

Ballard Spahr  
LLP



Careers at  
Ballard Spahr

Opportunities to Learn,  
Excel, and Succeed

The associate experience  
at Ballard Spahr is driven  
by our pledge to clients:  
To deliver exceptional  
results and service and  
form remarkable alliances

Our goal is for clients to  
ask for you by name

We respect the goals of our attorneys and support their vision with opportunities to work on challenging matters in a culture that values the sharing of knowledge and perspective.

Our attorneys are known for their legal skills—and for their ability to cultivate strong and lasting relationships with clients and colleagues. Our associates have mentors whose doors are always open for conversation, advice, and feedback. We offer skills training and continuing education, and early, meaningful opportunities to work on client matters.

- Skills training in litigation, transactional, and regulatory areas
- Sessions on building your profile, networking, and growing your practice
- A robust, in-house continuing legal education program covering issues and developments relevant to clients' businesses
- A formal associate mentoring program
- Annual formal performance evaluations
- Opportunities to hold leadership positions



#### **PRO BONO SERVICE**

Ballard Spahr has deep roots in pro bono legal service. Our attorneys and staff throughout the firm embrace this commitment. Year after year, we meet both the Law Firm Pro Bono Challenge and the American Bar Association pro bono goal. We encourage each attorney to devote meaningful time to pro bono matters, offer billable-hour credit for pro bono work, and recognize pro bono achievements.

#### **DIVERSITY**

We believe clients are best served when solutions spring from varied experiences and perspectives. More importantly, we have created an environment that welcomes people of all backgrounds. For years, the legal industry has recognized us as a top law firm for diversity and corporate equality. Attorneys can participate in a variety of affinity groups, including BALLARD WOMEN, the Minority Associates Group, and Equality Ballard, which brings together attorneys in the LGBT community. Our efforts also include minority job fair sponsorships, contributions to minority bar organizations, and other outreach in our communities and within the legal profession.

#### **SUSTAINABILITY**

Our attorneys are ahead of the pack when it comes to counseling clients on emerging global environmental, climate change, and sustainability issues. But we have also contributed to raising awareness and efforts among our own, helping to draft the American Bar Association's Model Sustainability Policy and participating as one of only 10 pilot law firms in its parallel project. Our own business practices reflect this commitment with a sustainability committee that works to reduce workplace energy consumption and waste, and raise environmental awareness among staff and in our communities.



## Our focus on people and our commitment to their success make Ballard Spahr an exceptional place to work.

### A VIBRANT PRACTICE

Our attorneys are entrenched in headline-making developments in financial reform, climate change, and health care reform. We achieve significant victories in high-profile securities and antitrust class actions and represent white collar clients in government investigations. We are involved in leading-edge projects that power American cities, finance breakthroughs in science and technology, and build low-income housing for the next generation. We anticipate the impact of national events and legal developments and quickly take action to keep our clients informed.

### A DEDICATION TO YOUR ADVANCEMENT

We are personally invested in your professional growth. Our associates work side by side with partners, do challenging work on complex issues, and have direct contact with clients. Skills training, continuing education, secondment opportunities, and meaningful evaluations are a continuing part of the associate experience.

### OUR MOST VALUABLE RESOURCE

We are fortunate. So many talented attorneys and staff have chosen to settle at Ballard Spahr. It has a lot to do with our special combination of qualities: humanity, a sense of fair play, a dedication to our profession, a belief in our attorneys, and the strength that comes from shared values. This is the Ballard Way.

### THE BALLARD WAY

The Ballard Way encompasses our mission and values:

- Nothing less than excellence in every legal representation
- Absolute client focus
- Respect for our attorneys' independence and originality
- Humanity in our dealings with colleagues, employees, and peers
- Commitment to diversity in our firm and the legal profession
- Pro bono contributions and good citizenship

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