Holland & Hart

PRACTICES

Site Remediation
Environmental Transactions
Environmental Health and Safety
Environmental

INDUSTRIES

Construction and Development
Energy and Resources
Mining
Renewable Energy and Storage
Data Centers

EDUCATION

Arizona State University - Sandra Day O'Connor College of Law, J.D., 2004
cum laude
Jurimetrics: *The ABA Journal of Law*, Science & Technology, Editor

Oregon Graduate Institute of Science and Technology, M.S., 1998

University of Wisconsin - Eau Claire, B.S., 1997
magna cum laude

BAR ADMISSIONS

Utah
Arizona
California

COURT ADMISSIONS

U.S. Court of Appeals for the Ninth Circuit
U.S. Court of Appeals for the Tenth Circuit
U.S. District Court for the District of Utah
U.S. District Court for the District of Arizona

Chad Baker

Partner

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Drawing on in-house and deep technical experience, Chad develops and implements novel solutions for mining and energy companies, helping clients transform environmental hurdles into business opportunities.

Chad excels at solving multifaceted, novel, and seemingly intractable challenges. He guides clients through complex mine closure and cleanup projects, including Superfund and UMTRCA sites, involving multiple parties, agencies, and jurisdictions. He helps clients navigate the complex web of permitting, licensing, and other regulatory compliance requirements to remediate and repurpose land to develop renewable energy, data center, industrial, and other projects.

With in-house counsel experience at mining and engineering companies, Chad intimately understands the operational pressures and business imperatives his clients face. He leverages this perspective to deliver pragmatic solutions that balance regulatory compliance with risk assessment, while prioritizing commercial goals. He is adept at building consensus among stakeholders and negotiating agreements and settlements with federal and state agencies, as well as tribes.

On a range of transactions, including mergers, acquisitions, and joint ventures, Chad handles environmental due diligence, identifying potential liabilities and options to mitigate risk in negotiating commercial and real estate agreements.

With a deep environmental science background, Chad synthesizes and translates complex technical information into clear, actionable strategies and effectively advocates clients' positions with other stakeholders and before regulatory agencies.

His technical background is particularly useful when advising clients on regulatory submissions and drafting comments to new or proposed changes to federal and state laws, rules, and regulations that impact their business operations.

Before joining Holland & Hart, Chad was a shareholder at Parsons Behle & Latimer. He also held several in-house counsel roles, including as Corporate Counsel—US Environmental and Permitting for Rio Tinto, Corporate Counsel for Kennecott Utah Copper, and Corporate Counsel for Brown and Caldwell Engineering.

EXPERIENCE

Environmental Cleanup & Site Redevelopment

- Mine closure planning and implementation
- Superfund site remediation and UMTRCA site remediation and negotiations with Environmental Protection Agency (EPA) and Nuclear Regulatory Commission (NRC), including under CERCLA (Comprehensive Environmental Response, Compensation, and Liability Act), Resource Conservation and Recovery Act (RCRA), Clean Water Act (CWA), and state environmental and mining laws
- Brownfield redevelopment
- Natural resource damage assessments and restoration
- Environmental liability management and risk mitigation
- Permit transfers and regulatory approvals

Transactions & Due Diligence

- Environmental risk assessment (including insurance) for acquisitions and divestitures
- Purchase and sale, joint venture and operating agreements
- Legacy liability allocation and indemnification

Regulatory & Compliance

- Federal and state environmental permitting
- Federal and state agency enforcement actions and investigations
- Crisis incident reporting, response, and strategy
- Environmental policy analysis and advocacy
- Regulatory comments and rulemaking
- ESG strategy development and implementation

PUBLICATIONS

"ASTM Non-Scope Issues: Asbestos, Lead-Based Paint, Mold and Indoor Air Concerns," *Am. Bar Assoc., 5th Ed. Environmental Aspects of Real Estate and Commercial Transactions*, 2021

"Brownfields Law and Practice: Utah," *LexisNexis Treatise*, 2021

"Selected Developments 2017-2018," *Utah State Bar Energy, Natural Resources and Environmental Law Section*, Co-Author, May 21, 2018

"Bergey's Manual of Systematic Bacteriology 287–89," *Genus VI. Methanosalsum gen. nov. in 1, George Garrity et al. eds., 2d ed* , Co-Author, 2001

SPEAKING ENGAGEMENTS

"Multi-Jurisdictional Challenges and Opportunties for Uranium Cleanups,"

National Mining Association Uranium Recovery Workshop, May 28-29, 2026

"Environmental Due Diligence: Protecting Your Transactions and Managing Risk," *Holland & Hart 2025 CLE Program for In-House Counsel*, May 20, 2025

"Climate Change Considerations," *TerraLex Virtual Discussion*, March 25, 2021

"Energy Law Update," *2018 Annual Update Luncheon, Energy, Natural Resources, and Environmental Law Section of the Utah State Bar*, May 21, 2018

"Pressures from Customers for the Ability to Leave their Distribution Utility: What's a State Utility Commission to Do About Stranded Costs?," *13th Annual National Conference on Current Issues in Electric Utility Rate Cases for Law Seminars International*, March 17, 2017

"Energy Needs and Operational Considerations," Co-Presenter, *US Mining Law – Short Course, 2018, Spokane, Washington; Reno, Nevada, 2017; Prospectors & Developers Association, Toronto, Ontario, 2017*, 2017

"Conflict Management," *University of Utah College of Law*, 2015

"Potential Public Consultation and Participation Mechanisms," *Conference on Confidence Building Measures for Genetically Modified Food*, December 6, 2002

PROFESSIONAL AND CIVIC AFFILIATIONS

- TerraLex, Energy and Environmental Practice Group, Co-Chair, 2021-2024
- TerraLex, ESG Work Group, 2021-2024
- Utah Mining Association, Member of Executive Committee and Board of Directors, 2013-Present; Chair 2017-Present
- National Ability Center, Board of Directors, 2019-2024