

### Basic Information

600 Brickell Avenue  
Suite 3500  
Miami, FL 33131  
Organization Size: 164  
Office Size: 34  
Hiring Attorney:

**Recruiting Contact:**  
Mr. Brad Sprayberry  
Director, Attorney Recruiting & Professional Development  
777 S. Flagler Drive, Suite 500 East, Phillips Point  
West Palm Beach, Florida (FL) 33401  
United States  
**Phone:** (561) 650-0783  
bsprayberry@gunster.com

### Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 160,000

**Summer Compensation**

2019 compensation for Post-3Ls (\$/week)

2019 compensation for 2Ls (\$/week) 3,076

2019 compensation for 1Ls(\$/week)

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 7.5

How many years is the equity track?

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	18	5	1	0
	Women	4	6	0	0
	Total	22	11	1	0
<b>Hispanic/Latino</b>	Men	6	2	0	0
	Women	1	3	0	0
<b>White</b>	Men	9	2	1	0
	Women	3	2	0	0
<b>Black/African American</b>	Men	1	0	0	0
	Women	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	1	0	0	0
	Women	0	1	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	1	1	0	0
	Women	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
<b>LGBT</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

### Pro Bono/Public Interest

Is the pro bono information indicated here firm-wide or specific to one office?

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

### Professional Development

Evaluations Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No

Rotation for junior associates between departments/practice groups? No

Is rotation mandatory? No

Does your organization have a dedicated professional development staff? Yes

Does your organization have a coaching/mentoring program? Yes

Does your organization give billable hours credit for training time? No

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate Litigation	Business Litigation	10	0	5	0	0
Banking, Finance Business, Corporate	Corporate	2	0	2	1	0
Government, Regulatory, Administrative	Government Affairs	0	0	0	0	0
Civil Rights, Human Rights, Constitutional	Immigration	2	0	1	0	0
Labor and Employment	Labor & Employment	1	0	1	0	0
Trusts and Estates	Private Wealth Services	2	0	0	0	0
Real Estate, Land Use Environmental	Real Property	5	0	2	0	0
Tax	Tax	0	1	0	0	0

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
Entry-level	0	0	1	1	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	2	0	0
Lateral Associates	2	0	0	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	1	0	0
1Ls	0	0	0	0	0

Number of 2018 Summer 2Ls considered for associate offers

1

Number of offers made to summer 2L associates

0

General Hiring Criteria

Strong academic performance, Law Review, Moot Court or Mock Trial preferred. Other law related memberships & activities encouraged. Federal clerkship, large firm experience and/or large firm summer associate experience beneficial. Except for Entry-level attorneys, FL Bar admission prior to application typically required. Bilingual (Spanish) a plus.

## Diversity & Inclusion

Diversity Website/URL: <http://www.gunster.com/about/diversity/>

## Organization Narrative

The attorney who will prosper at Gunster thrives on a significant amount of responsibility, is constructive, collaborative and creative, and wants to be a lawyer in the truest sense, strategizing with colleagues at all levels, working on complex matters, and putting client needs first.

With offices in every major commercial center in Florida, Gunster has a prestigious clientele who trust the Firm with sophisticated, bet-the-company litigation, and which includes large and mid-sized corporate and real estate companies, and high-net worth individuals with sophisticated estate planning and administration

needs. The nature of our practice requires that we hire, train, and keep top-level associate talent who have what it takes to develop into owners of the Firm.

**ASSOCIATE DEVELOPMENT:** Due to the size of our Firm and the sophisticated level of our practice, associate professional development is of primary importance. Gunster provides unparalleled opportunity for associates to acquire the skills necessary to quickly undertake significant responsibility in client matters and to have front-line responsibility on complex matters. There is a strong collegiality and congeniality among the attorneys in our Firm, and our attorneys work towards a common vision, to be Florida's Law Firm for Business. While the practice is fast-paced, sophisticated and challenging, we believe that every individual should strike an appropriate balance between work and personal life. Florida's enviable climate, cosmopolitan lifestyle, and year-round recreational and cultural opportunities make it an ideal place to enjoy an unsurpassed quality of life.

**SUMMER ASSOCIATE PROGRAM:** Gunster's summer associate program is designed for students who have completed two years of law school. Comprised of students from leading law schools throughout the country, the program provides a realistic view of practicing law in a large firm environment. Summer associates are given a wide variety of legal work and are encouraged to develop relationships with lawyers and staff at all levels throughout the Firm's offices. Summer associates may experience court and administrative proceedings, client conferences, negotiations, closings, depositions, hearings, and trials. Mentoring is an integral part of the program, and summer associates are assigned shareholder mentors & associate advisors for guidance and support. Attorneys and legal support staff provide general supervision, give constructive feedback, and ensure that summer associates become acquainted with the many benefits of working and living in Florida.

**ADDITIONAL INFORMATION:** For additional information about the opportunities available at Gunster, visit our website at [www.gunster.com](http://www.gunster.com) or contact our Director of Attorney Recruiting & Professional Development, Brad A. Sprayberry, at (561) 650-0783 or [bsprayberry@gunster.com](mailto:bsprayberry@gunster.com).

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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