

## Basic Information

1675 Broadway  
19th Floor  
New York, NY 10019  
Organization Size: 652  
Office Size: 36  
**Hiring Attorney:**  
Ms. Marjorie Pearce

**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

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	7	4	10	0	1
	Women	5	6	3	0	1
	Non-binary	0	0	0	0	0
	Total	12	10	13	0	2
<b>Latinx</b>	Men	0	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	7	3	9	0	0
	Women	5	2	2	0	0
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	1	0	0	0
	Women	0	3	1	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	0	0	0	1
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	2	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	1	0	1	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	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	2	2	1	1	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	2	0	3
Lateral Associates	4	0	1	0	0
All Other Laterals (non-traditional track)	7	0	4	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
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	1	1	1	0
1Ls	1	0	1	0	1

Number of 2022 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	1	5	1	0	0
Intellectual Property	Intellectual Property	2	0	2	0	0
Litigation	Litigation	7	4	6	1	0
Banking, Finance	Finance	1	4	1	0	0
Real Estate, Land Use	Real Estate	1	0	0	0	0

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## Diversity & Inclusion

**Diversity Contact:** Chief Diversity, Equity, and Inclusion 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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