

# Carole H. Capsalis

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## PRACTICE AREAS

Business Organizations &  
Transactions

Employment

Estate Planning,  
Administration & Wealth  
Transfer

## INDUSTRIES

Small, Emerging & Growing  
Businesses

## BAR AND COURT ADMISSIONS

Virginia, 1987

Carole Capsalis is a shareholder at Bean, Kinney & Korman. She has extensive experience in civil practice and litigation, now with a primary focus on estate planning, administration and elder law, employment law and business transactions. Carole's representation of her business clients ranges from entity formation to the purchase and sale of company stock or assets and review of contract, shareholder and operating agreements. She also provides employment law advice and representation to business owners on federal, state and local employment law matters, along with human resource aspects facing employers today, including disability accommodations under the Americans with Disability Act (ADA), the Family and Medical Leave Act (FMLA), discrimination and harassment issues, misconduct investigations, retaliation, wages, overtime pay and misclassification issues under the Fair Labor Standards Act (FLSA). Additionally, she assists clients with employment agreements, non-competes, restrictive covenants, and other contract reviews.

Carole's unique background includes having served as senior associate general counsel for a national mortgage lending company where she advised on all aspects of business operations and initiative, and handling state and federal employment law matters impacting the company at a time of significant growth.

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

U.S. Court of Appeals,  
Fourth Circuit

## **EDUCATION**

George Mason University  
School of Law, J.D., 1987

University of Illinois at  
Urbana-Champaign, B.A.,  
1983

With an effective combination of personal touch and astute business sense, Carole enjoys finding creative and effective solutions for her business clients, whether their needs are transactional or warrant dispute resolution. She uses that same personal touch to assist her clients with wills, trusts and estate planning, whether it is an elder law issue or younger generations wisely planning for their future.

## **AWARDS AND HONORS**

Named to the Inaugural Class of 'Influential Women of Law' by Virginia Lawyers Weekly, 2019

## **AFFILIATIONS**

Virginia State Bar, former executive council member and Diversity Conference Board member and chair

Virginia Women Attorneys Association, Loudoun Chapter, President (2013-2014)

National Academy of Elder Law Attorneys

Virginia Academy of Elder Law Attorneys

Arlington Bar Association

Loudoun County Bar Association

Catoctin Foundation, Inc. dba Loudoun Free Clinic, Board member

Rule of Law/Student Day at the Capitol, Richmond, VA, volunteer instructor

Hill-Tucker Pre-Law Institute, Richmond, VA, volunteer

## **NEWS**

- R. Scott Caulkins, Patricia Bruce, and Carole Capsalis Join Bean, Kinney & Korman  
Tuesday February 8, 2022

## BEYOND THE SUIT

Carole, a diehard Chicago Cubs and Washington Nationals fan, lives in Northern Virginia with her husband and three children. She has a passion for Rule of Law education to young people and promotion of diversity and inclusion within the legal profession.