

Ballard Spahr is excited to join together with a client partner to host a 1L Diversity Fellowship Program in Minneapolis, MN. Through this program, we will select an outstanding 1L student who will be employed by Ballard Spahr (Minneapolis Office) as a 2025 summer associate. The student will also have the unique opportunity to spend some time working as an intern in the Legal Department of our partner organization.

**Our application process closes on January 17, 2025 at 11:59 PM CST.**

- **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:**
  - Ballard Spahr is committed to a diverse, equitable, and inclusive workforce because it believes that diversity of thought, perspectives, and backgrounds is inextricably intertwined with our ability to provide nothing less than excellence in legal representation. Applicants are considered in part based on how they can contribute to this commitment, their academic accomplishments, leadership experience, student organization involvement, and personal achievements.
  - The Diversity Fellowship Program is open to all actively-enrolled 1L law students without regard to race, ethnicity, religion, age, national origin, handicap or disability, citizenship, sex, pregnancy, childbirth or related medical condition, sexual orientation, gender identity and expression, transgender status, sex stereotyping, genetic information, ancestry, veteran status or any other category protected by applicable law. For more information on Ballard's commitment to equal employment opportunity, see: <https://www.ballardspahr.com/Careers>.
- **To be considered, please submit this online 1L application. Your application must include the following:**
  - Resume, cover letter, and legal writing sample
  - Law school transcript (If unavailable at the time of application, please send your transcript as soon as it is available to [attorneyrecruiting@ballardspahr.com](mailto:attorneyrecruiting@ballardspahr.com).)
  - Contact information for two professional or academic references
  - Share with us a statement of perspective (500 words or fewer) relating to your experiences, background, and interests that have shaped who you are and how you

would contribute to Ballard's core values – a commitment to diversity, equity, and inclusion, and providing nothing less than excellence in every legal representation.

**Application materials, with the exception of your transcript, must be submitted through the online application by the January 17, 2025 deadline to be considered for this fellowship.**

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

The current Summer Associate salary in Minneapolis is \$3,846 per week.

### **Questions**

If you have questions, please contact Hannah Eshleman, Legal Recruiting Specialist, at [eshlemanh@ballardspahr.com](mailto:eshlemanh@ballardspahr.com).