

Maureen E. Carr

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PRACTICE AREAS

Employment
Commercial & Civil Litigation
Business Organizations & Transactions
Alternative Dispute Resolution
Appellate Practice
Construction
Internet Defamation

INDUSTRIES

Associations & Nonprofit Organizations
Construction
Government Contracting
Professional & Licensed Occupations
Small, Emerging & Growing Businesses

EDUCATION

Wake Forest University School of Law, J.D., 2006

University of Notre Dame, B.A., *magna cum laude*, 2002

BAR & COURT ADMISSIONS

Virginia, 2006

Washington, D.C., 2007

Maryland, 2012

Maureen E. Carr is a shareholder of Bean, Kinney & Korman. She focuses her practice on employment law and commercial litigation and is known for her legal acumen, responsiveness, and collaborative approach.

Employment Law

Understanding and staying current on the various aspects of employment law is paramount to Maureen. She is relied upon for her extensive experience and familiarity with the many facets of employment law. Her clients depend on her assistance in matters involving:

- EEOC charges of discrimination / retaliation;
- FLSA claims for unpaid wages;
- Wage and hour audits by the Department of Labor;
- Leave requests under the FMLA, ADA, USERRA and employer policies;
- Employment-related investigations;
- Executive compensation;
- Classification of workers;
- Drafting various employment agreements including non-competes and other restrictive covenants; and
- Developing employment policies and procedures.

Commercial Litigation

Maureen represents individuals and business alike in a variety of commercial litigation matters and has handled cases involving construction, real estate, and employment disputes. She works closely with her clients to ensure the best outcome, either through mediation, settlement, or litigation. Her experience includes disputes relating to:

- Employment agreements;
- FLSA wage and hour issues;
- Discrimination, harassment, and retaliation;
- Contract disputes;

U.S. Court of Appeals for the Fourth Circuit

U.S. District Court for the Eastern District of Virginia

U.S. District Court for the Western District of Virginia

U.S. District Court for the District of Maryland

- Business torts, such as tortious interference with contract;
- Trade secrets;
- Bad-faith denials of insurance coverage;
- Professional liability claims;
- Contractor / property owner conflicts;
- Real estate transactions;
- Homeowners association and condominium association matters; and
- Warranty disputes.

Maureen litigates in the state and federal courts of Virginia, Maryland, and Washington D.C. with a particular emphasis on litigation on the U.S. District Court for the Eastern District of Virginia, Alexandria Division.

Honors

Virginia Lawyers Weekly, "Go to Lawyer", Employment Law, 2021

Virginia Business Legal Elite in Labor/Employment Law, 2019-2020

Arlington Magazine, Top Attorney - Employment (Employee), Employment (Employer), 2019

AV® Preeminent Rated by Martindale-Hubbell, Litigation, Construction Law & Contracts, 2013 - present

Virginia Super Lawyers, Rising Stars, Employment & Labor, 2015 - present

Washington, D.C. Super Lawyers, Rising Stars, Employment & Labor, 2015 - 2017, 2019, 2020

Experience

- Negotiated resolution of dispute between technology company and former employee regarding employee's compliance with restrictive covenants and trade secret/computer crimes statutes, with resolution involving monetary payment to client and employee's agreement to continuing obligations.
- Investigated allegations of racial harassment against private club, prepared detailed investigative report for board of directors, and advised board regarding response.
- Secured monetary judgment for technology company against former sales employee related to disputed commission payment.
- Negotiated resolution of dispute between media company and former employees related to breach of fiduciary duties, misappropriation of trade secrets, tortious interference, aiding and abetting, and civil conspiracy, with resolution involving monetary payment to client and employees' agreement to

- continuing confidentiality, non-competition, and non-solicitation obligations.
- Facilitated separation of owner from engineering firm, including resolution of disability/leave issues and redemption of ownership interest.
 - Successfully mediated real estate dispute in which client purchased condominium unit that was subject to certain undisclosed resale restrictions related to designation as “affordable housing unit.” Mediation involving client, seller, two title companies, and government body charged with enforcing restrictions resulted in monetary compensation to client and modification to restrictions.
 - Represented homeowners’ association in federal lawsuit against association’s insurance carrier alleging breach of insurer’s duty to defend association in a lawsuit. Following appeal to Fourth Circuit Court of Appeals, U.S. District Court for the Eastern District of Virginia ruled that insurer breached duty to defend and awarded association substantial amount of its attorneys’ fees and litigation costs.

