



Laurie L. Kirkland

Managing Principal

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Laurie Kirkland is the firm's Managing Partner. Her practice focuses on civil litigation with an emphasis on employment law, commercial litigation, and complex business litigation. She has represented both corporate and individual clients in proceedings in state courts in Northern Virginia, in the United States District Court for the Eastern District of Virginia, and in the Court of Appeals for the Fourth Circuit.

Additionally, she has represented employers before the United States Equal Employment Opportunity Commission. In addition to litigation, Laurie routinely provides advice and counsel to corporate clients on a variety of employment matters.

In addition to her civil litigation and employment law practice, Laurie also regularly represents petitioners and respondents in connection with petitions to appoint guardians and conservators for incapacitated adults. As part of this practice, Laurie also has experience assisting Legal Services of Northern Virginia with these cases on a pro bono basis.

Laurie is active in the Fairfax Bar Association, the Virginia Bar Association, and the Northern Virginia Chapter of the Federal Bar Association. For five years, Laurie served on the Young Lawyers Section's Board of Directors of the Fairfax Bar Association, including serving as the Secretary and the President.

Laurie has been selected as a "Legal Elite" by Virginia Business Magazine, and she has been named a "Rising Star" by Super Lawyers Magazine.

Prior to joining Blankingship & Keith, Laurie graduated with honors from George Mason University School of Law, and she completed a clerkship with the Honorable R. Terrence Ney of the Fairfax County Circuit Court.

Practice Areas

- Civil Litigation
- Employment Law
- Legal Malpractice Defense
- Appellate and Trial Consulting Practice

Education

- George Mason University School of Law (*magna cum laude*, 2007)
- Harding University (*summa cum laude*, 2004)

Bar Admissions

- Virginia State Bar, 2007
- Fourth Circuit Court of Appeals, 2009
- Eastern District of Virginia, 2008
- Eastern District of Virginia, Bankruptcy Court, 2009

Clerkships

- R. Terrence Ney - Fairfax County Circuit Court, 2007-08

Professional Honors & Activities

Professional Honors

- Named "Influential Women of Law Class of 2024" by *Virginia Lawyers Weekly*
- Named "Top Lawyer" in Commercial Litigation by Washingtonian magazine (2022-2024)
- Named "One to Watch - Commercial Litigation" by *Best Lawyers* (2021-2024) and Best Lawyer - Employment Law (Management) (2026)
- Named "Top Attorneys - Employment Law (Employer)" by Arlington Magazine (2021-2025)
- Named a "Rising Star" by *Super Lawyers Magazine* (2014-2017)
- Named a "Legal Elite," Young Lawyers' Category, by *Virginia Business Magazine* (2014-2017)
- Named a "Legal Elite," Labor/Employment Category, by *Virginia Business Magazine* (2018, 2023-2024)
- Named a "Top Lawyer." Employment Law, by *Northern Virginia Magazine* (2025)

Professional Activities

- Virginia State Bar, Member

- 5th District Disciplinary Committee (2017-2023)
- Young Lawyers' Conference, Annual Meeting Committee (2009-2011)
- Federal Bar Association, Board Member, Northern Virginia Chapter
- Fairfax Bar Association, Member
 - Member of the Board of Directors (2014-2015)
 - President of the Young Lawyers' Section (2013-2014)
 - Secretary of the Young Lawyers' Section (2011-2012)
 - Member of the Young Lawyers' Section Board of Directors (2010- 2015)
- Fairfax Law Foundation
 - Member of the Board of Directors (2012-2013)
 - Member of the Run for Justice 5K Committee (2012-2016)
- Virginia Bar Association, Member
 - Young Lawyers' Division, Liaison to George Mason University School of Law
- Virginia Women Attorneys Association, Northern Virginia Chapter, Member
- Employment Law Clinic Volunteer, Legal Services of Northern Virginia

Representative Cases

Civil Litigation

- Defended Individuals and Corporations in Virginia State and Federal Courts

Business and Corporate Law

- Defended Clients Against Business Tort and Non-Compete/Non-Solicitation Claims

Legal Malpractice Defense

- Defended Law Firms and Attorneys in Legal Malpractice Cases in State and Federal Courts

Employment Law

- Defended Clients in Employment Discrimination Cases Before EEOC, Federal Court, and Fourth Circuit

News & Insights

- Blankingship & Keith, P.C. Announces 2025 Northern Virginia Magazine Top Attorneys
- Ten Blankingship & Keith Attorneys Recognized Among Arlington Magazine's 2025 Top Attorneys
- Blankingship & Keith, P.C. Named Among Virginia's Best Women-Led Law Firms

- Thirty Blankingship & Keith Attorneys Recognized in the 2026 Editions of Best Lawyers in America® and Best Lawyers: Ones to Watch®
- Blankingship & Keith P.C. Names Staci H. Figueroa as Principal
- Blankingship & Keith Attorneys Recognized Among Virginia Business Magazine's Legal Elite
- Eleven Blankingship & Keith Attorneys Recognized as Top Attorneys in Arlington Magazine's 2024 List
- Blankingship & Keith's Managing Principal Laurie Kirkland Honored in Virginia Lawyers Weekly's Influential Women of Law Class of 2024
- Blankingship & Keith Proudly Introduces Laurie Kirkland as Managing Principal
- Blankingship & Keith Attorneys Shine as "Legal Elite" in Virginia Business Magazine's 2023 Rankings
- Thirteen Blankingship & Keith Attorneys Recognized as Top Attorneys by Arlington Magazine
- Twenty-two Blankingship & Keith Attorneys Shine in the 2024 Edition of Best Lawyers in America
- Ten Blankingship & Keith Attorneys Named "Top Lawyers" by Washingtonian Magazine