

## Basic Information

Gunster (Firmwide)  
Organization Size: 280  
Office Size: 267  
**Hiring Attorney:**

**Recruiting Contact:**  
Mr. Brad Sprayberry  
Chief Talent Officer  
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 333

2023 compensation for entry-level lawyers (\$/year) 190,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,654  
2023 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	130	25	23	1	5
	Women	40	34	15	0	2
	Non-binary	NC	NC	NC	NC	NC
	Total	170	59	38	1	7
<b>Latinx</b>	Men	6	3	2	1	0
	Women	4	7	2	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	119	20	21	0	5
	Women	35	22	11	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	2	1	0	0	0
	Women	0	3	1	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	2	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	1	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

Sarah Tobocman & David Wells  
Pro Bono Committee Co-Chairs

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

Firm-wide

% 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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	4	4	5	5	8
Entry-level (non-traditional track)	1	0	1	0	1
Lateral Partners	11	0	16	0	12
Lateral Associates	14	0	20	0	15
All Other Laterals (non-traditional track)	9	0	9	0	9
Post-Clerkship	1	1	2	0	2
LL.M.s (U.S.)	0	0	0	0	1
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	9	0	7	0	8
1Ls	0	0	0	0	0

Number of 2022 Summer  
2Ls considered for  
associate offers

9

Number of offers made to  
summer 2L associates

9

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.

## 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
Litigation	Business Litigation	52	20	28		
Business, Corporate	Corporate	22	4	7		
Government, Regulatory, Administrative	Government Affairs	6	2	0		
Labor and Employment	Labor & Employment	5	0	5		
Trusts and Estates	Private Wealth Services	34	3	13		

<b>Real Estate, Land Use</b>	Real Property	39	4	12	
<b>Tax</b>	Tax	12	0	2	
<b>International</b>	Immigration	2	1	4	1

## Diversity & Inclusion

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

## Organization Narrative

Attorneys who prosper at Gunster thrive on a significant amount of responsibility, and want to be lawyers 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. Our clients include large and mid-sized corporate and real estate companies, as well as 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. Our goal is to have our associates become shareholders - which is reflected in our low attrition rates.

**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 remain 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 all of 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 both 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 Chief Talent Officer, Brad A. Sprayberry, at (561) 650-0783 or [bsprayberry@gunster.com](mailto:bsprayberry@gunster.com).

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

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