



## D. Porpoise Evans

Office Managing Shareholder

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## Focus Areas

Discrimination and Harassment  
Wage and Hour  
Training - Compliance, Ethics, Leadership  
Investigations  
Policies, Procedures and Handbooks  
Litigation and Trials  
Financial Services  
Retail

## Overview

D. Porpoise Evans advises public and private companies on an array of employment law matters, including wage and hour compliance, discrimination claims, breach of contract, leave and disability accommodation, and workplace safety. He regularly defends employers in federal and state courts, as well as before the U.S. Equal Employment Opportunity Commission and the Florida Commission on Human Relations. He also conducts in-market risk assessments for multinational companies, preparing policies and procedures and training employees on compliance with the Foreign Corrupt Practices Act. Porpoise also has deep experience representing Financial Industry Regulatory Authority (FINRA) member firms in arbitrations.

## Recognition

- Rated, AV<sup>®</sup> Preeminent 5.0, *Martindale-Hubbell*
- Named, The Best Lawyers In America<sup>®</sup>, 2019-2024
- Named, Top Lawyer, Securities, Litigation & Arbitration, *South Florida Legal Guide*, 2016-2019
- Named, Top Lawyer, Labor & Employment, *South Florida Legal Guide*, 2016-2019

## D. Porpoise Evans

- Named, Top Up and Comer, *South Florida Legal Guide*, 2013-2014
- Named, Top Labor & Employment Attorney, *Legal Luminary*, *Dade County Bar Association*, 2016, 2022
- Named, Super Lawyer, *Super Lawyers*, 2013-2024
- Named, Rising Star, *Super Lawyers*, 2009-2010, 2012
- Named, Florida Legal Elite, Commercial Litigation: 2013; Labor and Employment: 2015-2024, *Florida Trend*
- Fellow, *Bar William Reece Smith Jr. Leadership Academy, Class II*, 2014-2015
- Higginbotham Fellow, *American Arbitration Association*, 2013
- Named, Legacy Legal Leader, *Legacy Miami and The Miami Herald*, 2012
- Named, 40 Under 40 Outstanding Lawyers of Miami, *The Cystic Fibrosis Foundation*, 2009
- Recipient, Inaugural Community Advocacy Award, *Dade County Bar Association, Put Something Back Program*, 2009
- Order of the Coif

## Education

J.D., University of Miami School of Law, 2002, *magna cum laude*

A.B., Brown University, 1999

## 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

U.S. District Court, Eastern District of Michigan

## Publications & Press

**Little's D. Porpoise Evans Appointed as Office Managing Shareholder in Miami**

*Little's Press Release*

May 8, 2024

**These proactive steps can help employers avoid Foreign Corrupt Practices Act prosecution**

*South Florida Business Journal*

January 30, 2024

**Robust Action Helps Recidivist Employer Reduce Penalty for Alleged Bribery in South Africa and Indonesia**

*Little ASAP*

January 30, 2024

**Extraterritorial Application of U.S. Laws: Foreign Corrupt Practices Act**

*International Labor & Employment Laws American Bar Association Section of Labor & Employment Law*

2009-present

**Proper Planning and Swift Action Can Help Employers Avoid Foreign Corrupt Practices Act Prosecution**

*Little ASAP*

November 29, 2023

**Little Expands Miami Office with Addition of Four Attorneys**

*Little Press Release*

July 11, 2023

**Legal Services of Greater Miami Recognizes its Pro Bono Partners**

*Florida Bar News*

October 26, 2022

**US Labor Department's Proposal, If Adopted, Could Spark Litigation Over Worker Classification**

*Daily Business Review*

October 12, 2022

**Pressure mounts for health care providers: Florida threatens fines for complying with the federal vaccination mandate**

*Orlando Sentinel*

January 5, 2022

**Can An Employer Mandate a COVID Vaccine?**

*CBS Miami*

August 11, 2021

**Can the boss require workers to get a COVID-19 vaccine? There are rules in Florida**

*Miami Herald*

August 8, 2021

**OSHA's COVID-19 Reporting Obligations Clarified**

*Society for Human Resource Management*

October 15, 2020

## **Speaking Engagements**

### **STOP WOKE for Florida Employers**

Human Resource Association of Broward County

April 2022

### **COVID-19 Updates for Practitioners**

Hispanic National Bar Association

April 2020

### **Effective Legal Activism**

U.S. District Court, Southern District of Florida Black History Month Program

February 2020

### **2020 Employment Law Changes and Common Pitfalls**

ADP South Florida User Conference

January 2020

### **FLSA for Paralegals**

South Florida Paralegals Association

January 2020

### **Modern Issues in Housing and Employment**

30th Annual National Bar Association Wiley Branton Symposium

October 2019

### **Looking to Plant Seeds Abroad?**

ABA International Startup and Emerging Companies Forum

September 2019

### **Anatomy of an Employment Lawsuit**

Greater Miami Chapter of the Society for Human Resource Management

May 2019

### **Religious Discrimination Issues**

National Employment Law Council Corporate Counsel Seminar

April 2019

### **HR Challenges in the #MeToo Era**

International Association of Commercial Collections Annual Conference

January 2019

D. Porpoise Evans

**Access to Justice Issues in the U.S. and Africa**

Nigerian Bar Association Annual Conference

August 2018

**Current Issues in Anti-Corruption Enforcement**

ABA Regional Africa Forum

May 2018