BALLARD SPAHR

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Total # offices: **11** Firm size range: **501-700**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **42**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business & Finance	**5**	**4**
Litigation	**3**	**8**
Public Finance	**6**	**4**
Real Estate	**3**	**9**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN 2006	BEGAN WORK IN 2007	EXPECTED 2008
Laterals		( )	( )	**1**
Post-clerkship		( )	( )	**1**
Entry-level	**133,000** /yr	**1** (**1**)	**1** (**1**)	**3**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	**1** ( )	
2Ls	**2,500** $/wk	**1** (**1**)	**3** (**3**)	**2**
1Ls	**2,500** $/wk	**4**	**1**	**TBD**

2007 summer 2Ls considered for associate offers: **3** # offers made: **3**
Hire school term clerks? **N**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Candidates are considered on the basis of academic qualifications, interpersonal skills and extracurricular activities.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **Entry-level associates receive a $5,000 stipend to assist in their transition from law school to the firm. Those with federal judicial clerkships receive a $10,000 stipend.**
PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **8-10**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **3** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **Office and departmental need**
Paid non-medical parental leave? **Y**
Comments: **8 weeks paid maternity leave plus 4 weeks paid child care leave; FMLA. The firm also sponsors a recognition program for certain extraordinary associate contributions (measured by hours billed).**
TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
White	Men	**14**	**12**	**3**	**2**
	Women	**3**	**7**	**1**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**14**	**13**	**3**	**2**
	Women	**3**	**8**	**1**	**0**
	TOTAL NUMBER	**17**	**21**	**4**	**2**
Disabled	Men	**1**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Openly GLBT	Men	**0**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: **Coordinate the DuPont Minority Job Fair; Participate in the Constitution High Mentoring Program.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **2** # job fairs/consortia attended in 2007: **0**

BILLABLE HOURS: **2006** **2007**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **N** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: ☒ avg. hrs. per attorney: **60.33**
Participation: **81.2**% assoc. **70.1**% ptrs/mbrs **64.1**% other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments:

NARRATIVE: Ballard Spahr Andrews & Ingersoll, LLP is committed to excellence in the practice of law. Since our founding in 1886, we have grown to be one of the 100 largest law firms in the country. Today our firm has over 500 lawyers and eleven offices located throughout the mid-Atlantic corridor and the western United States. By combining a national scope of practice with strong local market knowledge, we effectively represent leading business, institutional and individual clients throughout the United States and around the world.

Our commitment to excellence is inseparable from our commitment to attract and retain lawyers, professionals and staff whose high standards exemplify the most diverse possible perspectives, experiences and backgrounds. We seek to reflect the racial, gender and ethnic diversity of the urban areas where we practice law, and the multicultural diversity that is the foundation of the global economy.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.