

Maureen E. Carr

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PRACTICE AREAS

Employment

Commercial & Civil
Litigation

Business Organizations &
Transactions

Alternative Dispute
Resolution

Appellate Practice

Construction

Internet Defamation

INDUSTRIES

Associations & Nonprofit
Organizations

Maureen E. Carr is a shareholder of Bean, Kinney & Korman. She focuses her practice on employment law and commercial litigation and is known for her legal acumen, responsiveness, and collaborative approach.

Employment Law

Understanding and staying current on the various aspects of employment law is paramount to Maureen. She is relied upon for her extensive experience and familiarity with the many facets of employment law. Her clients depend on her assistance in matters involving:

- EEOC charges of discrimination / retaliation;
- FLSA claims for unpaid wages;
- Wage and hour audits by the Department of Labor;
- Leave requests under the FMLA, ADA, USERRA and employer policies;
- Employment-related investigations;
- Executive compensation;
- Classification of workers;
- Drafting various employment agreements including non-competes and other restrictive covenants; and
- Developing employment policies and procedures.

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Construction
Government Contracting
Professional & Licensed Occupations
Small, Emerging & Growing Businesses

BAR AND COURT ADMISSIONS

Virginia, 2006
Washington, D.C., 2007
Maryland, 2012
U.S. Court of Appeals for the Fourth Circuit
U.S. District Court for the Eastern District of Virginia
U.S. District Court for the Western District of Virginia
U.S. District Court for the District of Maryland

EDUCATION

Wake Forest University
School of Law, J.D., 2006
University of Notre Dame,
B.A., *magna cum laude*,
2002

Commercial Litigation

Maureen represents individuals and businesses alike in a variety of commercial litigation matters and has handled cases involving construction, real estate, and employment disputes. She works closely with her clients to ensure the best outcome, either through mediation, settlement, or litigation. Her experience includes disputes relating to:

- Employment agreements;
 - FLSA wage and hour issues;
 - Discrimination, harassment, and retaliation;
 - Contract disputes;
 - Business torts, such as tortious interference with contract;
 - Trade secrets;
 - Bad-faith denials of insurance coverage;
 - Professional liability claims;
 - Contractor / property owner conflicts;
 - Real estate transactions;
 - Homeowners association and condominium association matters;
- and
- Warranty disputes.

Maureen litigates in the state and federal courts of Virginia, Maryland, and Washington D.C. with a particular emphasis on litigation on the U.S. District Court for the Eastern District of Virginia, Alexandria Division.



AWARDS AND HONORS

Arlington Magazine, Top Attorney – Employment (Employer), 2022
Virginia Lawyers Weekly, “Go to Lawyer”, Employment Law, 2021
Virginia Business Legal Elite in Labor/Employment Law, 2019-2022

Arlington Magazine, Top Attorney – Employment (Employee),
Employment (Employer), 2019, 2021

AV® Preeminent Rated by Martindale-Hubbell, Litigation,
Construction Law & Contracts, 2013 – present

Washington, D.C. Super Lawyers in Employment & Labor, 2022

Virginia Super Lawyers in Employment & Labor, 2022

Virginia Super Lawyers, Rising Stars, Employment & Labor, 2015 –
2020

Washington, D.C. Super Lawyers, Rising Stars, Employment &
Labor, 2015 – 2017, 2019, 2020

AFFILIATIONS

Virginia Women Attorneys Association, State Board of Directors,
2018 to present (currently Chair, Judiciary Committee)

Virginia Women Attorneys Association, Northern Virginia Chapter,
Board of Directors, 2015 to present (President 2020-2021)

Human Resource Association for the National Capital Area, Chair,
Legislative & Government Affairs and Chair, Wage & Hour Interest
Group, 2013 to 2016

EXPERIENCE

- Negotiated resolution of dispute between technology company and former employee regarding employee's compliance with restrictive covenants and trade secret/computer crimes statutes, with resolution involving monetary payment to client and employee's agreement to continuing obligations.
- Investigated allegations of racial harassment against private club, prepared detailed investigative report for board of directors, and advised board regarding response.
- Secured monetary judgment for technology company against former sales employee related to disputed commission payment.

