



Principal and Office Litigation Manager, Charlotte

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Practices

- National Compliance and Multi-State Solutions
- Corporate Governance and Internal Investigations
- Financial Services
- Hospitality
- Hotels
- Employment Litigation
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Trials and Appeals
- Wage and Hour
- Workplace Training
- Pay Equity

Education

- University of Mississippi School of Law, J.D. 1997
- University of Indianapolis, B.S. 1990

Admitted to Practice

- 4th Circuit Court of Appeals 1998
- North Carolina - E.D. N.C. 2013
- North Carolina - M.D. N.C. 2008
- North Carolina - W.D. N.C. 1998
- North Carolina 1997

Kathleen K. Lucchesi is a principal and the office litigation manager in the Charlotte, North Carolina, office of Jackson Lewis P.C. For Kathi, the business of law is about people. Working first to find creative, business-oriented solutions, Kathi prioritizes developing effective policies and practices to keep employers out of the courtroom. But when the road to resolution leads to the courthouse, her extensive trial experience provides clients with the confidence that they'll be well represented and aggressively defended if litigation is unavoidable.

Kathi provides proactive advice to public and private companies on all matters of employment law, including hiring and firing, employee discipline, claims for wrongful discharge and discrimination, sexual harassment, FMLA and wage and hour compliance, and EEOC, DOL, ESC, and DOJ investigations. Kathi also conducts internal investigations involving whistleblower, discrimination, and retaliation claims. Additionally, Kathi reviews and drafts employment policies, contracts, and separation agreements, drug/substance policies, provides workplace training, and assists employers if employees commit criminal acts such as embezzlement and corporate malfeasance against the company.

Kathi has tried more than 75 state and federal jury trials during her career, including her nearly six-year tenure as an Assistant District Attorney in Charlotte. She believes good lawyers know the law, but great lawyers know the judge. Kathi's many hours logged before North Carolina judges and juries have helped her learn to quickly identify each judge's preferences and pet peeves, and read a jury to know which arguments work and which ones don't -- skills that allow her to get results in any setting, in front of any audience.

A scholarship athlete at the University of Indianapolis, Kathi graduated with honors, played Division II volleyball and majored in communications. After a stint as a television reporter, Kathi returned to the classroom, graduating cum laude from the University of Mississippi School of Law, where she first discovered sweet tea, red velvet cake, and proper barbeque.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management," "Labor Law – Management," and "Litigation – Labor and Employment" (2024-present)
- *Business North Carolina*, "Legal Elite in Employment Law" (2018-2020, 2023-present)
- *Chambers USA*, "Labor & Employment" (2017-2019, 2023-present)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2008-present)

Pro Bono and Community Involvement

- 24 Foundation/24 Hours of Booty
- Girls on the Run Charlotte, Former Board Member
- Girls on the Run International, Former Board Member
- Susan G. Komen Charlotte, Former Board Member

Speeches

- “COVID-19 Guidance: What Small Business Owners Need to Know Right Now”, North Carolina Bar Association/North Carolina Small Business Center Network (Charlotte, NC, May 2020) (Panelist)
- “Best Practices for Returning to the Workplace After COVID-19”, Third Thursday Lunch Series (Charlotte, NC, May 2020) (Panelist)
- “When Animals Become Unpaid Employees: Employer Obligations in the Interactive Process of ADA Accommodations”, Mecklenburg County Bar Annual Labor & Employment Section CLE (Charlotte, NC, February 2019) (Presenter)
- “Limiting Risk and Preventing Abuse in Youth Sports”, Charlotte Soccer Academy (Charlotte, NC, February 2019) (Presenter)
- “Finding & Retaining Diverse Talent: Learning From Experts Like You”, National Association of Minority & Women Owned Law Firms (NAMWOLF) Driving Diversity & Leadership Conference (New Orleans, LA, February 2019) (Panelist)
- “Public Posts, Politicking, and Protected Speech: The First Amendment at Work... Literally”, National Association of Minority & Women Owned Law Firms Annual Meeting (NAMWOLF) (Chicago, IL, September 2018) (Presenter)
- “Free Speech at Work: I Don’t Think It Means What You Think It Means”, Mecklenburg County Bar Annual Labor & Employment Section CLE (Charlotte, NC, February 2018) (Presenter)
- “Workplace Harassment & Discrimination: An Offense Requires a Good Defense”, Third Thursday Lunch Series (Charlotte, NC, August 2017) (Presenter)
- “Hot Issues in Employment Law: How HR Can Keep Companies From Getting Burned”, Trinity Consulting HR Seminar (Charlotte, NC, May 2014) (Presenter)