Blankingship Keith pc

Employment Law

Myriad rules, regulations, and challenges affect both employers and employees in the workplace. Blankingship & Keith offers practical advice and business solutions to employers of all sizes and industries.

Our Employment Law Team is highly regarded in the region. Members of the team are ranked as leading lawyers in employment law by local and nationally recognized publications, including *U.S. News - The Best Lawyers in America,* "Top Attorneys" in *Arlington Magazine*, and "Legal Elite" in *Virginia Business Magazine.*

Our attorneys represent employers in a wide range of employment matters including:

- preparing employment handbooks;
- shaping company policies for employees;
- advising on drafting employee contracts;
- negotiating severance agreements; and
- protecting employers' intellectual assets with NDA's and non-compete agreements.

We also provide representation to employers with respect to matters before the EEOC and local offices of human rights and in litigation in both federal and state courts, including:

- employment claims based on state and federal law, including Title VII, ADA, ADEA, FMLA, USERRA, and state and local human rights acts;
- noncompetition, non-solicitation, nondisclosure, and other employment-based restrictive covenants;
- employment agreements, separation agreements, and commission plans;
- business torts, including breach of fiduciary duty, trade secret violations, tortious interference, business conspiracy, and conversion
- employment termination; and
- wage and hour law, including FLSA and state and local wage and hour laws.

In addition to employers, we represent employees in:

- defending against claims of breach of contract;
- employment contracts and separation agreements;
- trade secret violations;

- breach of fiduciary duty;
- tortious interference; and
- business conspiracy.

Related Attorneys

- John F. Cafferky
- Laurie L. Kirkland
- Dana R. Leinbach
- David J. Gogal

Related Cases

- Defended Clients in Employment Discrimination Cases Before EEOC, Federal Court, and Fourth Circuit
- Served as Lead Counsel in Corporate Governance, ERISA, and Senate Investigation of ULLICO

News & Insights

- Thirty-Two Blankingship & Keith Attorneys Recognized in 2027 Best Lawyers and Ones to Watch
- Blankingship & Keith Earns First Chambers USA Ranking for General Commercial Litigation in Virginia
- Blankingship & Keith, P.C. Announces 2025 Northern Virginia Magazine Top Attorneys
- Ten Blankingship & Keith Attorneys Recognized Among Arlington Magazine’s 2025 Top Attorneys
- Thirty Blankingship & Keith Attorneys Recognized in the 2026 Editions of Best Lawyers in America® and Best Lawyers: Ones to Watch®
- Blankingship & Keith Attorneys Recognized Among Virginia Business Magazine’s Legal Elite
- Eleven Blankingship & Keith Attorneys Recognized as Top Attorneys in Arlington Magazine's 2024 List
- Blankingship & Keith's Managing Principal Laurie Kirkland Honored in Virginia Lawyers Weekly's Influential Women of Law Class of 2024
- Blankingship & Keith Proudly Introduces Laurie Kirkland as Managing Principal
- Blankingship & Keith Attorneys Shine as "Legal Elite" in Virginia Business Magazine's 2023 Rankings
- Blankingship & Keith, P.C. Earns National and Regional Recognition in Best Lawyers® 2024 "Best Law Firms"
- Thirteen Blankingship & Keith Attorneys Recognized as Top Attorneys by Arlington Magazine
- Amazon Logistics, Inc. v. Virginia Employment Comm., Record No. 0310-22-2 (Va. Ct. App. Sept. 26, 2023)
- Twenty-two Blankingship & Keith Attorneys Shine in the 2024 Edition of Best Lawyers in America
- 20 Blankingship & Keith Attorneys Named “Legal Elite” by Virginia Business Magazine
- Thirteen Blankingship & Keith Attorneys Named 2022 Top Attorneys by Arlington Magazine
- Blankingship & Keith PC Adds Two New Associates to the Firm