Jay Holland

PRINCIPAL

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Proudly displayed in Jay Holland's office is a plaque that reads: "The Best Lawyer a Client Could Ever Have." Jay, who was recently honored as a *Benchmark Litigation Star,* is also recognized by Best Lawyers in America®, Chambers USA, Super Lawyers® and others. The customized award was a gift from a client at the end of a seven-and-a-half–year legal battle. The success wasn't just winning the case in court; it was also serving as a loyal ally, protector, and advocate for the client throughout his long journey to achieve justice.

A principal in Joseph, Greenwald & Laake's Civil Litigation Group and chair of the firm's Labor, Employment, and Qui Tam Whistleblower practice, Jay Holland is a renowned employment and qui tam litigator known for taking on tough cases and achieving exceptional results. Jay counsels clients in individual and class action cases involving gender and race discrimination and sexual harassment, violations of the wage and hour laws, and wrongful termination. Jay has an active *qui tam* practice, representing whistleblowers in actions under the federal False Claims Act.

> "Thank you for your wise counsel and compassion during one of the most difficult periods of our lives. God bless you!"
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> S and C

Jay has been lead counsel in several high-profile cases that have received national media attention. In *Clark v. Prince George's County*, he represented a group of 64 highly qualified firefighters whose employment offers had been rescinded based on the county's illegal affirmative action policy. Jay obtained the extraordinary relief of an affirmative injunction requiring the county to hire the firefighters. Jay also successfully blocked the Maryland Board of Elections' attempts to oust Elections Administrator Linda Lamone for political reasons.

Jay has achieved extraordinary success in several high-profile *qui tam* cases under the False Claims Act, resulting in settlements of hundreds of millions of dollars. For example, Jay represented the relator in the case of *United States ex. rel Hallivis v. Allergan*. In that matter, Jay pursued a whistleblower case against Allergan, the maker of Botox®, for off-label marketing of Botox for pharmaceutical purposes. Allergan ultimately pled guilty to criminal charges and settled the case for a total of $600 million in civil and criminal fines. Jay also successfully pursued a case of off-label marketing and misrepresentation against the spinal device maker Trans1, which resulted in a total settlement of $6 million. He also prosecuted and resolved *qui tam* and retaliation matters for millions of dollars on behalf of his clients in cases involving over-billing on Defense Department contracts and failing to pay government-required wages to employees on multiple government contracts.

> "I want to thank you for your excellent counsel and advocacy on my behalf. In the most difficult moment in my professional life, you helped me understand the law and effectively presented my

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> case. I'm very pleased that we reached a settlement and grateful for your kindness and compassion through every stage of the process."
>
> BK

Jay has obtained favorable results for government and private-sector employees in severe sexual harassment and retaliation cases, resulting in millions of dollars in settlements and other relief for his clients, including job transfers, reinstatement of leave, and reimbursement of attorneys' fees.

Jay is known for providing superior service to all his clients. One client said of him, "Thank you for taking the time to explain the law, strategy and our case. You have a natural ability to explain things in a very methodical and informative way. Kudos on that talent!"

Jay is a frequent lecturer and writer on labor, employment law, and False Claims Act cases and is often called upon to present to bar associations and other organizations. He also is frequently quoted in the media on employment and *qui tam* cases. He co-chairs the Employment Law Section of the Prince George's County Bar Association and is active in the Employment Law sections of the Maryland State Bar Association and American Bar Association.

Admissions

- District of Columbia
- Maryland
- US Court of Appeals Federal Circuit
- US Court of Appeals for the District of Columbia Circuit
- US Court of Appeals for the Fourth Circuit
- US District Court for the District of Columbia
- US District Court for the District of Maryland
- US Supreme Court

Education

- Catholic University of America Columbus School of Law, JD, 1988
- University of Massachusetts, BA, 1984

Honors

- Top Attorney, *Bethesda Magazine*, Employment Law, 2019, 2021, 2023 and 2025
- *Benchmark Litigation USA*: Litigation Star, 2026-2027
- Top Ranking in Chambers USA, 2025
- Maryland Super Lawyers®, 2016-2025
- *American Lawyer Media*, Maryland Top Lawyer, 2013
- *Benchmark* magazine, Local Litigation Star, 2012-2014
- The Best Lawyers in America®, 2023-2027
- Super Lawyers®, Employment & Labor, 2016, 2026
- The Daily Record's Power List for Business and Employment Law, 2022

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Affiliations

- Member, Executive Board of the Qui Tam Section of the Federal Bar Association
- Permanent member, United States Court of Appeals for the Fourth Circuit Judicial Conference
- Member, American Bar Association, Labor and Employment Section, Litigation Section
- Member, Maryland State Bar Association, Labor and Employment Section
- Member and co-chair, Prince George's County Bar Association, Labor and Employment Section
- Montgomery County Bar Association, Labor and Employment Section
- District of Columbia Bar Association
- American Association for Justice, Employee Rights Section, Qui Tam Litigation Group
- National Employment Lawyers Association
- Maryland Employment Lawyers Association
- Maryland Trial Lawyers Association
- Metropolitan Washington Employment Lawyers Association
- Federal Bar Association
- Taxpayers Against Fraud (Qui Tam Bar Association)
- Executive Committee Member, Board of Directors of Every Mind of Montgomery County

Media

- Quoted in "Vein Restoration Company Will Pay $4M To End False Claims Suit," *Law 360*, 2026
- Quoted in "Washington, D.C., employee awarded $525,000 for age-based firing," *The Daily Record*, 2025
- Explores the False Claims Act in "Garden of Thought" Podcast
- Frequently quoted in the media on employment, harassment and qui tam cases, including in *The Wall Street Journal* and other prominent news outlets.
- Co-Author, "The Family and Medical Leave Act: A Practitioner's Guide," MSBA Employment Law Deskbook, (MSBA, 2014 and 2016)
- "Courts Enforcing Broad Whistleblower Protections; Amendments to False Claims Act expanded remedies for retaliation against contractors and others," *The National Law Journal*, 2015
- "Are mortgage loan officers exempt from the FLSA? Supreme Court asked to review Labor Department's interpretation process," Thomson Reuters, Westlaw Journal, Volume 29 Issue 10, 2014
- "When Whistleblowers are Silenced," *Trial Magazine*, American Association for Justice, 2010
- "Top Ten Tips for the Uninitiated Under the False Claims Act: What the Tour De France and Botox Have in Common," *DC Trial Lawyers* magazine, 2013

Speaking Engagements

- Jay frequently lectures and writes on labor, employment law and False Claims Act cases and often presents to bar associations

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and other organizations.

- "Litigation Tips for Employment Cases," panel moderator, Montgomery and Prince George's County bar associations, 2013
- "Whistleblower False Claims Act Cases," seminar presenter, Maryland Employment Lawyers Association Conference, 2010 and 2013

RELATED SERVICES

Alternative Dispute Resolution (ADR)

Appellate

Civil Litigation
- Administrative Litigation
- Arbitration & Mediation
- Commercial & Business Litigation
- Insurance Litigation
- Public Regulation

Civil Rights
- Excessive Force
- False Arrest
- Illegal Interrogation
- Illegal Search
- Police Brutality
- Police Misconduct
- Prisoners' Rights
- Wrongful Conviction

Labor & Employment
- Employment Contracts
- Employment Discrimination
- LGBTQ+ Employment Discrimination
- Non-Compete Agreements
- Reduction in Force
- Retaliation Claims
- Sexual Harassment
- Wrongful Termination

Whistleblower/Qui Tam

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