

Haley D. Kole

ASSOCIATE

@: hkole@shumaker.com

P: 813.676.7254

VCard



A member of the Labor & Employment Service Line, Haley focuses her practice on representing employers in a wide variety of state and federal employment law issues, including wage and hour litigation, discrimination, harassment and retaliation actions, restrictive covenant and trade secret claims, and other employment-related disputes. As part of her practice, Haley also works with U.S. and multinational clients to provide comprehensive business immigration representation on U.S. visa matters, covering the full spectrum of nonimmigrant and immigrant visa processing for their professional workforce.

A management-side labor and employment lawyer, Haley regularly advises clients regarding compliance with employment laws such as the 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, Pregnant Workers Fairness Act (PWFA), and Title VII. Moreover, Haley routinely assists clients with:

- Developing and updating employment policies, employee handbooks, employment and independent contractor agreements
- Restrictive covenant agreements and severance agreements

When she's not working, Haley enjoys eating good food (but not cooking it), reading by the pool, exploring Florida's natural springs and wildlife, and cheering on the University of Virginia Cavaliers and Florida State Seminoles.

BAR & COURT ADMISSIONS

Florida, 2020

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Tampa Connection, Class of 2024
- Tampa Bay Partnership, Talent Working Group, Subcommittee on Workforce
- Hillsborough Association for Women Lawyers, Young Lawyers Division Committee Member
- The Legal Foundation of North Florida

HONORS

- Florida Rising Star by *Super Lawyers* magazine, 2025-2026
- Best Lawyers: Ones to Watch, 2024-2026

SERVICE LINE

Immigration
Labor & Employment

INDUSTRY SECTOR

Financial Institutions &
Insurance
Manufacturing
Real Estate, Construction &
Development
Sports, Entertainment &
Hospitality

PRIMARY LOCATION

Tampa, FL

EDUCATION

J.D., *cum laude*, Florida State
University College of Law,
2020

B.A., Foreign Affairs,
Sociology (minor), University
of Virginia, 2017