

Basic Information

300 East Lombard Street
18th Floor
Baltimore, MD 21202
Organization Size: 652
Office Size: 40
Hiring Attorney:
Mr. Eben Hansel

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
fedenl@ballardspahr.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 175,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week)

2021 compensation for 2Ls (\$/week) 3,365

2021 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? 8-10

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|--|----------------|------------|-----------|---------------------------------------|-------------------|
| | Men | 8 | 10 | 7 | 0 |
| | Women | 5 | 7 | 2 | 1 |
| | Non-binary | UNK | UNK | UNK | UNK |
| | Total | 13 | 17 | 9 | 1 |
| Latinx | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| White | Men | 8 | 9 | 7 | 0 |
| | Women | 5 | 4 | 2 | 1 |
| | Non-binary | UNK | UNK | UNK | UNK |
| Black or African American | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| Asian | Men | 0 | 1 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| Native American or Alaska Native | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| 2 or More Races | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| Persons with Disabilities | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| LGBTQ | Men | 0 | 1 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | UNK |
| Veteran | Men | 0 | 0 | 1 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | UNK | UNK | UNK | 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 | 5.22 |
| Average Hours per Attorney last year | 73.55 |
| Percent of associates participating last year | 86 |
| Percent of partners participating last year | 82 |
| Percent of other lawyers participating last year | 74 |

Professional Development

| | |
|--|--------|
| Evaluations | Annual |
| Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? | No |
| 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 |
|--|---------------|-------------------------|------|-------------------------|----------|
| | 2019 | Prior Summer Associates | 2020 | Prior Summer Associates | 2021 |
| Entry-level | 0 | 0 | 3 | 2 | 2 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 1 | 0 | 0 | 0 | 0 |
| Lateral Associates | 4 | 0 | 0 | 0 | 4 |
| All Other Laterals (non-traditional track) | 1 | 0 | 0 | 0 | 0 |
| Post-Clerkship | 0 | 0 | 1 | 0 | 1 |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 2 | 1 | 2 | 1 | 1 |
| 1Ls | 1 | 0 | 1 | 0 | 1 |

Number of 2020 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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 Transaction | 1 | 2 | 0 | 0 | 0 |
| Banking, Finance | Finance | 5 | 3 | 12 | 2 | 0 |
| Litigation | Litigation | 1 | 3 | 2 | 0 | 1 |
| Real Estate, Land Use | Real Estate | 6 | 1 | 3 | 1 | 0 |

Diversity & Inclusion

Diversity Contact: Chief Diversity Officer Virginia Essandoh

Diversity Website/URL: <https://www.ballardspahr.com/About/Diversity>

Organization Narrative

Ballard Spahr LLP, an AmLaw 100 law firm with more than 600 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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