

Small, Emerging & Growing Businesses

ATTORNEYS

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Bean, Kinney & Korman welcomes the opportunity to help entrepreneurs succeed by providing them with a well-crafted legal foundation and offering timely and practical advice as they build their businesses. Our attorneys understand there are not unlimited resources to fund professional expenses.

We also have a wealth of experience representing businesses with all of their organizational and transactional matters, making the firm a valued resource for business owners in growth mode.

Legal Services for Businesses and Entrepreneurs

There are legal issues common to businesses regardless of size, and our business attorneys have a diverse set of practice capabilities to respond to them, including:

- Formation of business organization
- Commercial financing
- Commercial leasing
- Copyright and trademark
- Advertising, promotions and sponsorships
- Technology and e-commerce
- Data and software licensing
- Employment
- Real estate
- Taxation
- Mergers and acquisitions
- Litigation

Our lawyers value the personal relationships we build with our clients who have a vision for their enterprise. Our clients' passion and determination to succeed are particularly gratifying. We'd like to have a hand in making that success happen.

PUBLISHED ARTICLES

Pandemic-related legal battles changing how we work in Greater Washington and beyond
Washington Business Journal, April 8, 2022

Franchise FAQs
January 24, 2022

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

Commercial Foreclosure Alternatives (VA)
LexisNexis/Practical-Guidance, January 21, 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

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

Federal assistance may prolong bankruptcy filings
Virginia Lawyers Weekly, June 1, 2020

Force Majeure and the Doctrine of Impossibility
Business Crimes Bulletin, LJM, April 20, 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

4 Tips for Businesses Impacted by the Coronavirus

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

Coronavirus Force Majeure and Real Estate Leases

March 16, 2020

Families First Coronavirus Response Act

March 16, 2020

Assignment and Consent Standards in Commercial Leases
Commercial Leasing Law & Strategy, March 6, 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

Can an Employee Who Quits Receive Unemployment Benefits
LinkedIn, September 10, 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

Fourth Circuit Concludes: False Rumor that Female Employee Slept with Her Male Boss to Obtain a Promotion Can Support a Claim of Sexual Harassment
February 25, 2019

Should I Franchise My Business?
January 28, 2019

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

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

Is Your Business Website ADA Compliant?
December 18, 2017

How Much Can a Franchisee Expect to Earn – New Disclosure

Guidelines for Franchisors
November 21, 2017

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

Successor Liability: a New Corporation is Not an Escape Route
January 30, 2017

Federal Court Halts Implementation of New Overtime Final Rule
November 23, 2016

Ten Things You Should Know When Buying an Existing Franchise Business
November 9, 2016

Mandatory Paid Sick Leave Comes To Montgomery County Maryland
October 19, 2016

Creative Pleading in Business Torts
BKK Business Law Newsletter, May 20, 2016

Uber Reaches Settlement of Independent Contractor Misclassification Lawsuits in California and Massachusetts
BKK Business Law Newsletter, May 20, 2016

NLRB to Begin Targeting Employer Misclassification of Workers as Independent Contractors as an Unfair Labor Practice
May 19, 2016

Virginia Attorney General Says Virginia Law Prohibits Discrimination on the Basis of Gender Identity and Perhaps Sexual Orientation
May 18, 2016

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

Obligations of the Corporate Status

BKK Business Law Newsletter, November 24, 2015

The Financial Risks to Employers of Misclassification of Employees as Independent Contractors

BKK Business Law Newsletter, November 8, 2015

Mediation – Panacea or Placebo?

Law360, August 14, 2015

5 Ways for Business Owners to Protect Their Assets

BKK Wills, Trusts and Estates Newsletter, August 13, 2015

USDC Weighs in on Tortious Interference

BKK Business Law Newsletter, July 2, 2015

Employer Risks in Using Employment-Related Criminal Background Checks

BKK Employment Law Newsletter, July 1, 2015

Is Your Employee's Extended Leave Request a Reasonable Accommodation?

