MULTI-OFFICE DATA
DENVER, CO

HOLME ROBERTS

HOLME ROBERTS & OWEN LLP
1700 LINCOLN STREET, SUITE 4100, DENVER, CO 80203
Ph: (303) 861-7000, Fax: (303) 866-0200, www.hro.com
Hiring Attorney: **Ms. Bobbee Musgrave**
Address Inquiries To:
Ms. Lainey Miller
Legal Recruiting Manager
HOLME ROBERTS & OWEN LLP- DENVER
1700 Lincoln Street, Suite 4100
Denver, CO 80203
(303) 866-0578 lainey.miller@hro.com

Total # offices: **12** Firm size range: **101-250**
offices on form: **9** NALP member? **Y**
Total # of Attorneys: **210** Reporting for: **U.S. Offices only**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Commercial Law & Securities (Corporate)	**28**	**23**
Real Estate	**17**	**8**
Litigation	**40**	**33**
Environmental	**8**	**3**
Tax	**18**	**11**
IP, Technology & Media	**10**	**9**

COMPENSATION & EMPLOYMENT DATA:

	2010		BEGAN WORK IN				EXPECTED
Lawyers	**Compensation**		**2008**		**2009**		**2010**
Laterals			**14**	( )		( )	**10**
Post-clerkship			**1**	( )	**1**	( )	**1**
Entry-level	**105,000**	/yr	**9**	(**7**)	**4**	(**4**)	**4**
LLMs (US)				( )		( )	
LLMs (non-US)				( )		( )	
Summer							
Post-3Ls		$/wk		( )		( )	
2Ls	**2019**	$/wk	**10**	( )	**6**	( )	**0**
1Ls	**2019**	$/wk	**2**		**2**		**2**

2009 summer 2Ls considered for associate offers: **6** # offers made: **4**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **N**
Evening students graduating in 2013? **Y**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Interested in students with superior academic records, but consider other factors that indicate commitment to excellence and the drive/ability to achieve it, such as extracurricular activities.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. **1** (m) **3** (w) **ptrs/mbrs.** **9** (m) **6** (w) **oth. lawy.** **1** (m) **1** (w)
Elig. for alt. work sched. determined by: **Practice Group Leader & Exec Comm**
Paid non-medical parental leave? **Y**
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**1**	**1**	**0**	**0**
	Women	**1**	**2**	**2**	**0**
White	Men	**91**	**29**	**20**	**0**
	Women	**24**	**18**	**9**	**0**
Black/African American	Men	**0**	**2**	**0**	**0**
	Women	**1**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**1**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**1**	**2**	**0**
	Women	**0**	**1**	**0**	**1**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**1**	**0**	**1**
	Women	**0**	**1**	**0**	**0**
TOTAL	Men	**93**	**35**	**22**	**1**
	Women	**26**	**23**	**11**	**1**
	TOTAL NUMBER	**119**	**58**	**33**	**2**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**NC**	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**	**NC**

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☐ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: **The James E. Bye Diversity Scholarship, Rocky Mountain Diversity Legal Career Fair, National Hispanic Bar Assoc. Job Fair**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009 : **7** # job fairs/consortia attended in 2009 : **1**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked: **2115** **2044**
Avg. annual assoc. billable hrs: **1536** **1570**
Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details:

Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**

PRO BONO INFORMATION:
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

NARRATIVE: Holme Roberts & Owen's (HRO) main office is located in downtown Denver. Denver is a thriving community that contains an active performing arts center, museums, galleries, many great restaurants, sports venues and a variety of other entertainment. We are the home of numerous major league sports teams representing hockey, football, basketball, soccer, and lacrosse. Hiking, biking, skiing and camping are only a short drive outside of Denver. In August 2008, Denver hosted the Democratic National Convention.

Please note, the starting salary published on this form is for the Colorado offices, Salt Lake City and Phoenix. The starting salary in our California offices is $128,000.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.