Holland & Hart



PRACTICES

Environmental
Wildlife and Protected Species
Federal Lands Permitting
Environmental Health and Safety
Environmental Transactions

INDUSTRIES

Energy and Resources
Mining
Renewable Energy and Storage
Oil and Gas
Conventional Power

EDUCATION

Northwestern University School of Law, J.D., 1999
cum laude
Dean's List
Journal of Criminal Law and Criminology, Note and Comment Editor
Julius H. Miner Moot Court Champion

Oklahoma State University, B.S., 1996
Microbiology
With Honors
Outstanding Senior in Microbiology
Phi Kappa Phi

BAR ADMISSIONS

Colorado

Sandra Snodgrass

Partner

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Sandi helps clients throughout the country successfully navigate the complex federal environmental review and permitting processes for a variety of proposed projects.

She practices in the areas of environmental law, public lands, and energy law, with an emphasis on NEPA, protected wildlife, and cultural resources. Sandi advises natural resource developers, traditional and renewable energy companies, utilities, pipeline companies, and other clients.

Sandi understands the complex regulatory environment under federal wildlife protection laws—including the Endangered Species Act, Migratory Bird Treaty Act, and Bald and Golden Eagle Protection Act—and guides clients through the review and compliance process, ensuring projects and business objectives can advance.

EXPERIENCE

Endangered Species and Wildlife Regulation Experience

- Endangered Species Act Section 7 consultation
- Section 10 habitat conservation plans and incidental take permits
- Candidate conservation agreements and candidate conservation agreements with assurances
- Species listing issues and litigation
- Development of avian and bat protection plans and bird and bat conservation strategies under the Migratory Bird Treaty Act
- Bald and Golden Eagle Act permitting and enforcement issues
- CITES and Lacey Act compliance issues

Environmental Review and Compliance Experience

- National Environmental Policy Act compliance and litigation
- Clean Water Act Section 404 permits
- National Historic Preservation Act Section 106 consultation
- Right-of-way grants under the Federal Land Policy and Management Act and Mineral Leasing Act
- Cutting-edge voluntary conservation agreements

CLIENT RESULTS

Representative Matters

Advised numerous clients regarding issues arising under NEPA and other statutory review processes for a variety of projects on both public and private lands, including four high-voltage transmission lines, numerous intra-state and interstate natural gas pipelines, a water pipeline, a hydropower project, numerous oil and gas development projects, and mining projects.

Advised various resource developers, utilities, and energy companies on habitat conservation plans and ESA Section 7 consultation issues, including an interstate natural gas pipeline company's large-scale habitat conservation plan that covered multiple states, species, and U.S. Fish and Wildlife Service regions.

Provided strategic and legal advice to utilities, renewable energy companies, and natural resource developers on Migratory Bird Treaty Act compliance, including preparation of development of bat and bird conservation strategies and avian protection plans; and Bald and Golden Eagle Protection Act compliance, including eagle take permits.

Advised clients on the National Historic Preservation Act Section 106 consultation processes and Clean Water Act Section 404 permits for a variety of projects, including transmission lines, oil and gas seismic projects, pipelines, transportation projects, and a hydropower project.

Negotiated a precedent-setting species conservation agreement on behalf of a natural resource developer.

Obtained favorable rulings from the Interior Board of Land Appeals and federal courts upholding BLM oil and gas and mining decisions.

PUBLICATIONS

"Recent Protected-Wildlife Developments: What You Need to Know," *Wildlife and Protected-Species Update*, August 18, 2026

"ESA "Harm" Rescission: Implications Far Beyond Habitat," *Wildlife and Protected-Species Update*, July 13, 2026

"*Marin Audubon* Should Not Upend the NEPA Process," *Holland & Hart NEPA Update*, November 14, 2024

"Key Takeaways from Final Revisions to Endangered Species Act Regulations ," *Wildlife and Protected Species Update*, April 15, 2024

"Restraining ESA Critical Habitat: Ninth Circuit Overturns FWS’s Jaguar Critical Habitat Designation," *Holland & Hart Client Alert*, May 25, 2023

"U.S. Fish and Wildlife Service Proposes Revisions to Eagle Take Permit Regulations," 10/03/2022

SPEAKING ENGAGEMENTS

"Endangered Species Act and Other Protected-Wildlife Issues," *Western Ranch Management Academy Conference- Managing Legal, Government,*

and HR Concerns on the Ranch, Logan, Utah, August 26-27, 2026

"Special Institute on Federal Administrative Practice in the Context of Project Development ," *Program Co-Chair, The Foundation for Natural Resources and Energy Law (FNREL)*, Boulder, CO, April 16-17, 2026

"Environmental Issues in Solar Energy Projects," *Panelist, Strafford CLE Webinar*, March 27, 2025

"Special Institute on Protected Wildlife and Project Development," *Program Co-Chair, The Foundation for Natural Resources and Energy Law (FNREL)*, Denver, CO, October 3-4, 2024

"BGEPA Permits Beyond the Wind Industry," *CLE International's 4th Annual Migratory Bird Treaty Act (MBTA) and the Bald and Golden Eagle Protection Act (BGEPA) Conference*, Denver, Colorado, January 2022

RECOGNITION

- Thomson Reuters Stand-out Lawyers, 2022
- Acritas Star Lawyer, 2019-2020
- *The Best Lawyers in America*®, Environmental Law, 2021-2027
- *Chambers USA*, Environment, 2021-2026

PROFESSIONAL AND CIVIC AFFILIATIONS

- Denver Bar Association, Member, 1999-present
- American Bar Association, Member, 1999-present
- The Foundation for Natural Resources and Energy Law
    - Member, 1999-present
    - Treasurer, 2020-2021
    - Program Committee, Member, 2009-present; Chair, 2019-2020
    - Budget Committee, Member, 2013-2021
    - 63rd Annual Foundation for Natural Resources and Energy Law Institute, Program Chair, 2017
    - Board of Directors, 2012-2014; Trustee at Large, 2010-2012