



Principal, Atlanta

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## Practices

- Healthcare
- National Compliance and Multi-State Solutions
- Employment Litigation

## Education

- Vanderbilt University Law School, J.D. 1991
- Troy University, M.S. 1987
- Vanderbilt University, B.E. 1984

## Admitted to Practice

- U.S. Supreme Court 2006
- 11th Circuit Court of Appeals 2016
- Arkansas - E.D. Ark. 2003
- Arkansas - W.D. Ark. 2003
- Florida - N.D. Fla. 2012
- Georgia - M.D. Ga. 1997
- Georgia - N.D. Ga. 1997
- Georgia - S.D. Ga. 2008
- Michigan - E.D. Mich. 2008
- Tennessee - E.D. Tenn. 2002
- Tennessee - M.D. Tenn. 1992
- Tennessee - W.D. Tenn. 2012
- West Virginia - S.D. W. Va. 2008
- Arkansas 1996
- Georgia 1997
- Tennessee 1991
- West Virginia 2008

David Hughes is a principal in the Atlanta, Georgia, office of Jackson Lewis P.C. After gaining extensive trial experience at a small general practice firm during his first four years following law school, David has been representing large and small businesses in labor and employment matters for the balance of his career. David regularly works with his national clients across a variety of industries, including insurance, healthcare, retail and staffing.

David has represented corporate clients in jury and bench trials throughout the country. Through trial and motion practice, David has protected the interests of employers in all types of employment discrimination and harassment cases, actions arising under the Fair Labor Standards Act (FLSA), ERISA cases, and in various employment/agency contract and business disputes. David's litigation experience includes a vast array of single plaintiff cases, as well as numerous multi-plaintiff cases and class/collective actions.

David also regularly collaborates with in-house counsel and human resources professionals, and advises them on day-to day issues encompassing all aspects of employment law, including state and federal discrimination statutes and application, wage and hour matters such as job classification and overtime pay, non-compete agreements and enforceability, ADA and FMLA compliance, mass layoff and related issues arising under state/federal WARN acts, and workplace safety. In addition, David has effectively assisted clients in resolving numerous cases and claims in an expedient and cost-effective manner through mediation or otherwise, including claims brought by the EEOC and the U.S. Department of Labor.

David regularly speaks to national audiences of attorneys and HR professionals on topics such as 50-state employment law trends/developments, current developments in labor and employment arbitrations, FLSA class action litigation strategy, pay equity, and ADA compliance. He also provides training to smaller groups of managers or employees at the request of clients.

David was in the U.S. Air Force and attained the rank of captain before entering law school.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Labor Law – Management" (2023-present)
- *Martindale-Hubbell*®, "AV Preeminent® – Peer Rated for Highest Level of Professional Excellence" (2002-present)

## Pro Bono and Community Involvement

- Everybody Wins! Atlanta, Reading Mentor
- Founding Patron, City Springs Theatre Company (Sandy Springs, GA)