

Basic Information

215 N. Eola Drive
Orlando, FL 32801
Organization Size: 80
Office Size: 80
Hiring Attorney: Mr. Brendan Lynch

Recruiting Contact:
Ms. Carolyn Iannone
HR Manager
215 N. Eola Drive
Orlando, Florida (FL) 32801
United States
Phone: 407-843-4600 x458 OR 407-418-6458
carolyn.iannone@lowndes-law.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 115,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week) 0
2021 compensation for 2Ls (\$/week) 2,115
2021 compensation for 1Ls(\$/week) 0

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 8

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	44	10	5	0	0
	Women	13	5	3	0	3
	Non-binary	0	0	0	0	0
	Total	57	15	8	0	3
Latinx	Men	2	1	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
White	Men	42	6	4	0	0
	Women	13	5	2	0	3
	Non-binary	0	0	0	0	0
Black or African American	Men	0	2	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	2	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	3	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Richard Dellinger
 Partner and Chairperson of Pro Bono Committee
 407-418-6480
 richard.dellinger@lowndes-law.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	0
Average Hours per Attorney last year	41.48
Percent of associates participating last year	52.94
Percent of partners participating last year	72.55
Percent of other lawyers participating last year	45.45

Professional Development

Evaluations	Other
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	Yes
Is rotation mandatory?	Yes
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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2021
	2019	Prior Summer Associates	2020	Prior Summer Associates	
Entry-level	2	2	2	2	4
Entry-level (non-traditional track)	2	0	0	0	unk
Lateral Partners	0	0	0	0	unk
Lateral Associates	0	0	1	0	unk
All Other Laterals (non-traditional track)	3	0	1	0	unk
Post-Clerkship	0	0	0	0	unk
LL.M.s (U.S.)	0	0	0	0	unk
LL.M.s (non-U.S.)	0	0	0	0	unk
SUMMER					
Post-3Ls	0	0	0		0
2Ls	3	0	4		3
1Ls	0	0	0		0

Number of 2020 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General Hiring Criteria Lowndes seeks exceptional candidates with outstanding academics, skills, and life experiences. Law review, moot court, and/or mock trial, as well as relevant work and life experience are favored.
 Lowndes is a smoke free campus and does not hire smokers.

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
Bankruptcy	Bankruptcy	2	1	0		0
Business, Corporate	Corporate General	6	0	1		0
Labor and Employment	Labor/Employment	1	2	0		0
Litigation	Litigation	14	3	3		0

Intellectual Property	Patent Prosecution General	2	0	0	0	0
Real Estate, Land Use	Real Estate	30	2	10	2	0
Tax	Tax	3	0	0	1	0
Trusts and Estates	Trusts & Estates	2	0	1		0

Diversity & Inclusion

Diversity Contact: Ms. Rachel Gebaide

Diversity Website/URL: <http://www.lowndes-law.com/our-firm/diversity>

Organization Narrative

Lowndes welcomes your interest in our firm. We offer unique advantages to those who join the firm. Listed as one of the largest law firms in Central Florida by the Orlando Business Journal, the depth and breadth of the firm's practice areas offer fantastic opportunities for talented legal professionals.

Founded on guiding principles regarding conduct, professionalism, practice, and collegiality, Lowndes is a Florida-based law firm with a national footprint, advising clients on almost every aspect of business law. Our attorneys represent corporate, entrepreneurial, and individual clients across a myriad of industries locally, nationally, and beyond our borders, from offices in Orlando, Mount Dora, and Melbourne, and through Meritas, an established global alliance of independent law firms offering local insight, local rates, and world-class client service.

Our culture is built on a solid foundation of integrity, collaboration, trust, mutual support, cooperation, a strong work ethic, and client service. We are committed to fostering a diverse, equitable, and inclusive environment that enriches the workplace and enables us to better serve our clients and our community.

Collectively and individually, our people contribute numerous volunteer hours to pro bono, charitable, civic, educational, industry, and professional activities.

Lowndes has been ranked in the 2020 U.S. News – Best Lawyers® "Best Law Firms" list nationally in Land Use & Zoning Law and regionally in 30 practice areas. A total of 43 attorneys representing 31 practice areas were named in the Best Lawyers in America® 2020 guide. The 2019 Chambers USA guide recognized Lowndes as Band 1 in Real Estate: Zoning/Land Use and Band 2 in Real Estate for North and Central Florida. The firm was also named to the "2019 Leading Real Estate Law Firms" list by Commercial Property Executive and Multi-Housing News. For more information, please visit: <http://www.lowndes-law.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

NALP Copyright 2021