Insights, News & Events

FISHER PHILLIPS LAUNCHES MIAMI OFFICE WITH TEAM FROM ZUMPANO CASTRO

New office to operate as Fisher Phillips Zumpano - the Miami Office of Fisher & Phillips LLP

News
Oct 1, 2026

International labor and employment law firm Fisher Phillips, with nearly 900 attorneys globally, today announces the launch of its Miami office effective October 1, 2026, with a team from Miami-based employment and business law boutique Zumpano Castro.

Carlos A. Zumpano, Daniel Zumpano, Joe Ruiz, and Giselle Ortiz Del Amo will join Fisher Phillips as partners. Tony Castro will join as of counsel, Stephen Machin will join as of counsel, and Emilio Dominguez will join as an associate.

Carlos Zumpano will serve as Regional Managing Partner of the new office. For its first two years, the office will operate as Fisher Phillips Zumpano - the Miami Office of Fisher & Phillips LLP, reflecting the Zumpano name's established presence in the Miami market.

For a two-year transition period, Carlos and Dan will devote the majority of their time to developing the Fisher Phillips Miami office, while continuing as partners of Zumpano Castro alongside Tony Castro, a former president of the Cuban American Bar Association. Tony, Giselle, Stephen, and Emilio will also continue their practices at Zumpano Castro, highly recognized in the areas of complex and commercial litigation and other practice areas. The firms will remain separate entities.

Related People

John M. Polson

Chairman & Managing Partner

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Carlos Zumpano

Regional Managing Partner

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"Establishing a Miami office with truly local roots has been a priority for the firm for some time," said **John Polson**, Chairman and Managing Partner of Fisher Phillips. "While we have been serving South Florida for many years through our five existing Florida offices, we wanted to be thoughtful about when and how we physically entered Miami's unique business market. We knew that success would require local credibility, cultural fluency, and a platform capable of attracting exceptional talent. Carlos and his team bring precisely those strengths. We are proud to align with the Zumpano name, whose strong local reputation immediately enhances our presence in Miami and throughout Florida."

The new Miami team brings substantial experience representing employers in employment litigation, trial advocacy, compliance, and day-to-day labor and employment counseling. It also brings a well-established professional employer organization (PEO) practice, which will complement Fisher Phillips' existing PEO capabilities and expand the firm's ability to serve PEO clients in Florida and nationwide.

"This move brings together two of the country's most formidable PEO practices under the Fisher Phillips umbrella," said **Carlos Zumpano**, soon to be the Regional Managing Partner of Fisher Phillips Zumpano. "It increases the breadth and depth of the representation, advocacy, and protection we can provide to the industry. Having worked alongside Fisher Phillips in the PEO industry for more than a decade, we have seen firsthand the firm's commitment to its clients and the PEO industry. Our firms share a deep respect for one another's client-service approach, and we are excited about the additional value we can offer clients through Fisher Phillips Zumpano in Miami."

About the Fisher Phillips Zumpano Team

Carlos A. Zumpano

Carlos co-founded Zumpano Castro over twenty years ago and has served as its Chair. He is known for delivering business-focused solutions to complex legal challenges. Established businesses, startups, CEOs, corporate leadership teams, and boards of directors seek his counsel on labor and employment matters, corporate compliance, and transactions. Carlos also advises clients on high-stakes litigation.

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Daniel Zumpano

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Carlos has represented numerous PEOs in Florida and beyond during the course of his career. He serves on the Legal Advisory Council to the National Association of Professional Employer Organizations (NAPEO), which is chaired by Fisher Phillips partner Sheldon Blumling.

A business and community leader in Miami, he earned his J.D. from the University of Miami School of Law and his A.B. from Harvard University, where he competed on the Men's Swimming Team. In 1994, he co-founded the Cuban American Undergraduate Student Association at Harvard (CAUSA), the first organization of its kind at Harvard which still exists today. Carlos is also a member of the Cuban Studies Program Advisory Group to Harvard's David Rockefeller Center for Latin American Studies.

Daniel Zumpano

Dan Zumpano has served as manager and partner at Zumpano Castro leading the firm's Litigation Department. He has represented multinational and domestic businesses in complex business disputes and is an effective advocate and strategic counselor. He has particular experience in employee defection, trade secret cases, and commercial disputes. He advises clients on practical approaches to achieving business objectives both inside and outside the courtroom.

Dan has represented international companies in litigation matters and handled multijurisdictional disputes involving clients and legal issues connected to Mexico, Costa Rica, Bolivia, and other Latin American jurisdictions. This experience complements Fisher Phillips' international expansion and the firm's substantial Mexico presence where it has over fifty lawyers in three offices.

In addition to his litigation practice, Dan advises clients before disputes arise, applying the strategic and tactical perspective developed through his courtroom experience.

Like Carlos, Dan earned his J.D. from the University of Miami School of Law and his A.B. from Harvard University, where he also competed on the Men's Swimming Team.

About Fisher Phillips

With nearly 900 attorneys across the globe, Fisher Phillips advises and advocates for employers on some of the most

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Related Offices

Miami

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complex and high-profile workplace matters. The firm combines deep employment-law experience with technology and thought leadership to help clients prepare for what is next. By understanding each client's business, Fisher Phillips helps organizations adapt more quickly, identify opportunities sooner, and stay ahead when the stakes are high.

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