



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

- Labor and Employment Law - Management; *Best Lawyers: Ones to Watch*, 2022-2023
- Virginia's Legal Elite; *Virginia Business Magazine*, 2019-2022
- Top Lawyers; *CoVaBIZ*, 2020-2022
- Virginia Rising Stars; *Employment & Labor*, 2017-2022
- 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 Symphoncity; 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

- 53 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2022
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers In America*© 2023, 4 Named "Lawyer of the Year" and 8 Named "Ones To Watch"
- 17 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2022*
- 40 Kaufman & Canoles Attorneys Named as Top Lawyers 2022 in *CoVaBIZ Magazine*
- 52 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2021
- 48 Kaufman & Canoles Attorneys Named *Best Lawyers in America*© 2022, 4 Named "Lawyer of the Year," and 8 Named "Ones to Watch"
- 19 Kaufman & Canoles Attorneys Named as Super Lawyers & 3 Named as Rising Stars in *Virginia Super Lawyers & Rising Stars 2021*
- 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