- Negotiated resolution of dispute between media company and former employees related to breach of fiduciary duties, misappropriation of trade secrets, tortious interference, aiding and abetting, and civil conspiracy, with resolution involving monetary payment to client and employees' agreement to continuing confidentiality, non-competition, and non-solicitation obligations.
- Facilitated separation of owner from engineering firm, including resolution of disability/leave issues and redemption of ownership interest.
- Successfully mediated real estate dispute in which client purchased condominium unit that was subject to certain undisclosed resale restrictions related to designation as "affordable housing unit." Mediation involving client, seller, two title companies, and government body charged with enforcing restrictions resulted in monetary compensation to client and modification to restrictions.
- Represented homeowners' association in federal lawsuit against association's insurance carrier alleging breach of insurer's duty to defend association in a lawsuit. Following appeal to Fourth Circuit Court of Appeals, U.S. District Court for the Eastern District of Virginia ruled that insurer breached duty to defend and awarded association substantial amount of its attorneys' fees and litigation costs.

REPORTED CASES

- Ramirez v. Solomon Edwards Grp., 2008 U.S. Dist. LEXIS 134964 (E.D. Va. July 17, 2008)
- Prof'l Massage Training Ctr., Inc. v. Accreditation Alliance of Career Schs. & Colleges, 2014 U.S. Dist. LEXIS 6523 (E.D. Va. Jan. 17, 2014); 2013 U.S. Dist. LEXIS 92497 (E.D. Va. June 7, 2013); 2012 U.S. Dist. LEXIS 190203 (E.D. Va. Oct. 31, 2012); 20
- Hyundai Emigration Corp. v. Empower-Visa, Inc., 2009 U.S. Dist. LEXIS 142402 (E.D. Va. June 17, 2009)
- Colonial Beach Yacht Ctr., Inc. v. United States, 700 F. Supp. 2d 774 (E.D. Va. March 23, 2010)

- Disco, Inc. v. Travelers Indemnity Co. of Am., 2017 U.S. Dist. LEXIS 227781 (E.D. Va. March 22, 2017)
- W. Va. Bus. Coll. v. Accrediting Council for Indep. Colls. & Schs., 2018 U.S. Dist. LEXIS 162202 (Sept. 21, 2018); 2019 U.S. Dist. LEXIS 102940 (E.D. Va. June 18, 2019)
- United States English Language Ctr. v. Accrediting Council for Higher Educ. & Training, Inc., 2019 U.S. Dist. LEXIS 226368 (E.D. Va. Sept. 11, 2019)
- Berrios v. Circle Group, 2020 U.S. Dist. LEXIS 192900 (E.D. Va. Sept. 25, 2020); 2020 U.S. Dist. LEXIS 225895 (E.D. Va. July 21, 2020)
- Tegg Corp. v. Beckstrom Elec. Co., 2008 U.S. Dist. LEXIS 52184 (W.D. Pa. July 1, 2008); 650 F. Supp. 2d 413 (W.D. Pa. 2008)
- ATCS Int'l LLC v. Jefferson Contr. Corp., 807 F. Supp. 2d 516 (E.D. Va. 2011)
- Best Med. Int'l, Inc. v. Eckert & Ziegler Nuclitec GmbH, 2011 U.S. Dist. LEXIS 100323 (E.D. Va. Sept. 7, 2011)
- Fed. Hill Homeowners Ass'n v. Cmty. Ass'n Underwriters of Am., Inc., 384 Fed. Appx. 209 (4th Cir. Va. 2010); 2010 U.S. Dist. LEXIS 115407 (E.D. Va. Oct. 28, 2010)
- ADI Constr. of Va. LLC v. Bordewick, 2013 U.S. Dist. LEXIS 97708 (E.D. Va. July 12, 2013)
- Funny Guy LLC v. Lecego, LLC, 2016 Va. LEXIS 82 (Va. June 13, 2016)

PUBLISHED ARTICLES

- The Best Defense Against FLSA Lawsuits for Unpaid Overtime

BLOGS

- What if Your Employee Refuses to Get the COVID-19 Vaccine?
Employment Law, Thursday September 16, 2021

