

## JONATHAN M. SUMRELL

### Partner

Jonathan Sumrell is a partner in the firm's corporate practice group. His practice focuses on corporate matters, including employment matters. Mr. Sumrell assists clients in drafting employment agreements, severance agreements, employment policies and procedures, and other operational policies. He also advises clients on employee benefits matters, including compliance with ERISA. He represents employers before regulatory agencies such as the Equal Employment Opportunity Commission and the Department of Labor, and he handles federal and state litigation for all varieties of employment related disputes. He also advises clients on employee benefit issues including welfare and fringe benefit plans and ERISA compliance.

Before entering private practice, Mr. Sumrell completed a clerkship with the Circuit Court of Henrico County, Virginia. While in law school, Mr. Sumrell was Manuscripts Editor for the Richmond Journal of Law and the Public Interest, was elected as a Justice of the Honor Council, and was a member of the Client Counseling and Negotiation Board. Prior to attending law school, Mr. Sumrell served as a deputy press secretary for a U.S. Senator.

### Associations and Professional Memberships

American Health Lawyers Association  
North Carolina State Bar  
Society for Human Resources Management  
Virginia State Bar

### Career Highlights

"Rising Star," *Virginia Super Lawyers* (2016)  
Best Lawyers in America® (2024)

### Publications

"Employer Obligations to Grant Leave as Reasonable Accommodation under the ADA," *Virginia Medical Law Report*, March 2015. Co-Authored with Kimberly W. Daniel.



### Practice Areas

Governance  
Guardianship & Conservatorship  
Labor & Employment  
Mergers, Acquisitions & Transactions  
Physician Services  
Safety & Security

### Licensure

North Carolina  
Virginia  
Iowa

### Academic Credentials

Wake Forest University, B.A.  
University of Richmond School of Law, J.D., *magna cum laude*

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## Speaking Engagements

"Hot Topics in the Medical Staff Services Industry: Social Media" – NAMSS Annual Conference (October, 2019)

"Newly Clarified Conscience Rights Protections for Health Care Employees" – (June, 2019)

"An Overview of the Stark Law in Relation to Medical Staff Services" - NAMSS 40th Educational Conference & Exhibition (September 2016)

"A Practice's Guide to Effective and Legal Performance Appraisals" - VMGMA 2016 Fall Conference (September 2016)

"From the First Day to the Last: Best Practices for Effective Employee Orientation and Lawful Terminations" - VMGMA webinar (May 2016)

"Clearing the Haze: Evolving Marijuana Laws and their Effect on Workplace Policies" - Virginia SHRM State Conference (April 2016)

"2016 Hot Topics for Healthcare HR" - VaSHHRA webinar (March 2016)

"Top Employment Law Mistakes Made by Healthcare Leadership" - MHA Class (February 2016)

"HR Fundamentals: The Legal Benefits of (and the Crucial Link Between) Good Job Descriptions & Effective Performance Evaluations" - VMGMA webinar (August 2015)

"Recordkeeping and Records Retention" - VMGMA Spring Conference (March 2015)

"Clearing the Haze: Evolving Marijuana Laws and their Effect on Workplace Policies" - Vaco Continuing Professional Education Session (January 2015)

"Employment Law Grab Bag: Hot Topics in Medical Practice HR" - VMGMA Webinar (November 2014)

"Clearing the Haze: Evolving Marijuana Laws and their Effect on Workplace Policies" - Council of HR Executives Annual Retreat (September 2014)

"Essential Employer Policies and Practices for Avoiding Discrimination and Retaliation Claims" - VANHA 2014 Annual Conference and Trade Show (June 2014)

"Important Updates to Your Practice's 2014 Employee Handbook" - VMGMA Webinar (June 2014)

"Who's the Boss (and When is She Liable)?" - Diamond University Webinar (May 2014)

"Terminations, Social Media Discipline, Wages & Leave: What you Need to Know" - Fortis Group, LLC

"The Virginia Health Care Decisions Act" - National Healthcare Decisions Day (April 2014)

"Is Your Employee Handbook Up to Date? Essential Components and Sample Policies for Today's Workplace" - NBI Seminar (October 2013)

"Interviewing Tips & Techniques – Legal Pitfalls" - VMGMA Webinar (March 2013)

"Seven HR Policies Every Medical Practice Should Implement or Update" - VMGMA Spring Conference (March 2013)