



Kristina Keech Spitler, Shareholder

KSpitler@vfnlaw.com

(703) 497-3174

Employment Law | Litigation | Municipal Law

Kristina Keech Spitler heads the Employment Law practice at VFN, where she and her team advise businesses and municipalities in managing their most important asset – their employees. She and her team provide extensive knowledge and experience in navigating the challenges of complying with federal, state and local laws in all facets of the employment relationship including hiring, termination, discipline, pay, time off, complaints of discrimination and other wrongdoing, and the many other myriad of issues that come up in dealing with employees while running a business or municipality.

Ms. Spitler also heads the firm’s Investigations practice. Kris brings her experience as a former prosecutor, litigator and business attorney with over thirty years of experience in conducting complex and often sensitive investigations for companies, governmental entities, boards and committees.

Kristina is a highly ranked speaker and trainer on the topic of Employment Law issues. Together, with the Prince William SHRM chapter she co-founded, Kris is in her 10th year of co-hosting an annual employment law and HR summit. Kristina uses her experience in leading organizations to help to build up the legal and local community and strives to provide her client’s with excellent service, handling their legal situations with professionalism and expertise.

Education

- Juris Doctor, Marshall-Wythe School of Law at the College of William and Mary, 1988
- Bachelor of Arts, University of Virginia, 1985

Bar Admissions

- Virginia State Bar

Professional Activities

- WUSA Channel 9 Employment Law Subject Matter Expert, 2009
- Workforce Management Magazine, Employment Law Subject Matter Expert
- President of the Prince William County Bar Association, 2019-2020
- President of Center for the Arts of Greater Manassas/Prince William County, 2010-2012
- Co-Chair and Chairman of Leadership Prince William, 2010-2012
- Virginia SHRM State Council Member, 2010
- President of Prince William SHRM, Inc., 2009-2010
- President of Virginia Women Attorneys Association Prince William, 2009-2010
- Chairman on the board of Prince William Chamber of Commerce, 2003-2004



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Awards

- Named one of Virginia's Go-To Lawyers in Employment Law 2021 by Virginia Lawyers Weekly
- Named to *Northern Virginia Magazine's* 2020 Top Lawyer list for Employment Law
- Named Virginia's "Legal Elite" in Labor/Employment Law by Virginia Business Magazine peer voting system, 2010, 2012, 2014, 2015, 2018, 2019, and 2020
- Recipient of the Justitia Award, Prince William Chapter of Virginia Women Attorneys Association, 2013
- Named "Influential Women of Virginia" by Virginia Lawyers Weekly, 2009
- Recipient of the Loy E. Harris Award for Business Excellence, 2009
- Recipient of the "Leaders in the Law" award by Virginia Lawyers Weekly, 2016
- AV Preeminent rating, Martindale-Hubbell's highest professional achievement.

Representative Matters

- Conducted an internal investigation of alleged harassment, bullying and misconduct for a manufacturing company which involved the challenge of having to interview employees who spoke Vietnamese, Spanish, Farsi, and English and understand differing cultural perspectives in analyzing the information and facts.
- Provided counsel to various industries during the pandemic on all aspects of employee safety and regulations. Industries included manufacturing, IT, government contracting, civic associations, health care services, professional services, religious institutions, landscaping, and construction.
- Defended IT company against charges of discrimination by former employee.
- Defended childcare company against former employees' charges of violations of the American with Disabilities Act, Title VII of the Civil Rights Act of 1964, and the Pregnancy Discrimination Act.

"Ms. Kris Spitler is unique in that she has an outstanding ability to summarize issues for senior management in a way that includes the significant elements of the matter and what should be done to remedy or bring to closure what is being considered." - **General Manager, Lake Ridge Parks & Recreation Association Inc.**
