

SAMANTHA W. SOTO

PARTNER

Miami
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As a former trial lawyer for the U.S. Equal Employment Opportunity Commission (EEOC), Samantha Soto applies her insight to help employers comply with labor and employment laws.

Samantha handles discrimination charges and lawsuits brought against public and private employers pursuant to state and federal anti-discrimination and wage and hour laws, including Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Florida Civil Rights Act, and the Florida Whistle-blower's Act.

She also advises employers on employee discipline, retention and termination, employment manuals and policies, and contract interpretation.

Prior to joining the firm, Samantha was a trial attorney for the EEOC, where she handled all phases of employment discrimination matters on behalf of the federal government. Samantha also practiced commercial litigation at two of the nation's largest law firms, where she focused on products liability and securities law. She graduated from Columbia University School of Law, where she was a Teaching Fellow and Harlan Fiske Stone Scholar.

PRACTICE AREAS

- Labor and Employment
- Accessibility and Accommodations
- Administrative Claims and Hearings
- Agreements and Handbooks
- Counseling and Risk Management Services
- Drug Testing
- Employee Training
- Labor Arbitrations and Related Administrative Hearings
- Workplace Investigation
- Labor and Employment

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Williams College, Winter Study Adjunct Faculty, 2022 - 2024
- Gwen S. Cherry Black Women Lawyers Association

AWARDS & RECOGNITION

- Best Lawyers in America®: Ones to Watch, Labor and Employment Law - Management, 2022 - present; Litigation - Labor and Employment, 2022 - present
- The National Black Lawyers - Top 40 Under 40 in Florida, 2020

PRESS MENTIONS

- *WSHC+B Names Four New Partners*, Attorney at Law Magazine, January 10, 2024
- *WSHC+B Names Four New Partners*, Citybiz, January 10, 2024

PRESENTATIONS

- *Employment Discrimination: Effective Responses to EEOC and FCHR Complaints*, Florida Public Human Resources Association (FPHRA) Annual Conference, July 2023
- *Preparing for an Economic Downtown*, The Seminar Group's Labor & Employment Law Conference, August 2019

Litigation

ADMISSIONS

Florida, 2013

New York, 2011

U.S. District Court for the Middle District of Florida, 2020

U.S. District Court for the Southern District of Florida, 2021

EDUCATION

Columbia University School of Law, J.D., 2010

Williams College, 2007