



Randy C. Sparks, Jr.
Of Counsel

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Randy is 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

- 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 original 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 Super Lawyers; Employee Litigation: Defense, 2015-2017
- Leadership Fredericksburg Class of 2014
- Best Lawyers in America, 2010-2018
- 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

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
- William & Mary School of Law; J.D., 1996

WEBINARS

- Fair Labor Standards Act Refresher Webinar

PRESS AND PUBLICATION

- 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
- 42 Kaufman & Canoles Attorneys Named to Best Lawyers in America 2014