

## Kimberly J. Doud

Office Managing Shareholder

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## Focus Areas

Labor Management Relations

Discrimination and Harassment

Whistleblowing, Compliance and Investigations

Policies, Procedures and Handbooks

## Overview

Kimberly J. Doud is a dual threat with extensive experience advising employers in both traditional labor and employment law. She is a seasoned litigator and a strong counselor. Kimberly has a proven track record representing public and private employers nationwide in various industries regarding sensitive workplace issues and labor management relations, including:

- Conducting compliance and leadership training
- Performing audits and investigations
- Drafting human resource policies
- Advising clients in union organizing campaigns and elections
- Negotiating collective bargaining agreements
- Handling matters in arbitration and before federal and state courts and federal and state agencies including the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Florida Commission on Human Relations

With her substantial knowledge and experience in both areas, Kimberly serves as a trusted advisor in developing and executing labor relations strategies and counseling employers on managing their unionized workforce. Clients value Kimberly for being more than a subject matter resource; they appreciate her practicality, tenacity, transparency, emotional intelligence, and empowering—yet fun-loving—nature.

During law school, Kimberly was an articles and symposium editor and a digest writer for the *Stetson Law Review*.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, The Florida Bar
- Member, Society for Human Resource Management (SHRM)
- Executive Board Member, Board of Directors, United Cerebral Palsy of Central Florida
- Chair, Board of Directors, United Cerebral Palsy of Central Florida, 2022-2024
- Member, Judicial Nominating Commission, Ninth Judicial Circuit Court of Florida, 2011-2015
- Chair, Judicial Nominating Commission, Ninth Judicial Circuit Court of Florida, 2014-2015
- Former Member, Gala Committee, Juvenile Diabetes Research Foundation, Central Florida Chapter

## Recognition

- Named, The Best Lawyers in America®, 2025
- Named, Rising Star, Florida, *Law & Politics*, 2010 and 2011

