

# Ballard Spahr & McCormick

## 1L Diversity Fellowship Program (Baltimore)

Ballard Spahr and McCormick are excited to join together to host a 1L Diversity Fellowship Program in Baltimore, MD. Through this program, we will select an outstanding 1L student who will be employed by Ballard Spahr (Baltimore Office) as a 2022 summer associate. The student will also have the unique opportunity to spend some time working as an intern in the McCormick Legal Department.

**Our application process is now open and closes on January 14, 2022 at 11:59 PM EST.**

- **Financial Award:**

- In addition to the summer associate weekly salary, Fellows will be eligible to receive a \$30,000 award paid in three installments:
  - \$10,000 upon acceptance of an offer to join the summer program as a 1L (paid upon arrival at the firm).
  - \$10,000 upon successful completion of the summer program as both a 1L and a 2L, provided that the Fellow receives and accepts both an offer to return for a second summer and an offer to subsequently join the firm as a full-time associate.
  - \$10,000 upon arrival at the firm as a full-time associate.

- **Fellowship Eligibility Requirements:**

- The Diversity Fellowship Program is designed to attract students who have overcome one or more substantial obstacles in pursuing a legal career, come from a disadvantaged background, and/or are under-represented in AmLaw 200 firms.
- Student must be an actively enrolled 1L law student with an anticipated graduation year of 2024. Applicants are considered in part based on their academic accomplishments, leadership experience, diversity-related student organization involvement, and personal achievements.

- **To be considered, please submit an online 1L application (find application link [here](#)). Your application must include the following:**

- Resume, cover letter, and legal writing sample
- Law school transcript (as soon as available - may be submitted after the deadline if necessary)
- Contact information for two professional or academic references
- A brief essay (500 words or less) describing how you anticipate contributing to diversity and inclusion in the legal profession

**Application materials, with the exception of your transcript, must be submitted through the online application by the January 14, 2022 deadline to be considered for this fellowship.**

*To learn more about Ballard Spahr LLP, visit <https://www.ballardspahr.com/>.*

*To learn more about McCormick, visit <https://www.mccormickcorporation.com/>.*

## **Questions**

If you have questions, please contact Lisa Feden, Manager of Entry Level Recruiting and Integration, at [fedenl@ballardspahr.com](mailto:fedenl@ballardspahr.com).