

Gunster (MIA)
 One Biscayne Tower, Suite 3400, 2 South Biscayne Boulevard, Miami, FL 33131-1897
 Ph: (305) 376-6000, Fax: (305) 376-6010, www.gunster.com

Total # offices: **8** Firm size range: **101-250**
 NALP member? **Y** Office size range: **11-25**
 Total attys in this office: **23**

Hiring Attorney:
 Address Inquiries To:
Mr. Brad A. Sprayberry
 Director of Attorney Recruiting & Professional Development
 Gunster Yoakley & Stewart, P.A.
 777 S. Flagler Drive, Suite 500 East, Phillips Point
 West Palm Beach, FL 33401
 (561) 650-0783 bsprayberry@gunster.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	5	2
Banking, Finance	4	1
Immigration	1	3
Tax	2	1
Corporate	2	1
Technology	1	0
Real Estate	0	1
Trusts, Probate, Estate	0	0
Environmental, Land Use	0	0
Employment	0	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		3 (0)	4 (0)	6
Post-clerkship		0 (0)	0 (0)	0
Entry-level	120,000 /yr	2 (0)	1 (1)	1
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	\$/wk	0 (0)	0 (0)	0
2Ls	2,307 \$/wk	0 (0)	1 (0)	1
1Ls	\$/wk	0	0	0

2008 summer 2Ls considered for associate offers: **0** # offers made: **0**

Hire school term clerks? **N**
 1Ls hired? **N** When after 12/1 should 1Ls apply? **n/a**
 Split summers allowed? **N** If yes, minimum weeks:
 Comments:

Accept applications for 2010 summer program from:
 Joint degree students graduating in 2012? **N**
 Evening students graduating in 2012? **N**
 Judicial clerks? **N** Students at non-US law schools? **N**
 Hiring Criteria: **Entry-level: Strong academic performance, Law Review, Moot Court or Mock Trial & other law related memberships/activities.**

Post-grad: Federal clerks; large firm experience; FL Bar; bilingual.
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? **Y**
 Comp./prog. credit for judicial clerkship? **Y**
 Comp./prog. credit for other adv. degrees? **CBC**
 Other compensation comments: **Entry-level associates may receive \$5,000 signing bonus + bar exam/review reimbursement. Objective bonus base: \$15,000 for 2,000 hours; grows significantly. Subjective bonus varies.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8.00**
 Additional partnership prog. info: **The Firm has both income and equity shareholders. First consideration for election to income shareholder status is typically 7 1/2 yrs (entry level) and 8 1/2 yrs (lateral).**

WORK/LIFE INFORMATION:
 Part-time allowed? **CBC** Part-time avail.to entry-level? **N**
 # p-t assoc. **0 (m) 0 (w)** ptrs/mbrs. **0 (m) 0 (w)** oth. lawy. **0 (m) 0 (w)**
 Elig. for alt. work sched. determined by: **CCBC**
 Paid non-medical parental leave?
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**
 Evaluations: **Annual** Upward reviews? **N**
 Professional development staff? **Y** Billable hours credit for training time? **N**
 Rotation for jr. associates between departments/practice groups? **N**
 Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	3	0	0	NC
	Women	0	3	0	NC
White	Men	0	0	0	NC
	Women	0	0	0	NC
Black/African American	Men	0	0	0	NC
	Women	0	1	0	NC
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	NC
	Women	0	0	0	NC
Asian	Men	2	0	0	NC
	Women	0	0	0	NC
Amer. Indian/ Alaska Native	Men	0	0	0	NC
	Women	0	0	0	NC
2 or More Races	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
TOTAL	Men	14	1	2	0
	Women	1	5	0	1
TOTAL NUMBER		15	6	2	1
Disabled	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly GLBT	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
 Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: **Gunster supports workplace diversity through its recruiting and training efforts, its EEO Policy, and its community activities.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2008: **6** # job fairs/consortia attended in 2008: **1**

BILLABLE HOURS: 2007 2008

Avg annual assoc. hrs worked:
 Avg. annual assoc. billable hrs:
 Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
 Hours policy details: **Objective (hours) & Subjective bonus programs (see Other Compensation, below).**

Is billable hour credit given for pro bono work? **CBC**
 Is there a maximum that will be credited? **N** If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **CBC**
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: avg. hrs. per attorney:
 Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship?
 Comments:

NARRATIVE: The law student who will prosper in Gunster's Summer Associate Program thrives on a significant amount of responsibility, is constructive and creative, and wants to be a lawyer in the truest sense, strategizing with colleagues, working on complex matters, and putting client needs first.

The SA Program is designed for students who have completed two years of law school. The program provides a realistic view of practicing law in a large statewide firm environment. SAs 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. SAs are exposed to a number of practical legal experiences including: court and administrative proceedings, client conferences, negotiations, closings, depositions, hearings, and trials. Mentoring is an integral part of the SA program, and SAs are assigned mentors & advisors for guidance and support.

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.