Ballard Spahr LLP
(www.ballardspahr.com)

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Basic Information

919 N. Market Street
11th Floor
Wilmington, DE 19801
Organization Size: 652
Office Size: 16
Hiring Attorney:
Mr. Matthew Summers

Recruiting Contact:
Mr. Robert Fratantoni
Director of Office Administration
919 N. Market Street
11th Floor
Wilmington, Delaware (DE) 19801
United States
Phone: (302) 252-4432
frat@ballardspahr.com

Compensation & Benefits

2019 compensation for entry-level lawyers ($/year)	175,000
Summer Compensation	
2019 compensation for Post-3Ls ($/week)	
2019 compensation for 2Ls ($/week)	3,365
2019 compensation for 1Ls($/week)	3,365

Partnership & Advancement

Does the firm have two or more tiers of partner?	No
If no, how many years is the partnership track?	

Pro Bono/Public Interest

Lisa Swaminathan
Pro Bono Counsel
215.864.8905
swaminathanl@ballardspahr.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.97
Average Hours per Attorney last year	77.39
Percent of associates participating last year	97
Percent of partners participating last year	85
Percent of other lawyers participating last year	83

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	5	1	0	1	0
	Women	5	4	0	0	1
	Total	10	5	0	1	1
Hispanic/Latino	Men	0	0	0	0	0
	Women	0	0	0	0	0
White	Men	5	0	0	1	0
	Women	3	3	0	0	1
Black/African American	Men	0	0	0	0	0
	Women	1	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	1	0	0	0	0
American Indian/Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or more races	Men	0	1	0	0	0
	Women	0	1	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
LGBT	Men	0	0	0	0	0
	Women	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0

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General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Business and Finance	1	0	0		0
Litigation	Litigation	7	0	5		1
Public, Municipal	Public Finance	1	0	0		0
General Practice	Unassigned	1	0	0		0

HIRING & RECRUITMENT

	Began Work In				Expected
LAWYERS	**2017**	**Prior Summer Associates**	**2018**	**Prior Summer Associates**	**2019**
Entry-level	0		0		0
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates	2		2		
All Other Laterals (non-traditional track)			1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	0		0		0
2Ls	0		1		1
1Ls	0		0		0

Number of 2018 Summer 2Ls considered for associate offers	1
Number of offers made to summer 2L associates	0

General Hiring Criteria

Diversity & Inclusion

Diversity Contact: Chief Diversity Officer Virginia Essandoh
Diversity Website/URL: http://www.ballardspahr.com/en/Diversity.aspx

Organization Narrative

Ballard Spahr LLP, an Am Law 100 law firm with more than 650 attorneys in 15 offices in the United States, provides a range of services in litigation, business and finance, real estate, intellectual property, and public finance. Our clients include Fortune 500 companies, financial institutions, life sciences and technology companies, health systems, investors and developers, government agencies, media clients, educational institutions, and nonprofit organizations. The firm combines a national scope of practice with strong regional market knowledge. For more information, please visit www.ballardspahr.com.

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.

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