



Randy C. Sparks, Jr.
Of Counsel

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Randy is co-chair of the Government & Municipal Law Practice Group and a member of the Labor and Employment Law Practice Group at Kaufman & Canoles. He concentrates his practice in employment litigation, representing employers in employment discrimination, sexual harassment, breach of employment contract, non-compete, and wage and hour claims before various state and federal courts and administrative agencies. Randy also advises and trains clients on lawful employment practices and other workplace issues.

PRACTICE AREAS

- Government & Municipal
- Labor & Employment

INDUSTRIES

- Government Contracts & Defense Industries

REPRESENTATIVE MATTERS

- Represented government contractor in disability discrimination and wrongful termination lawsuit in federal court
- Represented restaurant franchise in age discrimination case in federal court
- Represented various restaurant franchisees in discrimination matters before the EEOC and state civil rights agencies
- Represented restaurant franchise in race and national origin discrimination suit brought against employer in federal court
- Represented regional air carrier in wrongful termination claim brought in federal court
- Represented national office equipment sales and services company in state court action brought against former employees and competitor for breach of restrictive covenants and unfair competition claims
- Represented national healthcare services and equipment company in race discrimination and retaliation claim brought against company in federal court
- Represented Fortune 100 company in race discrimination and retaliation claims in federal court

RECOGNITION AND HONORS

- Virginia's Legal Elite; *Virginia Business Magazine*, 2019
- Virginia Super Lawyers; Employee Litigation: Defense, 2015-2019
- Leadership Fredericksburg Class of 2014
- Best Lawyers in America, 2010-2020
- William & Mary Law Review

ASSOCIATIONS

- Society for Human Resource Management, Fredericksburg Regional Chapter; Legal Representative
- Stafford Area Soccer Association; Board of Directors
- Professional Services Council; Member
- Gwyneth's Gift Foundation, Inc.; Board of Directors
- Virginia Retail Merchants Association; Board of Directors

ADMISSIONS

- Virginia
- District of Columbia
- Maryland
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the Western District of Virginia
- U.S. District Court for the Eastern District of Virginia
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Maryland
- United States Claims Court

EDUCATION

- University of Virginia; B.A., 1993
- College of William & Mary Law School; J.D., 1996

WEBINARS

- Fair Labor Standards Act Refresher Webinar

PRESS AND PUBLICATION

- 48 Kaufman & Canoles Attorneys Named *Virginia Business Magazine's* "Legal Elite" 2019
- 45 Kaufman & Canoles Attorneys Named Best Lawyers in America 2020 and 3 Named Lawyer of the Year
- 18 Kaufman & Canoles Attorneys Named as Super Lawyers 2019 and 6 Named as Rising Stars 2019
- 43 Kaufman & Canoles Attorneys Named Best Lawyers in America 2019 and 8 Named Lawyers of the Year
- 31 Kaufman & Canoles Attorneys Named as Super Lawyers 2018 and 5 Named as Rising Stars 2018
- 46 Kaufman & Canoles Attorneys Named Best Lawyers in America 2018
- 29 Kaufman & Canoles Attorneys Named as Super Lawyers 2017 and 5 Named as Rising Stars 2017
- Employment Law Update - New OSHA/VOSH Poster and Injury Reporting Rules
- Government Contracts Update - New Paid Sick Leave Regulations
- 40 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2017
- 42 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2016
- 32 K&C Attorneys Named as Super Lawyers 2016 and 4 Named as Rising Stars 2016
- 32 Kaufman & Canoles Attorneys Named as Super Lawyers 2015 and 7 Named as Rising Stars 2015
- 42 Kaufman & Canoles Attorneys Named Best Lawyers in America 2015