

Professional & Licensed Occupations

ATTORNEYS

Zack R. Andrews
Samuel J. Banks
Jennifer A. Brust
John M. Bryan
Maureen E. Carr
Stephen D. Caruso
Leo S. Fisher
Robert T. Hicks
James V. Irving
Kandis M. Koustenis
Charles F.B. McAleer Jr.
Dusko J. Stojkov
Richard C. "Rip" Sullivan, Jr.
R. Douglas Taylor, Jr.
Charles B. Thomas
Malcolm W. Thomas

A substantial component of Bean, Kinney & Korman's extensive business organizations and transactions practice is assisting clients who are providers of professional and licensed services in the establishment, maintenance and operation of their businesses, and, if it is the client's goal, planning and implementation of an exit or succession strategy. A key for these businesses is understanding the regulatory governance requirements under which they operate and dealing with compliance issues in a knowledgeable and practical manner. This is where our attorneys excel.

Services for Professional and Licensed Occupations

Our representation of clients in the medical, clinical, accounting, legal, engineering, investment management, executive search and consulting professions includes:

- Entity formation
- Office or facility leasing
- Employment matters, including non-compete agreements
- Resolving tax, licensing and permitting issues,
- Advising about and documenting partnering and association relationships
- Counseling in a wide range of disputes arising in the course of their professional practice, including civil litigation, arbitration and administrative proceedings.

Whether you are a professional starting your practice in the Washington, D.C., metropolitan region or part of an established practice facing new business or legal challenges, our lawyers are

prepared to offer understanding counsel and insight to help you succeed.

PUBLISHED ARTICLES

Supervisors support consolidation for storage facility expansion
the Annandale Blog, July 28, 2021

Incentivizing Vaccination among Employees
Mount Vernon Gazette, April 1, 2021

Recipeasly promised to 'fix' online recipes. After critics called it theft, the site shut down.
The Washington Post, March 2, 2021

Are California-Style Right of Recall and Worker Retention Laws Right for Virginia?
LinkedIn, October 22, 2020

New Employee Protections for Non-Payment of Wages Go Into Effect in Virginia
July 21, 2020

New Protections against Workplace Discrimination Based on Sexual Orientation, Gender Identity, and Pregnancy Now in Effect in Virginia
July 21, 2020

New Enhanced Whistleblower Protections for Virginia Employees Now in Effect
July 21, 2020

Virginia Law Now Prohibits Non-Compete Restrictions for Low-Wage Employees
July 21, 2020

INSIGHT: Don't Say This in the New Workplace
Bloomberg Law, June 15, 2020

Virginia Enacts New, Far-Reaching Employment Laws
Arlington Chamber of Commerce Blog, June 3, 2020

Small Business Reorganization Under the Cares Act and

SBRA, and What that Means for Creditors
Bankruptcy Law News, Virginia State Bar, June 2, 2020

What Can Employers Ask and Do About Their Employee's Health During the Coronavirus Crisis? Answers from the EEOC
April 14, 2020

Documentation and Recordkeeping: COVID-19 Paid Leave and Employer Paid Leave Tax Credits
April 7, 2020

Emergency Paid Leave Laws: DOL Issues Additional FAQs to Answer Employer Questions
April 2, 2020

CARES Act: Payroll Tax Benefits
April 1, 2020

Wages & Benefits Questions During the Coronavirus Business Downturn
Arlington Chamber of Commerce Blog, April 1, 2020

DOL Issues Second FAQs: Provides More Guidance to Employers on Paid Leave Laws
March 30, 2020

How Employers Can Obtain Timely Payment: Tax Credits Under Families First Coronavirus Response Act
March 26, 2020

Understanding the Available Tax Credits Under Families First Coronavirus Response Act
March 23, 2020

Trump Signs Law: U.S. Workers Get Expanded FMLA Leave and Paid Sick Leave
March 19, 2020

House Amendments to Families First Coronavirus Act – Mixed Bag for Employee Leave Benefits
March 18, 2020

Families First Coronavirus Response Act
March 16, 2020

SCC's Increased Security Promises Greater Burdens for Users
LinkedIn, December 12, 2019

What Can I Ask Job Applicants? Some Basic Do's and Don'ts
LinkedIn, November 13, 2019

DOL Issues Final Regulations to Update FLSA White Collar Exemptions
LinkedIn, September 24, 2019

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

Workplace Violence: 5 Key Practices Employers Should Consider
Arlington Chamber of Commerce Blog, May 2, 2019

Virginia Employers: Are Your Non-Competes Enforceable?
August 1, 2018

DOL Explains When Employees Must Be Paid for Travel Time
July 6, 2018

Playing the Sovereign Card: Defending Foreign Sovereigns in U.S. Courts
American Bar Association, January 1, 2017

A Tale of Two Cases: The Perils of Using Temporary Workers
BKK Business Law Newsletter, January 13, 2016

Practitioners Beware: Pitfalls Created by Virginia's New Business Records Statute
Virginia Lawyer Magazine, August 27, 2015

Mediation – Panacea or Placebo?
Law360, August 14, 2015

Potential Pitfalls of Terminating an Employee who Requests Extended Leave
BKK Employment Law Newsletter, April 1, 2015

