

Basic Information

2000 IDS Center
80 South 8th Street
Minneapolis, MN
55402
Organization Size:
652
Office Size: 70
Hiring Attorney:
Ms. Karla Vehrs

Recruiting Contact:
Ms. Lisa Feden
Manager of Entry Level Recruiting and
Integration
1735 Market Street
51st Floor
Philadelphia, Pennsylvania (PA) 19103
United States
Phone: 215.864.8339
fedeni@ballardspahr.com

Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 145,000
Summer Compensation
2020 compensation for Post-3Ls (\$/week)
2020 compensation for 2Ls (\$/week) 2,788
2020 compensation for 1Ls(\$/week) 2,788

Partnership & Advancement

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	25	13	7	0	2
	Women	9	13	3	0	2
	Non-binary	0	0	0	0	0
	Total	34	26	10	0	4
Latinx	Men	0	0	1	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
White	Men	25	12	6	0	UNK
	Women	9	11	3	0	UNK
	Non-binary	0	0	0	0	UNK
Black or African American	Men	0	0	0	0	UNK
	Women	0	1	0	0	UNK
	Non-binary	0	0	0	0	UNK
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
Asian	Men	0	1	0	0	UNK
	Women	0	1	0	0	UNK
	Non-binary	0	0	0	0	UNK
Native American or Alaska Native	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
2 or More Races	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
Persons with Disabilities	Men	1	1	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
LGBTQ	Men	2	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
Veteran	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK

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	4.85
Average Hours per Attorney last year	71.18
Percent of associates participating last year	88
Percent of partners participating last year	85
Percent of other lawyers participating last year	72

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	5	5	1	1	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	45	0	2	0	2
Lateral Associates	25	0	2	0	2
All Other Laterals (non-traditional track)	26	0	1	0	0
Post-Clerkship	1	0	0	0	1
LL.M.s (U.S.)	0	0	1	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	1	0	1	1	3
1Ls	1	0	1	0	1

Number of 2019 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

General Hiring Criteria

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 Transactions	19	5	14	1	0
Litigation	Litigation	9	4	9	0	0
Banking, Finance	Finance	4	0	1	0	0
Real Estate, Land Use	Real Estate	2	1	2	0	0

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 AmLaw 100 law firm with more than 650 lawyers in 15 U.S. offices, serves clients across industry sectors in litigation, transactions, and regulatory compliance. We partner with clients—from startups to Fortune 500 companies, governments, and nonprofit organizations—to deliver the strategic counsel, powerful advocacy, and dynamic thinking that helps them overcome challenge, protect what's important, and position for future success. The firm combines a comprehensive scope of practice with strong regional market knowledge. And we are nationally recognized in the development and use of innovative technology to drive efficiency, transparency, and results. Please visit www.ballardspahr.com.

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