## Education

J.D., Stetson University School of Law, 2001, *cum laude*

B.S., University of Florida, 1997

## Bar Admissions

Florida

## Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

## Publications & Press

### **Why Employers Should Care About Women's Health And Its Impact On Workplace Policies**

*ACC Central Florida*

November 20, 2023

### **Workforce strategies amid loud layoffs, quiet hiring and economic uncertainty**

*South Florida Business Journal*

April 7, 2023

**Goodbye Quiet Quitting, Hello Loud Layoffs**

*ACC North Florida Newsletter*

January 10, 2023

**It's Almost Election Time – Navigating the Minefield of Politics at Work**

*ACC Tampa Bay*

October 28, 2022

**Florida Issues Emergency Rule and FAQs on COVID-19 Vaccine Directive**

*SHRM Online*

December 20, 2021

**Florida Issues Emergency Rule and FAQs on its Vaccine Mandate Law**

*Littler Insight*

December 13, 2021

**Mandatory Confusion: The State of Florida and Vaccine Mandates**

*ACC North Florida*

November 30, 2021

**Candid COVID Conversations: Florida's New COVID Law**

*Littler Podcast*

November 23, 2021

**Day 2: Application of Florida's Vaccine Mandate Law**

*Littler ASAP*

November 19, 2021

**New Florida Law Governs Employer Vaccine Mandates**

*Littler ASAP*

November 18, 2021

**Candid COVID Conversations: Florida and OSHA's ETS**

*Littler Podcast*

November 11, 2021

**Allyship: An Important Part of the Inclusion, Equity, and Diversity Conversation**

*ACC North Florida*

August 24, 2021

**Candid COVID Conversations: Delta and More**

*Littler Podcast*

August 3, 2021

**Employers Must Remain Focused on COVID-19 Issues**

*Association of Corporate Counsel North Florida*

July 1, 2021

**Allied Behavior: Perceptions about Race (Juneteenth Edition)**

*Littler Podcast*

June 17, 2021

**“We are No Longer in a State of Emergency” in Florida – Or Are We?**

*Littler ASAP*

May 4, 2021

**Allied Behavior: Turning Allyship into Action**

*Littler Podcast*

April 21, 2021

**Candid COVID Conversations: Vaccine Passports, Florida’s Latest Executive Order and Florida’s Liability Shield Law**

*Littler Podcast*

April 8, 2021

**Candid COVID Conversations: American Rescue Plan and Other Florida Updates**

*Littler Podcast*

March 17, 2021

**Candid COVID Conversations: OSHA Enforcement of COVID-Related Safety Standards**

*Littler Podcast*

March 3, 2021

**To Vaccinate or Not to Vaccinate? The Latest Quandary**

*ACC North Florida*

March 2, 2021

**Candid COVID Conversations: Vaccines Part 4 – Talking about the Vaccine in the Workplace**

*Littler Podcast*

February 18, 2021

**Candid COVID Conversations: Vaccines Part 3 – Unionized Workforces and Residential School Settings**

*Little Podcast*

February 11, 2021

**Candid COVID Conversations: Vaccines Part 2 - Incentives**

*Little Podcast*

February 4, 2021

**Candid COVID Conversations: Vaccines Part 1**

*Little Podcast*

February 2, 2021

**New Administration Pushes for \$15 Minimum Wage**

*Little ASAP*

January 28, 2021

**A New Day in America: Candid COVID Conversations**

*Little Podcast*

January 26, 2021

**Little Appoints Three Office Managing Shareholders**

*Little Press Release*

December 22, 2020

**Florida Passes Amendment 2, Gradually Increasing Florida's Minimum Wage to \$15 an Hour**

*Little ASAP*

November 9, 2020

**Survey Finds Employers in Florida, Nation Concerned with Safety, Remote Work Accommodations and Liability as They Reopen Workplaces Amid COVID-19**

*Association of Corporate Counsel*

July 23, 2020

**Reopening Florida: The Step-by-Step Plan for Florida's Recovery**

*Little Insight*

June 5, 2020

**Is Karaoke Dead? An Employer's Guide to Post-Pandemic Life**

*Association of Corporate Counsel*

May 4, 2020

**Re-Opening Florida: The Step-by-Step Plan for Florida's Recovery**

*Littler Insight*

May 1, 2020

**Should Employees Who Have Been Evacuated Be Paid During a Hurricane?**

*SHRM Online*

September 5, 2019

**Five Employer Considerations as Hurricane Dorian Approaches Florida**

*Littler ASAP*

August 29, 2019

**Survey Finds Employers in Florida, Nation Adjusting to a Changing Work Culture and Exploring Emerging Technologies**

*Association of Corporate Counsel*

July 1, 2019

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

**The State of Legal Protections for LGBTQ Employees**

*Association of Corporate Counsel North Florida Chapter Newsletter*

Second Quarter 2017

**How to Address Transgender Employment Issues in the Workplace**

*Workforce*

February 18, 2016

**From Pronouns to Restrooms – Accommodating Transgender Employees in the Workplace**

*Association of Corporate Counsel North Florida Chapter, Fourth Quarter Newsletter 2015*

**The Legal Challenges of Telecommuting**

*Association of Corporate Counsel North Florida Chapter, Third Quarter Newsletter 2015*

**Same-Sex Married Couples Now Have Equal Rights to FMLA Leave Regardless of Their Residence**

*Association of Corporate Counsel North Florida Chapter, First Quarter Newsletter 2015*

## **Speaking Engagements**

### **2023 Florida Regional Employer Conference**

Miami, FL

October 12, 2023

### **Florida Women's Leadership Initiative Open Forum**

September 24, 2021

### **Florida Women's Leadership Initiative Open Forum Series**

June 25, 2021

### **Florida Women's Leadership Initiative Open Forum**

March 26, 2021

### **Florida Women's Leadership Initiative Open Forum**

November 13, 2020

### **Florida Women's Leadership Initiative Open Forum**

August 14, 2020

### **Gender Identity: A Look at Unique Issues Concerning Transgender Employees**

Florida Regional Employer Conference, Miami, FL

October 24, 2019

### **Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques, and Avoiding Common Pitfalls**

HR Florida Conference and Expo, Kissimmee, FL

August 26, 2019

### **Legalized Marijuana and the Future of the Drug-Free Workplace**

2017 HR Florida Conference & Expo, Orlando, FL

August 29, 2017

### **Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Association of Corporate Counsel Central Florida Chapter Symposium, Longboat Key, FL

May 19, 2017

### **Casting Your Safety Net: Workplace Violence Prevention in the Age of the "Active Shooter"**

Association of Corporate Counsel - Central Florida Chapter, Orlando, FL

October 13, 2016

**The Impact of Technology on Workplace Privacy, Information Security and Your Company's IP Assets**

North East Florida Compliance and Ethics Group Meeting, Jacksonville, FL  
September 8, 2016

**Why Elections Matter: The 2016 Election's Impact on Workplace Policy**

North Florida Association of Corporate Counsel Chapter, Jacksonville, FL  
June 7, 2016

**Partnering with Your IT Department – Beyond BYOD: Preparing for BYOX Policies, Information Security and Privacy, and Information Management**

Association of Corporate Counsel – Orlando Chapter, Orlando, FL  
October 14, 2015

**Conducting Lawful Investigations – Avoiding the 10 Biggest Pitfalls of Investigations**

Northeast Florida Compliance and Ethics Group, Jacksonville, FL  
September 23, 2015