

### Basic Information

1 East Washington Street  
Suite 2300  
Phoenix, AZ 85004  
Organization Size: 652  
Office Size: 38  
**Hiring Attorney:**  
Ms. Michele Bax

**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) 160,000  
**Summer Compensation**  
2021 compensation for Post-3Ls (\$/week)  
2021 compensation for 2Ls (\$/week) 3,077  
2021 compensation for 1Ls(\$/week) 3,077

### 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	9	10	8	0	1
	Women	4	4	2	1	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
	Total	13	14	10	1	1
<b>Latinx</b>	Men	0	1	1	0	0
	Women	1	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>White</b>	Men	9	9	6	0	0
	Women	3	4	1	1	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	0	0	0	0	1
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	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	2	2	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	2	0	1
Lateral Associates	0	0	2	0	1
All Other Laterals (non-traditional track)	1	0	3	0	0
Post-Clerkship	1	1	0	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	0	0	1
1Ls	0	0	1	0	1

Number of 2020 Summer 2Ls considered for associate offers	0
Number of offers made to summer 2L associates	0
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	3	2	2	0	0
Banking, Finance	Finance	1	1	1	0	0
Intellectual Property	Intellectual Property	2	0	1	1	1
Litigation	Litigation	6	6	8	1	0
Real Estate, Land Use	Real Estate	1	1	2	0	0

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## Diversity & Inclusion

**Diversity Contact:** Chief Diversity Officer Virginia Essandoh

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

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## 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](http://www.ballardspahr.com).

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