

Lydia A. Pappas

Associate

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Lydia A. Pappas focuses her practice on labor and employment matters and employment-related litigation, representing employers in workplace disputes involving discrimination, retaliation, wrongful termination, whistleblower claims, and related employment issues. She advises clients across a range of industries, including defense contracting, small businesses, aviation, education, insurance, healthcare, and construction. Lydia also handles executive compensation and severance matters, as well as commercial disputes.

Lydia brings a distinctive, well-rounded perspective to employer-side representation, grounded in her prior experience advocating for employees in workplace disputes. Having spent years on the employee side, she understands how employment claims are developed and litigated, allowing her to proactively advise employers with a clear view of potential vulnerabilities, often before they escalate into disputes. Lydia is committed to helping organizations strengthen workplace policies, improve compliance practices, and make informed decisions that reduce exposure while supporting operational goals. Clients benefit from counsel who understands both sides of the table and uses that perspective to protect employers' interests while navigating sensitive workplace issues. Lydia now focuses her practice on representing employers in employment litigation, counseling, and risk management, offering pragmatic guidance informed by a comprehensive understanding of the modern workplace.

Lydia has significant experience in *qui tam* actions and government investigations, representing whistleblowers in matters involving allegations of fraud against the government. Her whistleblower work includes matters arising under the federal False Claims Act, as well as cases under the Dodd-Frank Wall Street Reform and Consumer Protection Act, the IRS and SEC whistleblower programs, the Financial Institutions Anti-Fraud Enforcement Act of 1990, and other Department of Justice whistleblower initiatives. She has vast experience collaborating with the U.S. Department of Justice and other government agencies in connection with fraud investigations, with particular experience in procurement and defense contracting and healthcare matters.

Capabilities

Labor & Employment
Litigation
Government & Internal Investigations
Workplace Investigations
Discrimination, Sexual Harassment and Employment
Litigation
Employment Policies & Prevention
Healthcare Regulatory Compliance
Restrictive Covenants/Non-Competes
Traditional Labor Law
Commercial Litigation
White Collar Defense

Admissions

District of Columbia
Maryland
Pennsylvania
New York
Virginia
U.S. District Court, District of Columbia
U.S. District Court, Northern District of New York
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York
U.S. District Court, District of Maryland
U.S. District Court, Eastern District of Virginia
U.S. District Court, Western District of Virginia
U.S. District Court, Eastern District of Pennsylvania
U.S. District Court, Middle District of Pennsylvania
U.S. District Court, Western District of Pennsylvania

Academics

J.D., Catholic University of America Columbus School of
Law
B.A. in International Area Studies; International Business
and Economics, *cum laude*, Drexel University

Experience

The Employment Law Group, P.C.

Professional Memberships

Federal Bar Association (D.C. Chapter, *Qui Tam* Section)

Bar Association of the District of Columbia

New York State Bar Association

Virginia State Bar Association

Women's White Collar Defense Association, Washington D.C. Chapter

Publications

Law360: The DOJ Should Ramp Up FCA Focus In PPP Enforcement (2021)

"The Rounds: with Tejinder Singh," *Federal Bar Association Qui Tam Section* (Contributor), 2022-present