

## Devon Hoffman Participates on FIU Law Panel

4.5.22

On March 30, Miami attorney Devon Hoffman participated in a panel titled "Negotiating your Salary," hosted by FIU Law. She was joined by other attorneys from the law firms of Clark Silvergate, P.A. and Venustas Law, PLLC, and legal search firm Ankus Consulting, Inc.

The panelists discussed various topics related to salary negotiation, including the "do's & don'ts" on initiating a conversation regarding salary negotiation; when it is appropriate to negotiate your salary; bargaining positions and justifications for an increase in associate salary; and salary discrimination issues; as well as research performed to obtain the current pulse of the market.

All panelists provided insightful commentary to the student attendees regarding the fact that salary is not the end all be all. A well-balanced work/life environment is the goal. The perception of the legal career as a student versus as a lawyer was also discussed. The students were informed of the other important aspects to look for when negotiating their salaries and making these important life decisions, including but not limited to, benefits, remote work arrangements, exposure to client growth, mentoring and allowances for commuting to and from work. It was an energetic and delightful event seeking to "pay it forward."

### About Devon A. Hoffman

Devon A. Hoffman is an Associate in the Miami office of Shutts & Bowen LLP, where she is a member of the Real Estate Practice Group. While in law school, Devon served as a Judicial Intern to the Honorable Robin S. Rosenbaum of the United States Court of Appeals for the Eleventh Circuit and the Honorable Ivan F. Fernandez of the Florida Third District Court of Appeal. She also served as a Legal Intern to the Equal Employment Opportunity Commission. Devon also served as the Negotiation and Mediation Team's Vice President of Internal Competitions. She is currently serving on the Condominium & Planned Development Committee for the Real Property Probate and Trust Law Section of the Florida Bar and is a member of the Wild Bunch at ZooMiami.

### Professionals

Devon A. Espino

### Practice Areas

Real Estate



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### Offices

Miami