

Basic Information

Gunster (Firmwide) **Recruiting Contact:**
 Organization Size: 280 Mr. Brad Sprayberry
 Office Size: 267 Chief Talent Officer
Hiring Attorney: 777 S. Flagler Drive,
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Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 190,000
Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 3,654
 2024 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 | 134 | 27 | 31 | 1 | 5 |
| | Women | 41 | 40 | 19 | 0 | 2 |
| | Non-binary | NC | NC | NC | NC | NC |
| | Total | 175 | 67 | 50 | 1 | 7 |
| Latinx | Men | 7 | 2 | 3 | 0 | 0 |
| | Women | 4 | 10 | 2 | 0 | 1 |
| | Non-binary | NC | NC | NC | NC | NC |
| White | Men | 121 | 24 | 28 | 0 | 5 |
| | Women | 35 | 25 | 15 | 1 | 1 |
| | Non-binary | NC | NC | NC | NC | NC |
| Black or African American | Men | 2 | 1 | 0 | 0 | 0 |
| | Women | 1 | 3 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| Asian | Men | 2 | 0 | 0 | 0 | 0 |
| | Women | 1 | 0 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| Native American or Alaska Native | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| 2 or More Races | Men | 2 | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 1 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| Persons with Disabilities | Men | NC | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC | NC |
| | Non-binary | NC | NC | NC | NC | NC |
| LGBTQ | Men | NC | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC | NC |
| | Non-binary | NC | NC | NC | NC | NC |
| Veteran | 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 2024 |
|--|---------------|-------------------------|------|-------------------------|------------------|
| | 2022 | Prior Summer Associates | 2023 | Prior Summer Associates | |
| Entry-level | 5 | 5 | 8 | 8 | 6 |
| Entry-level (non-traditional track) | 0 | | 0 | | 0 |
| Lateral Partners | 16 | | 16 | | 8 |
| Lateral Associates | 22 | | 24 | | 15 |
| All Other Laterals (non-traditional track) | 10 | | 9 | | 5 |
| Post-Clerkship | | | 2 | | 2 |
| LL.M.s (U.S.) | | | | | 2 |
| LL.M.s (non-U.S.) | | | | | |
| SUMMER | | | | | |
| Post-3Ls | | | | | |
| 2Ls | 9 | | 7 | | 5 |
| 1Ls | | | | | |

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

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 | 57 | 26 | 25 | | |
| Business, Corporate | Corporate | 21 | 5 | 7 | | |
| Government, Regulatory, Administrative | Government Affairs | 6 | 3 | 0 | | |
| Labor and Employment | Labor & Employment | 6 | 1 | 3 | | |
| Trusts and Estates | Private Wealth Services | 34 | 6 | 11 | | |
| Real Estate, Land Use | Real Property | 40 | 6 | 14 | | |

| | | | | | |
|----------------------|-------------|---|---|---|---|
| Tax | Tax | 9 | 2 | 2 | |
| International | Immigration | 2 | 1 | 5 | 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 or contact our Chief Talent Officer, Brad A. Sprayberry, at (561) 650-0783 or 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

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