

# Ballard Spahr & Republic Services

## 1L Diversity Fellowship Program (Phoenix)

Ballard Spahr and Republic Services are excited to join together to host a 1L Diversity Fellowship Program in Phoenix, AZ. Through this program, we will select an outstanding 1L student who will be employed by Ballard Spahr (Phoenix Office) as a 2023 summer associate. The student will also have the unique opportunity to spend some time working as an intern in the Republic Services Legal Department.

**Our application process opens on December 1, 2022 and closes on January 15, 2023 at 11:59 PM MST.**

- **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 2025. 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](#) after December 1). 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
- An essay based on the following prompt:

Ballard Spahr is committed to increasing *equity* and *inclusion* because they create a diverse and well-rounded law firm that delivers superior results for clients. To deliver

on this commitment, all Ballard lawyers and staff share responsibility for supporting and enhancing the firm's diversity, equity, and inclusion efforts and goals. You can learn more about our commitment [here](#). Please submit a brief essay (500 words or less), telling us about yourself and how you will support Ballard's commitment to diversity, equity, and inclusion if you are selected for this position.

**Application materials, with the exception of your transcript, must be submitted through the online application by the January 15, 2023 deadline to be considered for this fellowship.**

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

*To learn more about Republic Services, visit <https://www.republicservices.com/our-company>.*

## **Questions**

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