hollandhart.com/law-students-overview>