

Basic Information

1735 Market Street
51st Floor
Philadelphia, PA
19103
Organization Size:
652
Office Size: 234
Hiring Attorney:
Ms. Meredith Dante

Recruiting Contact:
Ms. Lisa Feden
Director 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 333

2023 compensation for entry-level lawyers (\$/year) 200,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 3,846
2023 compensation for 1Ls(\$/week) 3,846

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	60	40	24	5	6
	Women	24	43	21	0	9
	Non-binary	0	1	0	0	0
	Total	84	84	45	5	15
Latinx	Men	0	1	0	1	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
White	Men	56	33	23	4	4
	Women	20	34	21	7	4
	Non-binary	0	1	0	0	0
Black or African American	Men	2	2	0	0	2
	Women	2	6	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	2	3	0	0	0
	Women	0	1	0	0	4
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	1	0	0
	Women	2	2	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	2	0	0	1
	Women	0	5	1	0	0
	Non-binary	0	1	0	0	0
LGBTQ	Men	0	2	0	0	1
	Women	3	8	2	0	1
	Non-binary	0	1	0	0	0
Veteran	Men	0	0	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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

5.64

Average Hours per Attorney last year

79.16

Percent of associates participating last year

94

Percent of partners participating last year

86

Percent of other lawyers participating last year

100

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	11	11	8	8	8
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	6	0	3	0	1
Lateral Associates	13	0	17	1	2
All Other Laterals (non-traditional track)	6	0	7	0	0
Post-Clerkship	3	2	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	11	1	11	2	13
1Ls	3	0	4	0	3

Number of 2022 Summer 2Ls considered for associate offers

11

Number of offers made to summer 2L associates

11

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	16	17	14	4	2
Intellectual Property	Intellectual Property	4	3	8	1	0
Litigation	Litigation	43	12	45	3	6
Banking, Finance	Finance	12	7	9	1	2
Real Estate, Land Use	Real Estate	8	4	8	0	2
General Practice	Unassigned	1	2	0	0	0

Diversity & Inclusion

Diversity Contact: Chief Diversity, Equity, and Inclusion 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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