Arlington Chamber of Commerce Blog, July 1, 2015

Legal Implications of Take Your Dog to Work Day for Your Business

Arlington Chamber of Commerce Blog, June 17, 2015

Social Media Accounts in Bankruptcy: Business or Personal?

JD Supra Perspectives, April 28, 2015

New Law Limits Virginia Employers' Access to Social Media Accounts

Virginia Employment Law Journal, April 27, 2015

Potential Pitfalls of Terminating an Employee who Requests Extended Leave

BKK Employment Law Newsletter, April 1, 2015

Virginia May Soon Join Maryland in Prohibiting Employers from Asking for Social Media Passwords

Virginia Employment Law Journal, March 26, 2015

All Legally Married Same-Sex Couples Now Covered Under FMLA

Virginia Employment Law Journal, March 24, 2015

March Madness & Employee Morale: A Winning Combination
Virginia Employment Law Journal, March 17, 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

Fraud in Virginia
BKK Business Law Newsletter, November 12, 2014

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

Data Security in a Technological World
June 3, 2014

Enforcing Oral Contracts: The Presumption is Against You
BKK Business Law Newsletter, May 1, 2014

Non-Competes in Virginia: The Trend Against Enforceability Continues

April 15, 2014

No WARNing of Bankruptcy?

BKK Employment Law Newsletter, April 2, 2014

Department of Labor Further Delays Publication of its Final
“Persuader” Rules

BKK Employment Law Newsletter, April 2, 2014

Avoiding Pitfalls of Severance Agreements

BKK Employment Law Newsletter, January 1, 2014

2013 Virginia Employment Law in Review

BKK Employment Law Newsletter, January 1, 2014

Common Copyright Mistakes Small Businesses Make

BKK Business Law Newsletter, January 1, 2014

Minority Shareholder Rights in Virginia

December 2, 2013

False Notes in the Music Industry: Fiduciary Duty of Business
Partners

BKK Business Law Newsletter, November 1, 2013

Business Audits Allow Business As Usual

October 22, 2013

Sea Change in Virginia Non-Competition Law

September 24, 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

A Tactical Approach to Defending Virginia Non-Competes

BKK Business Law Newsletter, September 1, 2013

Administration Postpones Health Care Reporting and Penalties
Until 2015

Virginia Employment Law Journal, July 3, 2013

Pitfalls on Termination: Employer May be Liable for Employees' Loose Talk

BKK Business Law Newsletter, July 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

Regular guest blogger on the Washington Business Journal's blog Biz Beat

June 7, 2013

New I-9 Creates Risk for Employers

BKK Business Law Newsletter, May 1, 2013

Virginia's New Employment-Based Tort

The Corporate Counselor, April 1, 2013

Business Torts in Virginia: Alliance Technology Group LLC v. Achieve 1, LLC

BKK Business Law Newsletter, March 1, 2013

Virginia Non-Competition Law After Home Paramount

BKK Business Law Newsletter, March 1, 2013

How to Protect Your Assets As a Business Owner

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

Written Contracts and the Statute of Limitations

BKK Business Law Newsletter, January 1, 2013

Why the Law is Not a Vehicle for Vengeance

BKK Business Law Newsletter, January 1, 2013

Distinguishing Between Non-Competition Agreements in Employment Agreements and Those in the Sale of a Business

BKK Business Law Newsletter, November 1, 2012

Copyright Law 101

November 1, 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

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

Old Law Wins a New Case
BKK Business Law Newsletter, May 1, 2012

U.S. Copyright Termination – A Window is Opening
Intellectual Property Today, May 1, 2012

Tax Law: Engaging Appraisers for Closely-Held Business Interests
BKK Business Law Newsletter, March 1, 2012

10 Common Mistakes That Can Doom an Acquisition Buyer's Prospective
BKK Business Law Newsletter, March 1, 2012

Fairfax Circuit Court Expands Jurisdiction in Conspiracy Cases
BKK Business Law Newsletter, January 1, 2012

Finality of Orders in Reston Homeowners Association v. Ramirez
BKK Business Law Newsletter, January 1, 2012

