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Shumaker Taps Partner To Lead Talent, Retention In Tampa

By **Emily Johnson**

Law360 (May 3, 2024, 4:16 PM EDT) -- Shumaker Loop & Kendrick LLP has named an immigration partner to lead as the talent and retention partner for its Tampa office.

Maria del Carmen Ramos will manage associate development, mentoring, reviews, compensation and retention strategies for the office, the firm announced on Thursday. The firm said that del Carmen Ramos has proven her leadership skills and dedication, including serving as co-chair of the firm's diversity committee. She is replacing partner Kathleen Reres.

"I am honored to take on this responsibility and plan to continue to create an environment where associates can achieve success," del Carmen Ramos said in a statement.

The firm opened its Tampa office in 1985, and it now has a total of about 100 lawyers and professionals, according to the firm's website.

Del Carmen Ramos has practiced law at the firm for more than two decades, including as a senior associate and then as a partner for the past 11-and-a-half years, according to her LinkedIn profile. She was also an associate at Broad and Cassel LLP and Zack Kosnitzky PA.

Michele Leo Hintson, Tampa-based partner and management committee member, said in a statement that this role is important in shaping the office's culture.

"We want the firm to continue to be a place that attracts high-caliber candidates and where associates can develop their careers and enjoy high satisfaction practicing law," Hintson said. "As Maria assumes this significant position, she will continue to further strengthen the program, attract top talent, and maintain Shumaker's culture of innovation and excellence."

The office also has Brad deBeaubien, a labor and employment partner, who will continue to lead as hiring partner for the Tampa office, managing lateral partner, associate and group hiring.

Andrew Oppenheim, partner in the firm's litigation and disputes service line, will support del Carmen Ramos and deBeaubien.

"We are very grateful for all Maria, Brad, and Andrew are doing in these important roles, and we are thankful for Kathleen's service over the past three years in shaping Shumaker's associate program into something very special," Hintson said.

Del Carmen Ramos earned her bachelor's degree from Yale University and her law degree from the University of Miami School of Law.



Maria del Carmen Ramos

The firm has more than 260 lawyers in seven offices, including five offices in Florida. Shumaker was the **171st largest U.S. law firm** in 2022, according to the Law360 400.

-Additional reporting by Sam Bell and Pamela Wilkinson. Editing by Nicole Bleier.

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