



Maureen E. Carr

Shareholder

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OVERVIEW

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.

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.

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.

BAR & 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

AWARDS & AFFILIATIONS

Awards

- Best Lawyers in America in Employment Law – Individuals, Employment Law – Management and Litigation – Labor and Employment, 2024-2026
- Virginia Lawyers Weekly, “Influential Women of Law”, class of 2023
- Arlington Magazine, Top Attorney – Employment (Employee), Employment (Employer), 2019, 2021-2025
- Virginia Lawyers Weekly, “Go to Lawyer”, Employment Law, 2021
- Virginia Business Legal Elite in Labor/Employment Law, 2019-2025
- AV® Preeminent Rated by Martindale-Hubbell, Litigation, Construction Law & Contracts, 2013 – present
- Washington, D.C. Super Lawyers in Employment & Labor, 2022 – 2026
- Virginia Super Lawyers in Employment & Labor, 2022 – 2026
- Virginia Super Lawyers, Rising Stars, Employment & Labor, 2015 – 2020
- Washington, D.C. Super Lawyers, Rising Stars, Employment & Labor, 2015 – 2017, 2019, 2020

Professional 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