Cunningham v. Feinberg: Virginia Employers May be Answerable in Maryland Courts for Unpaid Wages

BKK Employment Law Bulletin, February 11, 2015

Does the Pregnancy Discrimination Act Require Employers to Provide Light Duty Accommodations to Pregnant Employees?
BKK Employment Law Newsletter, January 6, 2015

Common Myths about Copyrights and the Internet
BKK Business Law Newsletter, November 12, 2014

The Eight Corners Rule and the District of Columbia
BKK Business Law Newsletter, September 2, 2014

Restrictions in Franchise Agreements Narrowly Construed
BKK Business Law Newsletter, September 2, 2014

Tortious Interference in Virginia – Improper Methods Requirement
BKK Business Law Newsletter, July 1, 2014

Redskins Trademark Cancelled – Q&A with Bean, Kinney & Korman
June 19, 2014

Succession Planning for CPAs
BKK Wills, Trusts & Estates Newsletter, February 3, 2014

Common Copyright Mistakes Small Businesses Make
BKK Business Law Newsletter, January 1, 2014

Business Audits Allow Business As Usual
October 22, 2013

Proactive Steps to Protect Trade Secrets
BKK Business Law Newsletter, September 1, 2013

Severance Agreements: What Are They Good For?
American Bar Association - Tort Trial & Insurance Practice Section Newsletter, September 1, 2013

Fourth Circuit Joins D.C. Circuit in Striking Down NLRB's Employee Rights Notice Posting Rule
BKK Business Law Newsletter, July 1, 2013

SCOTUS Strikes Down DOMA – Employer Obligations in

Virginia, D.C., and Maryland
BKK Employment Law Newsletter, July 1, 2013

Enforceability of Waivers of Prospective Liability
BKK Business Law Newsletter, September 1, 2012

Copyright Law: What Intellectual Property is Protected?
Small Business Trends, September 1, 2012

Asset Protection Trusts in Virginia
BKK Wills, Trusts and Estates Newsletter, August 1, 2012

Alert for Trademark Owners: Trademark Monitoring and
Registration Scams
IP Frontline, June 1, 2012

Distracted Driver Collects Workers' Compensation Benefits
BKK Employment Law Newsletter, May 1, 2011

Sexual Discrimination in the Workplace – Hostile Environment
BKK Business Law Newsletter, July 1, 2010

NEWS

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

Bean, Kinney & Korman Represents Finley Asphalt in a
Transaction with Shoreline Equity Partners
Friday July 2, 2021

Bean Kinney & Korman Represents Highlight Technologies, Inc.
in a Sale to an Employee-Owned Stock Ownership Plan
Thursday April 22, 2021

Bean, Kinney & Korman Represents Farm Market iD in
Acquisition by DTN
Friday February 26, 2021

Charles (Chas) McAleer, Dean Luo and Harrison Clinton Join
Bean, Kinney & Korman
Friday February 12, 2021

Kandis M. Koustenis and Dusko J. Stojkov Join Bean, Kinney & Korman
Thursday June 18, 2020

Malcolm W. Thomas Joins Bean, Kinney & Korman
Tuesday February 25, 2020

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

Redskins Trademark Cancelled – Q&A with Bean, Kinney & Korman
Thursday June 19, 2014

SEMINARS & EVENTS

Everything you need to know about COVID-19 vaccines, mask mandates, and Virginia workplace safety
Online, Thursday, August 26, 2021

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

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

Mind Your Business: Coordinating Business and Estate Plans to Preserve Value
Online, Tuesday, April 20, 2021

COVID-19 Vaccine Rollout: Key Legal Considerations for Employers
Online, Wednesday, March 10, 2021

COVID-19 Vaccines are Here: Key Public Health and Legal Considerations for Employers
Online, Wednesday, January 27, 2021

Remote Work Is Here to Stay: Key Legal Issues for Employers
Webcast recording - view on demand, Tuesday, December 15, 2020

2020 Legal Drama in the Commonwealth:
Online, Thursday, November 19, 2020

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

Overview of Virginia Department of Labor and Industry COVID-
19 Regulations for Employers
Online, Tuesday, August 4, 2020

Mental Illness: Legally Addressing Employees with “Unseen”
Disabilities
Online, Thursday, May 7, 2020

“The Shifting Landscape of Independent Contractors”
Online, Tuesday, May 5, 2020

Webinar: Moving Beyond COVID-19 – EEOC/DOL/IRS
Guidance and Getting Back to Business
Online, Friday, May 1, 2020

Webinar: Moving Beyond COVID-19
Online, Thursday, April 30, 2020

The Legal Side of Business
Webinar, Wednesday, April 15, 2020

Webinar: Understanding Your Leases and Contracts in the
COVID-19 Landscape
Webinar, Friday, March 27, 2020

“#METOO: Sexual Harassment in the Workplace”
George Washington University School of Business, Tuesday,
March 6, 2018

“Five Common Advertising Mistakes that Could Break the Law”
4600 Fairfax Drive, Suite 804, Arlington, Virginia, Thursday,
October 31, 2013

Employees vs. Independent Contractors vs. Interns: Worker
Designations and Why It Matters
Wednesday, October 16, 2013

“Five Ways to Protect Your Business’s Online Reputation”
Alexandria, Virginia, Wednesday, September 18, 2013