

Basic Information

1225 17th Street
Suite 2300
Denver, CO 80202
Organization Size:
652
Office Size: 27
Hiring Attorney:
Ms. Alicia Clark
Hiring Attorney #2:
Mr. Patrick Compton

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
fedel@ballardspahr.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 170,000
Summer Compensation
2021 compensation for Post-3Ls (\$/week)
2021 compensation for 2Ls (\$/week) 3,269
2021 compensation for 1Ls(\$/week) 3,269

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	7	6	3	1
	Women	5	4	1	2
	Non-binary	UNK	UNK	UNK	UNK
	Total	12	10	4	3
Latinx	Men	0	2	0	0
	Women	0	1	0	0
	Non-binary	UNK	UNK	UNK	UNK
White	Men	6	3	3	1
	Women	5	3	1	0
	Non-binary	UNK	UNK	UNK	UNK
Black or African American	Men	1	0	0	0
	Women	0	0	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	0	0	1
	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	0	0	0
	Non-binary	UNK	UNK	UNK	UNK
Persons with Disabilities	Men	0	0	0	0
	Women	0	1	0	1
	Non-binary	UNK	UNK	UNK	UNK
LGBTQ	Men	0	3	0	0
	Women	0	0	0	1
	Non-binary	UNK	UNK	UNK	UNK
Veteran	Men	0	0	0	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	1	1	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	3	0	2	1	2
All Other Laterals (non-traditional track)	1	0	1	0	0
Post-Clerkship	0	0	0	0	0
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	1	0	2	1	2
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 Transactions	1	1	0	0	0
Banking, Finance	Finance	4	0	3	0	1
Litigation	Litigation	6	2	6	1	0
Real Estate, Land Use	Real Estate	1	1	1	0	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.

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.

For more details, visit www.nalpdirectory.com

NALP Copyright 2021