

### 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  
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

2024 compensation for entry-level lawyers (\$/year) 185,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 3,558  
2024 compensation for 1Ls(\$/week) 3,558

### 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	5	1	1	2
	Women	4	6	1	0	1
	Non-binary	0	0	0	0	0
	Total	11	11	2	1	3
<b>Latinx</b>	Men	0	3	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	6	2	1	1	1
	Women	4	4	1	0	0
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	1	0	0	0	0
	Women	0	0	0	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	1	0	0	0
	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	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	2	0	0	0
	Women	0	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	5.81
Average Hours per Attorney last year	88
Percent of associates participating last year	94
Percent of partners participating last year	86
Percent of other lawyers participating last year	89

## 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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	2	2	2	1	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	2
Lateral Associates	2	0	0	0	0
All Other Laterals (non-traditional track)	2	0	0	0	0
Post-Clerkship	0	0	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	2	1	1
1Ls	1	0	1	0	1

Number of 2023 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	2	1	4	2	0
Intellectual Property	Intellectual Property	0	0	0	0	0
Litigation	Litigation	4	1	3	0	0
Banking, Finance	Finance	4	0	3	0	0
Real Estate, Land Use	Real Estate	1	0	1	0	1
General Practice	Unassigned	0	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 Am Law 100 law firm with more than 600 lawyers in 15 U.S. offices—serves clients across industries in litigation, transactions, and regulatory compliance. A strategic legal partner to clients, Ballard goes beyond to deliver actionable, forward-thinking counsel and advocacy powered by deep industry experience and an understanding of each client’s specific business goals. Our culture is defined by an entrepreneurial spirit, collaborative environment, and top-down focus on service, efficiency, and results. Visit <https://www.ballardspahr.com>.

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