



Maureen E. Carr

Counsel
Civil Litigation
Construction Law
Employment Law
Real Estate

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Maureen represents individual, business, and community association clients in a broad range of civil litigation, construction, employment, and real estate matters. Maureen has significant experience in the state and federal courts in Virginia, Maryland, and the District of Columbia. Maureen also counsels and represents clients on employment matters such as discrimination, retaliation, employment agreements and policies, benefits, leave, and wage and hour issues. In addition, Maureen advises clients on commercial and residential real estate, construction, and development issues.

Maureen has received an AV® Preeminent Rating in Litigation, Construction Law and Contracts from Martindale-Hubbell, which is the highest rating available and is based on evaluations from other attorneys and judges. In addition, Maureen has been named a "Rising Star" in Washington, DC and Virginia by SuperLawyers.

In the litigation and dispute resolution context, Maureen has worked with clients to:

- Resolve disputes regarding employment agreements, including non-competition, non-solicitation, and confidentiality agreements;
- Remedy bad faith denials of insurance coverage;
- Successfully defend against professional liability claims in a wide range of construction disputes involving design professionals;
- Address conflicts between property owners and contractors;
- Resolve disputes associated with real estate transactions, such as resale restrictions arising from "affordable housing unit" designations;
- Enforce copyright, trademark, and other intellectual property rights, including claims under the Anti-Cybersquatting Consumer Protection Act;
- Resolve warranty disputes under the property owners' association acts of Virginia, Maryland, and the District of Columbia;
- Litigate disputes related to the interpretation of the governing documents of homeowners' and condominium unit owners' associations; and
- Enforce restrictive covenants on behalf of community associations.

As an employment attorney, Maureen has worked with individual and business clients to:

- Defend against internal investigations by federal agencies;
- Respond to EEOC charges of discrimination/retaliation;
- Participate in unemployment and workers' compensation proceedings;
- Facilitate wage and hour audits conducted by the Department of Labor;
- Manage requests for leave under the ADA, FMLA, USERRA, and disability policies;
- Defend against FLSA claims for unpaid wages;
- Develop practical and effective employment policies and procedures for new and established businesses; and
- Draft and review a variety of employment-related agreements, including independent contractor agreements, non-competition/non-solicitation agreements, confidentiality, and separation agreements.

Maureen has been successful in representing her clients both inside and outside of the courtroom. Maureen played a significant role in Rees Broome's representation of a homeowners' association in a federal lawsuit against the association's insurance carrier alleging a breach of the insurer's duty to defend the association in a lawsuit. Following an appeal to the Fourth Circuit Court of Appeals, the U.S. District Court for the Eastern District of Virginia ruled that the insurer breached its duty to defend and awarded the association a substantial

amount of its attorneys' fees and litigation costs.

Maureen also prides herself on resolving disputes outside of the courtroom. For example, Maureen facilitated the settlement of a federal trademark case, which resulted in the infringing party ceasing all use of the disputed mark and transferring the disputed domain name to Maureen's client. Recently, Maureen successfully mediated a real estate dispute in which her client purchased a condominium unit that was subject to certain undisclosed resale restrictions related to its designation as an "affordable housing unit." A mediation involving Maureen's client, the seller, two title companies, and the government body charged with enforcing the restrictions resulted in monetary compensation to Maureen's client and a modification to the restrictions.

In addition, Maureen routinely provides employment counseling to individuals and businesses. Maureen works collaboratively with her business clients to develop and administer employment practices, policies, and agreements that facilitate legal compliance and foster a positive work culture. Maureen also assists individual clients in reviewing employment and separation agreements and managing their relationships with their employers.

Finally, Maureen works closely with clients on real estate transactions and related matters, such as the purchase of commercial property, leases, land use issues, and Virginia Alcoholic Beverage Control (ABC) licensing issues.

Professional Credentials

- Graduate, with honors, University of Notre Dame
- Graduate, Wake Forest University School of Law
- Barred in Virginia, the District of Columbia, and Maryland
- Board of Directors, Virginia Women Attorney Association (VWAA), Northern Virginia Chapter
- Chair, Legislative and Governmental Affairs for the Human Resource Association of the National Capital Area (HRA-NCA), a local chapter of the Society for Human Resource Management (SHRM)
- AV® Preeminent Rating in Litigation, Construction Law and Contracts from Martindale-Hubbell
- Named one of American Lawyer's national Top-Rated in Construction Law (2014)
- Washington DC and Virginia SuperLawyers Rising Stars (2015)

Publications and Presentations

- Legal Requirements for Employing a Domestic Worker (June 2015)
- Regional Minimum Wage Update (June 2015)
- WMCCAI Manager Luncheon (May 2015)
- "Practical Guidance for Conducting Background Checks" (July 2014)
- "EEOC Issues Guidance on Religious Accommodations" (May 2014)
- "Wage and Hour Issues," presented at Human Resource Association of the National Capital Area Annual Conference, May 2, 2014
- "Classification of Workers as Exempt v. Non-Exempt Under the Fair Labor Standards Act," webinar for Human Resource Association of the National Capital Area, December 18, 2013
- Beware of Maryland's Lien for Unpaid Wages Law (April 2014)
- Classification of Employees as Exempt v. Non-Exempt Under the Fair Labor Standards Act (March 2014)
- New "Integrity" Standards for Employers Responding to Unemployment Insurance Claims (January 2014)
- Obamacare Update and Deadlines (October 2013)
- The Nuts and Bolts of an Employment Manual (October 2013)
- The Essential Elements of a Severance Agreement (August 2013)
- The Danger of Overly Broad Severance Agreements (August 2013)
- Obesity: A Disability Recognized Under Federal Law? (August 2013)
- To Pay or Not to Pay: How to Handle Compensation for Summer Interns (May 2013)
- "Practical Advice for Protecting Your Trademark Rights" (March 2013)
- Obamacare and You: How to Ensure Your Business Complies (March 2013)
- Sequestration and the WARN Act: Practical Advice for Federal Government Contractors (March 2013)

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