

Basic Information

2000 IDS Center
80 South 8th Street
Minneapolis, MN 55402
Organization Size: 652
Office Size: 61
Hiring Attorney:
Mr. Ryan Heck

Recruiting Contact:
Ms. Hannah Eshleman
Recruiting Coordinator
1735 Market Street
51st Floor
Philadelphia, Pennsylvania (PA) 19103
United States
Phone: 215.861.7308
eshlemanh@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	16	13	9	1	2
	Women	6	12	4	0	2
	Non-binary	0	0	0	0	0
	Total	22	25	13	1	4
Latinx	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
White	Men	16	11	9	1	1
	Women	6	10	4	0	2
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	0	0	1
	Women	0	0	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	0	1	0	0	0
	Women	0	1	0	0	0
	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	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	1	0	0	0
	Women	0	3	1	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	2	1	0	0	1
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	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	5.81
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	1	1	1	3
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	0
Lateral Associates	7	0	1	0	0
All Other Laterals (non-traditional track)	1	0	3	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	2	0	3	1	2
1Ls	1	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers	3
Number of offers made to summer 2L associates	3
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	12	4	10	0	0
Intellectual Property	Intellectual Property	0	1	0	0	1
Litigation	Litigation	5	4	5	1	0
Banking, Finance	Finance	3	1	8	0	0
Real Estate, Land Use	Real Estate	1	3	2	0	0
General Practice	Unassigned	0	0	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 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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