



**Sharon Kerk Reyes**  
Associate

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Sharon is an associate in the firm's Norfolk office and a member of the Labor & Employment practice group. She provides advice and counseling to her employer clients on matters related to hiring and firing, discipline and discharge, drafting employment agreements, and drafting and implementing personnel policies. She also regularly defends employers before the Equal Employment Opportunity Commission and in federal and state court litigation.

**PRACTICE AREAS**

- Government & Municipal
- Labor & Employment

**INDUSTRIES**

- Manufacturing & Distribution

**REPRESENTATIVE MATTERS**

- Experience defending employers in litigation involving alleged discrimination, harassment, wrongful termination, and retaliation
- Experience defending employers before federal and state agencies including the Equal Employment Opportunity Commission, the Department of Labor, and the Virginia Employment Commission
- Provides training and advice to employers on conducting effective investigations, compliance with the Americans with Disabilities Act, wage and hour issues under the Fair Labor Standards Act, rights of military servicemembers under the Uniformed Services Employment and Reemployment Rights Act, compliance with the Family and Medical Leave Act, and compliance with state-specific laws including paid sick leave
- Drafts and reviews employment contracts, policies, and handbooks

**RECOGNITION AND HONORS**

- Virginia's Legal Elite; Virginia Business Magazine, 2019-2020
- Top Lawyers; CoVaBIZ, 2020-2021
- Virginia Rising Stars; Employment & Labor, 2017-2020
- Law Clerk to the Honorable Lawrence R. Leonard; U.S. District Court, Eastern District of Virginia, 2014-2015
- Judicial Intern to the Honorable Chief Judge Glen A. Huff, Court of Appeals of Virginia, 2012-2014
- Managing Editor, Law Review, 2013-2014

**ASSOCIATIONS**

- I'Anson-Hoffman American Inn of Court
- Federal Bar Association, Hampton Roads Chapter
- Virginia Bar Association
- Virginia Beach Symphonicity; Board of Directors, 2017-present
- Rainbow Animal Rescue; Board of Directors, 2017-present

## ADMISSIONS

- Virginia, 2014
- Virginia State Courts
- U.S. District Court for the Eastern District of Virginia
- U.S. Court of Appeals for the Fourth Circuit

## EDUCATION

- Taylor University; B.A., 2011
- Regent University School of Law; J.D., cum laude, 2014

## PRESS AND PUBLICATION

- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2021 in *CoVaBIZ Magazine*
- 53 Kaufman & Canoles Attorneys Named Virginia Business Magazine's "Legal Elite" 2020
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers in 2020 and 4 Named as Rising Stars 2020
- 45 Kaufman & Canoles Attorneys Named as Top Lawyers 2020 in *CoVaBIZ Magazine*
- 48 Kaufman & Canoles Attorneys Named Virginia Business Magazine's Legal Elite 2019
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers 2019 and 6 Named as Rising Stars 2019
- 31 Kaufman & Canoles Attorneys Named as Super Lawyers 2018 and 5 Named as Rising Stars 2018
- BTI Industry Power Rankings 2017
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2017 and 5 Named as Rising Stars 2017
- Manufacturing & Distribution Client Alert - August 2016
- Sharon M. Kerk, Esq. Joins Kaufman & Canoles