

# Professional & Licensed Occupations

## ATTORNEYS

Zack R. Andrews  
Samuel J. Banks  
Patricia E. Bruce  
John M. Bryan  
Maureen E. Carr  
Stephen D. Caruso  
R. Scott Caulkins  
Leo S. Fisher  
Robert T. Hicks  
James V. Irving  
Kandis M. Koustenis  
Charles F.B. McAleer Jr.  
Richard C. "Rip" Sullivan, Jr.  
R. Douglas Taylor, Jr.  
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

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

Bean, Kinney & Korman Represents RenXTech LLC in a  
Transaction with Buchanan & Edwards Inc.  
Monday November 29, 2021

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