



CARLOS ZUMPARO

Regional Managing Partner

Miami

305.929.8165

Service Focus

- Alternative Dispute Resolution
- Corporate Compliance and Governance
- Counseling and Advice
- Workplace Investigations

Industry Focus

- Hospitality
- PEO
- Transportation and Supply Chain

OVERVIEW

Carlos Zumpano is the Regional Managing Partner of Fisher Phillips Zumpano, the Miami office of Fisher & Phillips LLP, and a seasoned business lawyer who advises employers, professional employer organizations (PEOs), entrepreneurs, executives, and boards on labor and employment matters, business disputes, corporate governance, commercial transactions, and litigation.

Carlos takes a thoughtful, practical approach to counseling clients, considering their broader business objectives when addressing legal challenges. He has built long-term relationships with companies at different stages of growth, including working with emerging businesses as they develop from start-ups into established middle-market companies.

Carlos has significant experience representing PEOs and their clients on labor and employment matters and regularly counsels businesses on workplace issues, litigation, and internal investigations. He also advises established businesses, senior executives, and boards on governance matters and the structuring and negotiation of commercial transactions.

Carlos serves on the Legal Advisory Council of the National Association of Professional Employer Organizations (NAPEO) and speaks to the PEO community on legal and business issues.

** Carlos Zumpano is also a partner in the law firm of Zumpano Castro which operates independently from Fisher Phillips.*

Credentials

Education

- University of Miami School of Law, J.D., 1999
- Harvard College, B.A., 1996

Admissions

- Florida

Court Admissions

- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida

Affiliations

Professional Activities

- National Association of Professional Employer Organizations (NAPEO) (Legal Advisory Council)
- David Rockefeller Center for Latin American Studies at Harvard University (Cuban Studies Program Advisory Group)

- American Bar Association
- Dade County Bar Association
- Cuban American Bar Association

Community Activities

- South Florida After-School All-Stars (Board Member Emeritus)

INSIGHTS

News

Oct 1, 2026

Fisher Phillips Launches Miami Office with Team from Zumpano Castro