

## 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  
Fourth Circuit Judicial Conference, Permanent Member

### Career Highlights

"Legal Elite," *Virginia Business Magazine* (2005 to present)  
"Virginia Super Lawyers," *Super Lawyers* (2007 to present)  
*Best Lawyers in America*®



### Practice Areas

Alternative Dispute Resolution  
Coronavirus Guidance and Business Preparedness  
Labor & Employment  
Medical Staff Issues  
Mergers, Acquisitions & Transactions  
Physician Services  
Risk Management  
Substance Abuse/Addiction Treatment Services

### Licensure

Georgia  
Michigan  
North Carolina  
Tennessee  
Virginia  
Wisconsin

### Academic Credentials

Duke University, B.A.  
University of Richmond School of Law, J.D.

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## Speaking Engagements

- "Navigating the Challenges of Investigating Physician Misconduct" – NAMSS Annual Conference (October 2020)
- "Employee Drug and Alcohol Testing: Pros, Cons, Do's and Don't's" – 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)
- "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)
- "2016 Employment Law Update" (March 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)

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"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)

"Social Media Compliance Challenges: from HIPAA to the NLRA" - AHLA Hospitals and Health Systems Law Institute (February 2013)

"Leadership Development – Selected Employment Law Topics" (December 2012)

"Workers' Comp and the Aging Workforce (Part 3)" - Workers' Compensation Best Practices Seminar Series (November 2012)

"Peer Review Best Practices for Hospital and Health Care System Affiliated Medical Groups" - NAMSS (September 2012)

"Before You Hire – What you can and can't do" (August 2012)

"Human Resources & Medical Staff Services: Overlapping Roles in Hiring, Credentialing, and Managing Employed Physicians" Nebraska Hospital Association (April 2012)

"Human Resources & Medical Staff Services: Overlapping Roles in Hiring, Credentialing, and Managing Employed Physicians" Texas Society for Medical Services Specialties (TSMSS) (April 2012)

"Virginia Peer Review Statute: Recent Updates and Strategies for Protecting Confidentiality" - VAMSS Conference (April 2012)

"Legal update" - VaSHHRA Spring Conference (April 2012)

"Social Media Issues" - AHLA Physicians & Hospitals Law Institute (February 2012)

"HCQIA Immunity Lessons Learned: An Analysis of Recent Cases where Hospitals and Individuals Lost Their Bid for HCQIA Immunity" - NAMSS 35th Annual Conference & Exhibition (September 2011)

"Tweet Nothings or Big Problems: Lessons Learned from Recent Social Media Cases" - AHLA Physicians and Physician Organizations Law Institute (February 2012)

"Employment Law Update" - 2011 VaSHHRA Fall Conference and Membership Meeting (October 2011)

"Understanding the New ADA" - VaSHHRA Regional Meeting (September 2011)

Titan Power Play Tables - participant (topics included trends in leadership development, employment law, benefits, and wellness) (September 2011)

"2011 Legal Update" - 2011 VaSHHRA Spring Conference and Membership Meeting (April 2011) Speaking Engagements

## Publications

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