- The New Virginia Overtime Wage Act: Big Changes are Coming for Many Virginia Employers
Employment Law, Thursday July 1, 2021
- The Risks of Engaging Foreign Independent Contractors
Employment Law, Monday May 3, 2021
- Can Employers Require Employees to Get the COVID-19 Vaccine?
Employment Law, Friday January 15, 2021
- FFCRA Update: COVID-19 Paid Leave in 2021
Employment Law, Wednesday January 13, 2021
- Supreme Court Extends Anti-Discrimination Protections to Gay and Transgender Employees
Employment Law, Monday June 15, 2020
- Virginia Enacts Dramatic and Far-Reaching Employment Law Protections, Part 2
Employment Law, Thursday May 7, 2020
- Government Enacts Stimulus Package with Extensive Benefits for Employers and Employees
Employment Law, Monday March 30, 2020
- COVID-19 FAQs for Employers
Employment Law, Thursday March 19, 2020
- Marijuana & the Workplace
Employment Law, Friday February 21, 2020
- When Can I Deduct from the Pay of an Exempt Employee?
Employment Law, Tuesday April 23, 2019
- 5 Steps to Limit Liability for Sexual Harassment at Work
Employment Law, Friday March 16, 2018
- What Is Sexual Harassment in the Workplace?
Employment Law, Friday January 19, 2018
- Consider This When Engaging Foreign Independent Contractors
Employment Law, Friday June 30, 2017
- Employment Law Under the Trump Administration
Employment Law, Monday April 10, 2017

SPEAKING ENGAGEMENTS

- 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
- Small Business Academy Workshop: The Legal Side of Business
Online, Wednesday, October 14, 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
- The Legal Side of Business
Webinar, Wednesday, April 15, 2020
- The Legal Side of Business
Fairfax Business Center, Annandale, VA, Wednesday, December 4, 2019
- Business 101: Legal Tips to Build Your Business, Arlington Economic Development
Tuesday, May 22, 2018
- “#METOO: Sexual Harassment in the Workplace”
George Washington University School of Business, Tuesday, March 6, 2018
- Sexual Harassment: Quick Tips for Avoiding Liability
Where: Bean, Kinney & Korman :: 2300 Wilson Blvd. :: 1st Floor Conference Room :: Arlington, VA 22201, Wednesday, February 28, 2018
- Sexual Harassment: Quick Tips for Avoiding Liability
Where: Bean, Kinney & Korman :: 2300 Wilson Blvd. :: 1st Floor Conference Room :: Arlington, VA 22201, Wednesday, January 17, 2018
- Settlement Agreements, Releases and Covenants Not to Sue
Virginia State Bar Construction and Public Contracts Law Seminar, Sunday, November 6, 2016

- Managing On-Site Staff: Legal and Practical Considerations
Washington Metropolitan Chapter of the Community Association Institute's Manager Luncheon, Tuesday, May 19, 2015
- Wage and Hour Issues
Human Resource Association of the National Capital Area Annual Conference, Friday, May 2, 2014
- Classification of Workers as Exempt v. Non-EXempt Under the Fair Labor Standards Act
Human Resource Association of the National Capital Area, Wednesday, December 18, 2013

NEWS

- Twenty-one Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys for 2022 by Arlington Magazine
Thursday October 13, 2022
- 2022 Super Lawyers
Thursday May 5, 2022
- Twenty-eight Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys for 2021 by Arlington Magazine
Thursday October 21, 2021
- Bean, Kinney & Korman Represents Cavalier Healthcare Services, Inc. in the Sale of its Home Health Business
Wednesday August 25, 2021
- 2020 Super Lawyers
Thursday May 7, 2020
- Twenty-six Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys by *Arlington Magazine*
Friday October 18, 2019
- 2019 Super Lawyers
Thursday April 18, 2019
- Bean, Kinney & Korman Attorneys Recognized as 2018 Virginia Super Lawyers, Top 10 and Rising Stars
Monday April 30, 2018
- Maureen E. Carr Joins Bean, Kinney & Korman as a Shareholder

Monday March 13, 2017

BEYOND THE SUIT

Maureen grew up in Arlington, where she still lives with her husband, two children, and many pets. When not working or driving her children to various activities, Maureen enjoys watching Notre Dame football and Washington Capitals hockey.