

Hugo S. "Brad" deBeaubien

PARTNER

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A management-side employment lawyer, Brad's practice focuses on a wide variety of state and federal employment law issues, including wage and hour compliance, accommodation requests, noncompetition and non-solicitation restrictions, and general guidance on HR best practices.

Brad regularly advises clients regarding compliance with employment laws such as:

- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Florida Civil Rights Act
- National Labor Relations Act (NLRA)
- Title VII
- Worker Adjustment and Retraining Notification (WARN) Act

Brad also works closely with clients to develop and update employment and independent contractor agreements, employee handbooks, restrictive covenant agreements, and severance agreements.

In addition to his law practice, Brad serves as hiring partner for Shumaker's Tampa office and as legal counsel for the Tampa Bay Chamber of Commerce. Outside the office, Brad and his wife enjoy

SERVICE LINE

Labor & Employment

INDUSTRY SECTOR

Financial Services

Health Care

Manufacturing

Transportation & Logistics

PRIMARY LOCATION

Tampa, FL

sharing their love of music, reading, and travel with their two daughters.

BAR & COURT ADMISSIONS

Florida, 2008

U.S. District Court, Middle District of Florida, 2008

U.S. District Court, Southern District of Florida, 2010

U.S. District Court, Northern District of Florida, 2011

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Tampa Bay Chamber, Legal Counsel, Executive Committee (2026 – present), Board of Directors (2023 – present)
- Hillsborough County Bar Association
- Leadership Tampa (Class of 2024)
- Tampa Bay Bankruptcy Bar Association, Board of Directors (2015-2018)
- Credit Abuse Resistance Education (CARE) Program, Chair (2012-2018)
- Tampa Connection (Class of 2013-2014)

HONORS

- AV[®] Peer Review Rated by Martindale-Hubbell
- *Best Lawyers in America*, 2020-2026
- Florida Super Lawyer by *Super Lawyers* magazine, 2022-2025
- Florida Rising Star by *Super Lawyers* magazine, 2011-2020
- Florida Legal Elite by *Florida Trend* magazine, 2020
- Florida Legal Elite Up & Comers by *Florida Trend* magazine, 2019
- *Tampa Bay Business Journal's* Up & Comers Award, 2009

EDUCATION

J.D., *magna cum laude*, Order of the Coif, Florida State University, 2008

B.A., College of William and Mary, 2002