



## Eric J. Holshouser

### Shareholder

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### Practice Areas:

- Labor and Employment
- Employment Litigation
- Construction
- Trade Secrets

### Education:

University of Illinois, B.A., 1975

University of Illinois – School of  
Labor and Employment  
Relations, M.A., 1977

Duke University School of Law,  
J.D., 1980

Mr. Holshouser practices all aspects of labor and employment law, including equal employment opportunity, wage and hour, health and safety, employee benefits, non-compete, trade secret and wrongful discharge law, as well as legal matters involving union-company relations. He also represents employers in both state and federal court in the areas of labor relations, discrimination, non-compete enforcement, sexual harassment, wrongful discharge, wage and hour, breach of contract and fraud.

Mr. Holshouser has substantial experience handling non-compete, restrictive covenant and trade secret litigation, as well as representing employers in OSHA investigations and enforcement actions, including numerous fatality cases. He conducts collective bargaining with many unions on behalf of a wide range of employers, as well as municipalities and port and aviation authorities. Mr. Holshouser routinely advises employers and high level executives in separation scenarios.

### Bar Association Memberships:

- The Florida Bar: Chair, Workplace Health and Safety Committee, Labor and Employment Law Section, 2017-2023; Chair, Labor and Employment Law Section, 2009-2010
- Jacksonville Bar Association

### Legal Certifications:

- Board Certification in Labor and Employment Law from The Florida Bar

### Court Admissions:

- Florida
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida

### Awards & Distinctions:

- AV Preeminent Rating®, Martindale-Hubbell
- *Chambers USA*, Labor & Employment (2004-present)
- *Florida Trend Magazine*, “Legal Elite” (Labor & Employment), 2004, 2010-2013, 2016-present
- *Florida Super Lawyers*® (Labor & Employment), 2006-present
- *Florida Super Lawyers*® “Top 100”, 2018-2023
- *Jacksonville Super Lawyers*® “Top 25”, 2018-present
- *The Best Lawyers in America*® (Employment Law – Management, Labor Law – Management, Litigation – Labor and Employment), 1991-present
- Best Lawyers® “Lawyer of the Year” Jacksonville (Litigation - Labor and Employment) 2024
- Best Lawyers® “Lawyer of the Year” Jacksonville (Labor Law) 2012, 2015
- Best Lawyers® “Lawyer of the Year” Jacksonville (Employment Law - Management) 2012, 2013
- Chester Bedell American Inns of Court: Counselor, 2010-11; Master, 2008-present; Barrister, 1989–1992

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### Professional & Community Involvement:

- Academy of Florida Management Attorneys, President, 2019-2020
- Fellow, College of Labor and Employment Lawyers
- Defense Research Institute: Member
- Edmund J. James Scholar
- Federal Bar Association: President, Jacksonville Chapter, 1990-1991
- American Lung Association, Inc.'s Southeast Region.: Chair, 2017-2019; Executive Committee Member, 2011-2020; Board Member, 2008-2020;
- American Lung Association, Inc.: President, Leadership Board of the Northeast Florida Region, 1997-1999 and 2013-2016
- Jacksonville Community Council, Inc.: Board Member, 2002-2007
- North Florida Council for Boys Scouts of America: Mohawk District Chairman, 2008-2010
- Provides day-to-day labor and employment law advice to several non-profit organizations on a pro bono basis
- Riverside Presbyterian Day School: Board of Trustees, 1994-2002
- United Way of Northeast Florida, Inc: Chairman, Board of Directors, 1997-1998; Board of Trustees, 2006-2011