Reported Cases

ADI Constr. of Va. LLC v. Bordewick, 2013 U.S. Dist. LEXIS 97708 (E.D. Va. July 12, 2013)

ATCS Int’l LLC v. Jefferson Contr. Corp., 807 F. Supp. 2d 516 (E.D. Va. 2011)

Berrios v. Circle Group, 2020 U.S. Dist. LEXIS 192900 (E.D. Va. Sept. 25, 2020); 2020 U.S. Dist. LEXIS 225895 (E.D. Va. July 21, 2020)

Best Med. Int’l, Inc. v. Eckert & Ziegler Nuclitec GmbH, 2011 U.S. Dist. LEXIS 100323 (E.D. Va. Sept. 7, 2011)

Colonial Beach Yacht Ctr., Inc. v. United States, 700 F. Supp. 2d 774 (E.D. Va. March 23, 2010)

Disco, Inc. v. Travelers Indemnity Co. of Am., 2017 U.S. Dist. LEXIS 227781 (E.D. Va. March 22, 2017)

Fed. Hill Homeowners Ass’n v. Cmty. Ass’n Underwriters of Am., Inc., 384 Fed. Appx. 209 (4th Cir. Va. 2010); 2010 U.S. Dist. LEXIS 115407 (E.D. Va. Oct. 28, 2010)

Funny Guy LLC v. Lecego, LLC, 2016 Va. LEXIS 82 (Va. June 13, 2016)

Hyundai Emigration Corp. v. Empower-Visa, Inc., 2009 U.S. Dist. LEXIS 142402 (E.D. Va. June 17, 2009)

Prof’l Massage Training Ctr., Inc. v. Accreditation Alliance of Career Schs. & Colleges, 2014 U.S. Dist. LEXIS 6523 (E.D. Va. Jan. 17, 2014); 2013 U.S. Dist. LEXIS 92497 (E.D. Va. June 7, 2013); 2012 U.S. Dist. LEXIS 190203 (E.D. Va. Oct. 31, 2012); 20

Ramirez v. Solomon Edwards Grp., 2008 U.S. Dist. LEXIS 134964 (E.D. Va. July 17, 2008)

Tegg Corp. v. Beckstrom Elec. Co., 2008 U.S. Dist. LEXIS 52184 (W.D. Pa. July 1, 2008); 650 F. Supp. 2d 413 (W.D. Pa. 2008)

United States English Language Ctr. v. Accrediting Council for Higher Educ. & Training, Inc., 2019 U.S. Dist. LEXIS 226368 (E. D. Va. Sept. 11, 2019)

W. Va. Bus. Coll. v. Accrediting Council for Indep. Colls. & Schs., 2018 U.S. Dist. LEXIS 162202 (Sept. 21, 2018); 2019 U.S. Dist. LEXIS 102940 (E.D. Va. June 18, 2019)

Published Articles

The Best Defense Against FLSA Lawsuits for Unpaid Overtime
Best Lawyers, August 9, 2019

Speaking Engagements

Can Employers Require Employees to Get the COVID-19 Vaccine?
Online, June 23, 2021

Can your employer force you to get the COVID-19 vaccine?
Podcast, May 5, 2021

Small Business Academy Workshop: The Legal Side of Business
Online, October 14, 2020

News

Bean, Kinney & Korman Represents Cavalier Healthcare Services, Inc. in the Sale of its Home Health Business
August 25, 2021

2020 Super Lawyers
May 7, 2020

Twenty-six Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys by *Arlington Magazine*
October 18, 2019

2019 Super Lawyers
April 18, 2019

Bean, Kinney & Korman Attorneys Recognized as 2018 Virginia Super Lawyers, Top 10 and Rising Stars
April 30, 2018

Maureen E. Carr Joins Bean, Kinney & Korman as a Shareholder
March 13, 2017

Professional & Community Affiliations

Virginia Women Attorneys Association, State Board of Directors, 2018 to present (currently Chair, Judiciary Committee)

Virginia Women Attorneys Association, Northern Virginia Chapter, Board of Directors, 2015 to present (President 2020-2021)

Human Resource Association for the National Capital Area, Chair, Legislative & Government Affairs and Chair, Wage & Hour Interest Group, 2013 to 2016

Beyond the Suit

Maureen grew up in Arlington, where she still lives with her husband, two children, and many pets. When not working or driving her children to various activities, Maureen enjoys watching Notre Dame football and Washington Capitals hockey.