Virginia Supreme Court Limits Transfers of LLC Membership Interest
BKK Business Law Newsletter, January 1, 2012

Virginia Case Raises Questions about LLC Transfers
AIA Northern Virginia News, January 1, 2012

Business Succession Planning Part 2: Critical Tools
Masonry Magazine, January 1, 2012

Virginia Narrows Employer Non-Competition Protections
BKK Construction & Land Use Newsletter, December 1, 2011

Tax Law: IRS Announces New Settlement Procedure for
Workers Misclassified as Independent Contractors
BKK Business Law Newsletter, November 1, 2011

Details Matter: Family Limited Liability Companies and 1031
Exchanges
BKK Wills, Trusts and Estates Newsletter, November 1, 2011

Non-Competes in Virginia Civil Settlement Agreements
BKK Business Law Newsletter, November 1, 2011

Non-Competition Agreements and Independent Contractors
BKK Business Law Newsletter, September 1, 2011

Succession Planning: Failing to Plan is Planning to Fail
Masonry Magazine, September 1, 2011

Importance of Corporate Formalities
BKK Business Law Newsletter, July 1, 2011

Tax Law: Tax Consequences of Contributing Property to a
Corporation
BKK Business Law Newsletter, July 1, 2011

Corporate Protections and Their Limits
AIA Northern Virginia News, July 1, 2011

Effective Use of Social Media in the Masonry Industry
Masonry Magazine, July 1, 2011

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

The Arrogant Car Salesman in a Non-Competition Agreement

BKK Business Law Newsletter, March 1, 2011

How to Defend Avoidance Actions in Bankruptcy Litigation
The Practical Real Estate Lawyer, January 18, 2011

The Substantially Prevailing Party
BKK Business Law Newsletter, January 1, 2011

Employees and Independent Contractors
HR.com, November 1, 2010

Tax Law: Health Care Tax Credits, Penalties and “Cadillac” Plans
BKK Business Law Newsletter, September 1, 2010

Restrictive Covenant as a Restraint of Trade
BKK Business Law Newsletter, September 1, 2010

Employers Beware: IRS To Commence Intense Employment Tax Audits
Internal Auditing Magazine, September 1, 2010

Consider Legal Ramifications of Personal Guarantees
Society for Human Resource Management Legal Report, September 1, 2010

Recent Tax Developments
BKK Business Law Newsletter, July 1, 2010

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

Tax Law: Economic Substance Test Enacted as Part of Health Care Law
BKK Business Law Newsletter, May 1, 2010

The Dead Man’s Statute in Virginia
BKK Business Law Newsletter, March 1, 2010

Notice Pleading: Be Simple But Be Precise
BKK Business Law Newsletter, March 1, 2010

How Not to Get Sued
AIA Northern Virginia News, March 1, 2010

Tax Law: FIN 48: Will It Be The Feared Road Map for IRS?
BKK Business Law Newsletter, January 1, 2010

Non-Competition in State Court
BKK Business Law Newsletter, November 1, 2009

Remedies for Breach of Non-Competition Agreements
BKK Business Law Newsletter, November 1, 2009

Protecting & Registering Your Intellectual Property
BKK Business Law Newsletter, September 1, 2009

Business Torts: Business Conspiracy & Trade Secrets
BKK Business Law Newsletter, September 1, 2009

Prudent Corporate Director Conduct
BKK Business Law Newsletter, July 1, 2009

Piercing the Corporate Veil
BKK Business Law Newsletter, May 1, 2009

Effectiveness of Arbitration Agreements
BKK Business Law Newsletter, May 1, 2009

Family Limited Partnership and Family Limited Liability
Company Valuation Discount Planning
BKK Business Law Newsletter, January 1, 2009

Know Your Entity: How to Reduce Risks When Insuring Titles
Granted by Corporations, Other Legal Entities, Trustees and
Churches (Part Two)
VTLA Examiner, Volume 7, Number 1, June 1, 2001

Know Your Entity: How to Reduce Risks When Insuring Titles
Granted by Corporations, Other Legal Entities, Trustees and
Churches (Part One)
VTLA Examiner, Volume 6, Number 2, June 18, 2000

