



(He/Him)

Associate, Richmond

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## Practices

- National Compliance and Multi-State Solutions
- Class Actions and Complex Litigation
- Employment Litigation
- Transportation and Logistics
- Higher Education
- Healthcare
- Energy and Utilities

## Education

- University of Richmond School of Law, J.D. 2015
- Brigham Young University, B.A. 2012

## Admitted to Practice

- 4th Circuit Court of Appeals 2019
- Virginia - E.D. Va. 2018
- Virginia - W.D. Va. 2016
- Virginia 2015

D. Paul Holdsworth is an associate in the Richmond, Virginia, office of Jackson Lewis P.C. His practice focuses on representing employers in employment litigation and other workplace law matters, including preventive advice and counseling.

Paul has substantial experience in defending employers in class actions and complex litigation, particularly in the context of alleged misclassification under state and federal wage and hour laws.

Paul also defends employers before state and federal courts and agencies against claims of discrimination, harassment, and retaliation arising under state or federal law, including Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and other related laws. Employers regularly seek Paul's guidance regarding matters involving whistleblower retaliation under Virginia's Whistleblower Protection Law (Va. Code § 40.1-27.3) and other similar whistleblower laws.

A skilled writer, Paul has briefed and argued several matters before both state and federal appellate courts.

While attending law school, Paul was the Editor-in-Chief of the *University of Richmond Law Review* and received the T.C. Williams Law School Scholarship Award, given to the student with the greatest overall contribution to legal scholarship. After graduating from the University of Richmond School of Law, Paul clerked for the judges of the 23rd Judicial Circuit of Virginia.

## Honors and Recognitions

- *Virginia Super Lawyers*®, "Rising Stars" (2023-present)
- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law—Management" and "Ones to Watch: Litigation—Labor and Employment" (2021-present)

## Published Works

- "[Virginia's 2020 Whistleblower Law: Major Ramifications for Employers](#)," Virginia Lawyer, Volume 72 (February 2024) [Co-Author]
- "2020 Annual Survey of Virginia Law: Employment Law," *55 U. Rich. L. Rev.* 113 (December 2020) [Author]
- "Analyzing the Virginia Workers' Compensation Act's Governance of Employer Non-Compliance," *51 U. Rich. L. Rev.* 193 (November 2016) [Author]
- "A Survey of the History of the Death Penalty in the United States," *49 U. Rich. L. Rev.* 692 (March 2015) [Co-Author]
- "America's (Not So) Golden Door: Advocating for Awarding Full Workplace Injury Recovery to Undocumented Workers," *48 U. Rich. L. Rev.* 1369 (May 2014) [Author]

## Speeches

- “The Pregnant Workers Fairness Act,” Virginia Bar Association, Labor & Employment Section (September 21, 2024) (co-presenter)
- “Is Virginia the New California? Virginia’s New Employment Laws and COVID-19 Standards in the Workplace,” Virginia State Bar, Local Government Section (CLE Webinar, December 15, 2020) (co-presenter)
- “A Refresher on the Bluebook,” Roanoke Valley Paralegals Association (Roanoke, VA, April 2017) (presenter)