

# Retailers & Restaurateurs

## ATTORNEYS

Jennifer A. Brust  
John M. Bryan  
David C. Canfield  
Harrison J. Clinton  
Timothy Dugan  
David S. Houston  
James V. Irving  
Phil W. Jaeger  
Kathleen A. Kelley  
Kandis M. Koustenis  
Jennifer O. Schiffer  
R. Douglas Taylor, Jr.  
Charles B. Thomas  
Mark M. Viani

While facing challenges common to other business enterprises, retail merchants and restaurateurs have particular needs for legal services that start with an understanding of how they operate, what they need to operate effectively and what can threaten their profitability or put them out of business altogether.

## Our Clients

Bean, Kinney & Korman counts among its valued clients many who are retailers and restaurant operators in Virginia, Maryland and the District of Columbia, including:

- supermarkets
- specialty wholesalers and retailers
- dry cleaners
- white tablecloth and fast casual restaurants
- multiple franchise operations
- food wholesalers
- fitness centers and health clubs
- dance and cooking schools
- optical centers
- hair salons
- nightclubs
- caterers

## Legal Services for Retail Establishments and Restaurants

In addition to the organizational and transactional services that most businesses need, we have worked closely with owners of retail

shops and restaurants to counsel them on leasing, zoning, construction, employment law, business acquisition and sale, and litigation matters. Our attorneys are committed to being responsive and informed given our familiarity with the unique aspects of our clients' businesses.

For our Northern Virginia restaurateurs who serve alcoholic beverages, we provide knowledgeable and experienced counsel on regulatory matters, including licensing and response to enforcement actions.

## **PUBLISHED ARTICLES**

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

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

Are We Partners?  
January 12, 2021

Why You Should Consider Opting for Arbitration During the  
Coronavirus Pandemic  
*American Bar Association - Practice Points*, November 30, 2020

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

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

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

SBA Paycheck Protection Loans under the CARES Act  
April 4, 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

Maryland COVID-19 Small Business and Nonprofit Assistance  
March 24, 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

New Virginia Law Requires Employer Disclosure of Requested Personnel Records  
October 3, 2019

Employers Take Heed: DOL Reiterates You Cannot Delay FMLA Designation Beyond Five Business Days  
*LinkedIn*, September 18, 2019

Deadlock Provisions in Agreements – Say No to the Rochambeau Method  
September 17, 2019

Wage-Hour Mishap Creates Unsavory Stew for Prominent Restaurant Group  
*LinkedIn*, September 3, 2019

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

EEOC Report: Workplace Sexual Harassment Complaints are Up  
May 10, 2019

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

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

You Need What?: When Does Your Employee's Request for  
More Leave Become Unreasonable Under the ADA?  
August 4, 2017

HR 101 from Abercrombie & Fitch  
*BKK Business Law Newsletter*, January 21, 2016

Trade Secrets and Confidentiality  
*BKK Business Law Newsletter*, January 21, 2016

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

The Financial Risks to Employers of Misclassification of  
Employees as Independent Contractors  
*BKK Business Law Newsletter*, November 8, 2015

Arlington County Board Approves the Retail Action Plan  
*BKK Construction & Land Use Newsletter*, September 1, 2015

Arlington County Board Revisits the Retail Action Plan  
*BKK Construction & Land Use Newsletter*, March 3, 2015

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

Administration Postpones Health Care Reporting and Penalties

Until 2015

*Virginia Employment Law Journal*, July 3, 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

Zoning Ordinance Revisions Affecting Arlington County's By-  
Right Outdoor Cafés

*BKK Construction & Land Use Newsletter*, June 1, 2013

How to Protect Your Assets As a Business Owner

*BKK Wills, Trusts and Estates Newsletter*, February 1, 2013

Copyright Law 101: Your Guide to Copyright Law

*WebCents magazine*, November 16, 2012

Estate Tax Savings and Increased Creditor Protections When  
You Incorporate LLCs and Limited Partnerships into Your  
Estate Plan

November 1, 2012

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

Alert for Trademark Owners: Trademark Monitoring and  
Registration Scams

*IP Frontline*, June 1, 2012

The Benefits of LEDs

*BKK Construction & Land Use Newsletter*, February 1, 2010

## **NEWS**

Kandis M. Koustenis and Dusko J. Stojkov Join Bean, Kinney &  
Korman

Thursday June 18, 2020

Timothy Dugan Elected 2020-2021 Chair of the Real Property Section Council of the Maryland State Bar Association  
Thursday May 21, 2020

Timothy Dugan Recognized as Top Attorney by *Bethesda Magazine*  
Tuesday December 10, 2019

Timothy Dugan Joins Bean, Kinney & Korman as a Shareholder  
Wednesday October 16, 2019

Joe Meadows quoted within article: Businesses should avoid court battles over online reviews  
*The Colorado Springs Business Journal*, Friday April 5, 2019

David S. Houston Joins Bean, Kinney & Korman as a Shareholder  
Wednesday February 13, 2019

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

Small Business Check-Up: Best practices to help ensure the legal health of your business  
Online, Tuesday, March 16, 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

Nonprofit Forum: Reopening Strategies  
Online, Tuesday, July 28, 2020

ULI Washington, D.C. Young Leaders Presentation “Northern  
Virginia Land Use”  
Monday, May 25, 2020

Comparative Zoning and Land Use Laws in Northern Virginia  
and Suburban Maryland  
University of Maryland, Monday, May 25, 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

Women Mean Business Committee Presents:  
Online, Tuesday, April 21, 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

Deadlock-Breaking Mechanisms in LLCs: Avoiding Litigation  
and Dissolution When Members and Managers Fail to Agree

Webinar, Thursday, January 16, 2020

LLC or S-Corp  
Teleconference, Thursday, December 19, 2019

The Legal Side of Business  
Fairfax Business Center, Annandale, VA, Wednesday,  
December 4, 2019

Negotiating Key Provisions in Shared Work Space Agreements  
Webinar, Tuesday, November 12, 2019

Maryland State Bar Association Land Use Institute: "Recent  
Federal and State Land Use Court Decisions"  
Saturday, May 25, 2019

Internet Defamation: Defend Against Defamers and Cyber-  
attackers  
Bean, Kinney & Korman :: 2300 Wilson Blvd. :: 1st Floor  
Conference Room :: Arlington, VA 22201, Thursday, October  
25, 2018

Restaurant Failures – What to Do When Your Iron Chef Melts  
Turnaround Management Association, Chesapeake Chapter,  
Friday, March 27, 2015

"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