Gunster

(https://gunster.com/careers/)

Basic Information

401 East Jackson Street, Suite 2500
Tampa, FL 33602
Organization Size: 280
Office Size: 29
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 333

2018 compensation for entry-level lawyers ($/year)	120,000
Summer Compensation	
2018 compensation for Post-3Ls ($/week)	
2018 compensation for 2Ls ($/week)	2,307
2018 compensation for 1Ls($/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	5	0	1	0	0
	Women	1	1	0	0	0
	Total	6	1	1	0	0
Latinx	Men	1	0	0	0	0
	Women	0	0	0	0	0
White	Men	4	0	1	0	0
	Women	1	1	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
LGBTQ	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC

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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

HIRING & RECRUITMENT

	Began Work In				Expected
LAWYERS	**2016**	**Prior Summer Associates**	**2017**	**Prior Summer Associates**	**2018**
Entry-level	0	0	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	1
Lateral Associates	1	0	0	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	0	0	0	0	0
1Ls	0	0	0	0	0

Number of 2017 Summer 2Ls considered for associate offers	0
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.

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	1	1	1		0
Banking, Finance Business, Corporate	Corporate	0	0	0		0
Government, Regulatory, Administrative	Government Affairs	1	0	0		0
Civil Rights, Human Rights, Constitutional	Immigration	0	0	0		0

Labor and Employment	Labor & Employment	1	0	0	0
Trusts and Estates	Private Wealth Services	1	0	0	0
Real Estate, Land Use Environmental	Real Property	1	0	0	0
Tax	Tax	1	0	0	0

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 mentor & 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 Director of Attorney Recruiting & Professional Development, 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.

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