

## **Tax Group Attorney (Employee Benefits) – Boise or Denver**

Holland & Hart is seeking an experienced Employee Benefits Associate to join the firm in its Boise or Denver location. More senior candidates may be considered for our Salt Lake City office.

### **Requirements:**

Ideal candidate will have 3+ years' experience with a predominant focus on employee benefits law (tax and ERISA) including experience with retirement plans, health and welfare plans, and executive compensation. An ideal candidate will have an energetic and collaborative personality, interpersonal skills, and the ability to work in a complex team environment. A strong academic background and excellent legal research and writing skills are required. Candidates who wish to work reduced time will be considered.

### **Application Process:**

Please apply online to submit a resume, cover letter and law school transcript to the attention of Leslie Beard, Recruiting & Onboarding Coordinator. No phone calls or unsolicited resumes from search firms at this time, please. Search firm inquiries may be directed to Lisa Liss [lviss@hollandhart.com](mailto:lviss@hollandhart.com)

### **About Holland & Hart:**

Holland & Hart is a full-service law firm that today has approximately 470 lawyers across eight states and in Washington, D.C. delivering integrated legal solutions to regional, national, and international clients of all sizes in a diverse range of industries. As part of its longstanding focus on diversity and inclusion, the firm has adopted a diversity plan and participates in diversity initiatives. For more information, please visit: <https://www.hollandhart.com/diversity>. Holland & Hart is an equal opportunity employer.

### **Salary Range:**

Holland & Hart's compensation is merit-based. The salary range for this position is \$140,000-\$180,000 for 3-5 years of relevant experience. A discretionary bonus may be available based on performance. Associates and Of Counsels are also eligible for fee splits for business generation.

### **Benefits Summary:**

Holland & Hart works hard to promote work/life balance with a robust wellness program, unlimited PTO, a reduced time program, and a sabbatical program for eligible employees and partners. Full-time employees become eligible for benefits on the date of hire, with a benefits offering that includes medical, dental, vision, life, AD&D, EAP, STD, and LTD. Additionally the firm provides enhanced parental leave for both primary and non-primary caregivers as well as an automatic Off Ramp/On Ramp program before and after parental leave. Also available are voluntary income protection benefits such as supplemental life, accident, critical illness, and long-term care insurances, as well as a 401(k)-retirement plan with a company match. In addition, the firm has programs that may provide for educational assistance, a subscription service for continuing legal education programs, free or discounted legal services, and opportunities through the Holland & Hart Foundation, which is a non-profit organization dedicated to creating volunteer opportunities for lawyers, staff, families, and friends of Holland & Hart LLP. Part-time employees may have access to some of these benefits, which may be on a pro-rated basis.

**Explanation of Voluntary Self Identification Opportunity for EEO-1 and Mansfield Certification:**

Holland & Hart LLP (the “Firm”) may be required by federal law to compile and file a report (referred to as an “EEO-1”) with the Equal Employment Opportunity Commission. The report contains aggregated data of applicants’ gender, race and/or ethnicity, and does not identify applicants by name. Some states in which the Firm does business may also require the collection of such information. We provide every applicant, current employee and newly hired employee the option to voluntarily supply the requested information and take advantage of firm-sponsored programs and initiatives that may benefit them.

Having achieved Mansfield Certification and Mansfield Certification Plus every year, Holland & Hart continues its efforts to advance the representation of diverse lawyers in leadership by various strategic initiatives including ensuring that an all-inclusive applicant base is considered for attorney positions.

The Firm gathers race/ethnicity data for inclusion in an EEO-1 report and Mansfield Certification report. While the Firm may be required by law to file an EEO-1 report and the information you supply will help facilitate this process, your participation is entirely voluntary and the status of your application or your potential employment will not be affected by your decision to participate or to refrain from participating in this data collection process.

The firm also gathers data regarding veteran status and LGBTQ+, both of which are not required for EEO-1 reporting purposes, however data related to LGBTQ+ data is requested as part of the Mansfield Certification reporting. Your decision to provide the information is also entirely voluntary, and your candidacy will not be affected by your decision to participate or not.

If you have any questions, please feel free to contact Misae Nishikura in Recruiting & Professional Development: [MNishikura@hollandhart.com](mailto:MNishikura@hollandhart.com)