NEWS

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

Bean, Kinney & Korman Named a 2022 “Best Law Firm” for Eleventh Consecutive Year
Thursday November 4, 2021

D. Justin Roberts and Taylor N. Klauza Join Bean, Kinney & Korman
Tuesday November 2, 2021

Bean, Kinney & Korman Named a 2021 “Best Law Firm” for Tenth Consecutive Year
Thursday November 5, 2020

John Kelly was quoted within article: Inside the hardball legal tactics retail landlords are using against tenants
The Real Deal, Thursday July 23, 2020

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

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

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

E-Commerce and Free Speech
NPR's On the Media, Friday April 25, 2014

Raighne Delaney was quoted in “Yelp critics must be identified, court rules in online landscape altering decision.”
The Washington Times, Thursday January 9, 2014

James Irving was featured in “3 Things Small Business Owners Don’t Include in Their Year-End Planning, But Should.”
JD Supra Law News, Thursday December 5, 2013

Jim Irving featured in “Protecting the Biz: Safeguarding Musts”
Northern Virginia Magazine, Wednesday June 1, 2011

Jennifer Brust and James Schroll will teach Secured Finance at
George Mason University School of Law
Thursday August 12, 2010

Bean, Kinney & Korman Wins Appeal For Defendant
Imagination Entertainment Limited, et al. Regarding the
Marketing and Sale of Popular Dice Game “Left Center Right”
Sunday July 26, 2009

Bean, Kinney & Korman Accomplishes Closing on Financing Fit
for Sport & Health Clubs
Friday July 10, 2009

Bean, Kinney & Korman Clients Win Summary Judgment in
Trademark Infringement Case
Friday July 25, 2008

SEMINARS & EVENTS

Essentials of Business Law – Dealing with Drafting Deadlocks
Webcast, Friday, March 4, 2022

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

AWE Women in Business Summit
Online, Friday, April 30, 2021

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

Renegotiating Office Leases in a Work-From-Home World: Contract, Common Law, Context Issues, Standstill Agreements
Online, Tuesday, December 8, 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

Shared Workspace Leases in Wake of COVID-19: Risk Mitigation, Insurance, Negotiating Key Provisions
Online, Thursday, July 16, 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

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

Small Business Roundtable
Webcast recording - view on demand, Wednesday, March 25,
2020

Deadlock-Breaking Mechanisms in Real Estate LLCs: Avoiding
Litigation When Members and Managers Fail to Agree
Webinar, Thursday, February 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

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

Starting Your Own Business
South County Government Center 8350 Richmond Highway,
Room 221 A/B Alexandria, VA 22309, Thursday, June 28, 2018

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

Social Media Claims: The Internet Review Industry, How Yelp
Works, How Businesses (And Lawyers) Can Fight Negative
Reviews, And The Virginia Unmasking Statute.
George Mason American Inn of Court, Friday, November 20,
2015

Planning Tips for Clients With Nontaxable Estates (2015
Professional Development Conference)
Virginia Society of CPAs, Thursday, October 29, 2015

Legal Issues Related to Online Reviews (Continuing Legal
Education Course)
Arlington County Bar Association, Friday, March 27, 2015

Top Mistakes that Small Businesses Make
Arlington Women Entrepreneurs (AWE), Thursday, June 26,
2014

“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”
Presentation
Tuesday, July 23, 2013

“Understanding a Tortious Interference Claim” Presentation
George Mason University School of Law, Wednesday, January
16, 2013

“Building a Highly Effective Leadership Team”

Navy League Building, 2300 Wilson Blvd. Arlington, Virginia
22201, Tuesday, June 12, 2012

“Building a Highly Effective Leadership Team”
The Tower Club Tysons Corner, Vienna, Virginia, Wednesday,
November 16, 2011

“Leave Management and Insurance Coverages: What
Employers Need to Know about FMLA, ADA and GINA and
How Your Insurances Are Affected”
The Navy League Building, 2300 Wilson Blvd., Arlington,
Virginia, Wednesday, September 21, 2011