

## KIMBERLY W. DANIEL

### Partner

Labor and employment is a constantly developing practice area that allows Kim Daniel and her team to collaborate with clients on everyday challenges as well as litigate and resolve significant business crises. "As the country's healthcare delivery system and overall economy changes, the policies and practices of all successful employers need to evolve," Kim says. "Maintaining a skilled, engaged and high-performing workforce is important and sometimes legally challenging."

Kim's practice is diverse in scope. She has defended employment law cases of every variety, including wrongful termination, discrimination and harassment, Fair Labor Standards Act matters, and noncompetition disputes. Kim also regularly handles medical staff issues and hearings for healthcare entities and healthcare professionals.

Her approach is simple. "I listen and learn as much as possible about each client and their current issues and goals," she says. "Together, we partner to develop individualized, practical and timely solutions to their challenges that fit their budget, timetable and risk tolerance. I'm interested in solving problems today and forming strategies for future success. At Hancock, Daniel & Johnson, P.C., our team services multiple practice areas for many clients, and our ability to understand all the factors that impact the client's situation and develop the best legal solution for each client is unparalleled."

### Associations and Professional Memberships

American Health Lawyers Association

Society for Human Resources Management

Society for Healthcare Human Resources Administration, Virginia Chapter

Virginia Bar Association, Labor and Employment Law Section Council  
Fourth Circuit Judicial Conference, Permanent Member

### Career Highlights

Best Lawyers in America® (2010 to present)

"Influential Women of Law," Virginia Lawyers Weekly (Class of 2022)

"Legal Elite," Virginia Business Magazine (2005 to present)

"Virginia Super Lawyers," Super Lawyers (2007 to present)

North Carolina Pro Bono Honor Society (2023)



### Practice Areas

Alternative Dispute Resolution

Coronavirus Guidance and  
Business Preparedness

Labor & Employment

Medical Staff Issues

Mergers, Acquisitions &  
Transactions

Physician Services

Risk Management

### Licensure

District of Columbia

Georgia

Michigan

New Hampshire

North Carolina

Tennessee

Virginia

Washington

Wisconsin

### Academic Credentials

Duke University, B.A.

University of Richmond School of  
Law, J.D.

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## Speaking Engagements

"Employment Law Update" – 2023 VASHHRA State Conference (September 2023)

"Recent Developments in Employment Law for Physicians" – Virginia Radiology Society 2023 Annual Meeting (August 2023)

"Interplay Between Medical Staff, Legal and Compliance When Addressing False Claims Act, Stark Law and Federal Claims" – AHLA Annual Meeting (June 2023)

"A Refresher on Unlawful Discrimination, Harassment & Retaliation" (November 2021)

"Marijuana Legalization in Virginia: Implications in the Workplace" – Virginia Occupational Safety and Health Training Conference (October 2021)

"Marijuana Legalization in Virginia: Implications for Your Business" (May 2021)

"Employing a Strategic Approach to the COVID-19 Vaccine in the Workplace" (March 2021)

"Legal Implications of Workplace Vaccination Strategies and Incentives" (February 2021)

"Navigating the Challenges of Investigating Physician Misconduct" – NAMSS Annual Conference (October 2020)

"Employee Drug and Alcohol Testing: Pros, Cons, Do's and Don'ts" – VMGMA Fall Event (October 2020)

"Virginia's Emergency Temporary Standard on COVID-19 Workplace Safety Standards" – VMGMA Fall Event (October 2020)

"VDOL COVID-19 July 2020 Emergency Temporary Standards" – IIAV (August 2020)

"COVID-19 Employment Law Update" – VHCA/VCAL (June 2020)

"Credentialing: Risk Considerations Related to the COVID-19 PHE (June 2020)

"Return to Work Considerations" – VSAE (May 2020)

"Q&A on COVID-19 and Employment Law" – Advisory Board (April 2020)

"COVID-19 and the CV Service Line: How to Survive the Financial Tsunami – Part 5" - MedAxiom Webinar (April 2020)

"COVID-19 and the CV Service Line: Legal Questions You Never Thought to Ask" - MedAxiom Webinar (March 2020)

"HR Legal Update 2019" – VaSHHRA State Conference (November 2019)

"National Practitioner Data Bank Guidebook Update" - NAMSS Annual Conference (October 2019)

"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)

"Avoiding the Legal Pitfalls of the Americans with Disabilities Act" (December 2018)

"Implications of the Recent Updates to the NPDB Guidebook" (December 2018)

"Maintenance of Certification Under Fire" - NAMSS Annual Conference (October 2018)

"Effective Prevention & Responses in the #metoo Era" - NAMSS Annual Conference (October 2018)

"Employment Law Issues for Long-Term Care Providers" - VHCA (September 2018)

"Respect in the Workplace" - EWX Real Conversation (June 2018)

"Employment Law for Leaders"- (March 2018, May 2017)

"Leadership Training: Documentation and the Problem Employee" (January 2018)

"Leadership Training: Effective, Compliant Hiring Practices"- (January 2018)

"Managing ADA Issues Before they Manage your Medical Center" - NAMSS Annual Conference (October 2017)

"Legal Update" - VAMSS 2016 Education & Business Conference (October 2016)

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"Legal Update" - VAMSS 2016 Education & Business Conference (October 2016)

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

"The Trump Administration's DOL Agenda and Top Wage Hour Mistakes Made by Medical Practices" - VMGMA (May 2016)

"Wage & Hour Update and Strategies to Prevent Costly Mistakes" - Virginia SHRM State Conference (April 2016)

"Employee Law" - Leadership Series - Ask the Expert: Hot HR Topics Designed for HR Leaders Who Need to Know (March 2016)

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

"Employee Embezzlement" - Medical Society of Virginia (MSV) Annual Meeting (October 2015)

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

"Safe Hiring and Firing Practices" - VMGMA Spring Conference (March 2015)

"Legal Update" - VaSHHRA Fall Conference (November 2014)

"National Practitioner Data Bank Update: Required Reports and Lessons from Litigation" - VAMSS (September 2014)

"Hiring Best Practices and Capitalizing on an Aging Workforce" - VANHA 2014 Annual Conference and Trade Show (June 2014)

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

"National Practitioner Data Bank Update: Required Reports and Lessons from Litigation" - AHLA Physicians and Hospitals Law Institute (February 2014)"Who's the Boss (and When is She Liable?" - ASHHRA 49th Annual Conference and Exposition (Sept./Oct. 2013)

"Credentialing Challenges and Opportunities for ASCs" - NAMSS (July 2013)

"Important Updates for Your 2013 Employee Handbook" and "Social Media and Employee Discipline" - 2013 Virginia SHRM State Conference (April 2013)

## Publications

Co-Author, "Four Key Questions of Healthcare Employers About the FTC's Final Rule Banning Most Noncompetes," American Bar Association - ABA Health eSource, August 2024.

"Update on CMS and OSHA COVID-19 Vaccine Mandates," December 2021, Advisory Board

"Show Me The Money: Paying Your Employees Correctly Under Virginia's New Overtime Law," November 2021, VMLR

"CMS and OSHA COVID-19 Vaccination and Testing Updates," November 2021, Advisory Board

"Should you mandate a Covid-19 vaccine for your staff? Ask these 5 questions first," June 2021, Advisory Board  
Authored by Miriam Sznycer-Taub, Lauren Woodrow & Heather Bell

"Court rules arbitration clauses aren't a violation of federal law," Richmond Times Dispatch, June 2018, Authored by Karen Michael