



J. HAGOOD TIGHE

Partner and Co-Chair, Wage and Hour Practice Group

Columbia

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Service Focus

- Class and Collective Actions
- Employment Discrimination and Harassment
- FCRA and Background Screening
- Labor Relations
- Litigation and Trials
- Reductions in Force (RIFs)
- Wage and Hour

Industry Focus

- Energy
- Financial Services
- Healthcare
- Hospitality
- Retail

OVERVIEW

Hagood Tighe is a partner in the firm's Columbia office and co-chair of the Wage and Hour practice group. He is also an active member of the firm's class and collective action practice. In recent years, Hagood has handled approximately 40 class and collective actions throughout the country. Much of his class and collective experience is in the wage and hour area. He also has extensive experience with Worker Adjustment and Retraining Notification Act (WARN) class action litigation.

While he maintains an active litigation practice, he also focuses on providing practical and proactive advice designed to minimize the risk of litigation. Part of this effort includes working with national and local clients implementing arbitration programs. Hagood also provides training for supervisors and managers on harassment, Equal Employment Opportunity (EEO) compliance, the FMLA, and many other areas. Additionally, Hagood has authored numerous articles about employment law and regularly lectures at seminars regarding employment law.

Hagood has extensive experience in traditional labor working with employers throughout the United States. Hagood has successfully run many union-avoidance campaigns, tried labor arbitrations, and litigated unfair labor practices before the National Labor Relations Board (NLRB). He has also worked with several large national employers to develop strategic plans to maintain positive employee relations – thus reducing the likelihood of successful union organizing.

Hagood is past President of the South Carolina Bar and has held many other leadership positions both in the South Carolina Bar and in other civic and charitable organizations. He is a recipient of the Carolyn Holderman Vision Award by the Central Carolina Community Foundation for his leadership as chairman and was recognized by the Richland County Bar Association with its Civic Star Award. He was also a recipient of the Silver Compleat Lawyer Award from the University of South Carolina School of Law Alumni Association. This award recognizes alumni who have made significant contributions to the legal profession and who exemplify the highest standard of professional competence, ethics, and integrity.

Hagood is "AV" Peer Review Rated by Martindale-Hubbell and has been included in *South Carolina Super Lawyers*. He has been listed in *Chambers USA, America's Leading Business Lawyers* since 2007 and in *The Best Lawyers in America* since 2008. He was recognized as a "Labor Law – Management Lawyer of the Year" by *Best Lawyers* in 2017 and 2020 and as "Employment Law – Management Lawyer of the Year" in 2019.

Hagood has been selected by his peers to be one of *Greater Columbia Business Monthly's* Legal Elite every year since 2010. The same publication named him one of the "50 Most Influential People for 2011."

He is certified by the South Carolina Supreme Court as a Specialist in Employment and Labor Law.

Credentials

Education

- University of South Carolina School of Law, J.D., cum laude, 1995
- University of Virginia, B.A., 1987

Bar Admissions

- North Carolina
- South Carolina

Court Admissions

- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the District of South Carolina
- U.S. District Court for the Eastern District of North Carolina
- U.S. District Court for the Middle District of North Carolina
- U.S. District Court for the Western District of North Carolina

Recognitions

- Recognized in *The Best Lawyers in America* (2011 – 2026)
- Recognized in *The Best Lawyers in America*, Lawyer of the Year, Litigation - Labor and Employment and Labor Law - Management (2025 – 2026)
- *Chambers USA*, Labor & Employment (2007 – 2025)
- Employment & Labor Law Distinguished Lawyers Award - South Carolina Bar (2023)
- *Benchmark Litigation* 2023 – Labor & Employment Star
- Named a BTI Consulting “Client Service All-Star” (2019, 2020, 2022)
- Named, Lawyer of the Year, Labor Law - Management by *Best Lawyers in America* (2020)

- Named, Employment Law-Management Lawyer of the Year by *Best Lawyers in America* (2019)
 - Named, Labor Law-Management Lawyer of the Year by *Best Lawyers in America* (2017)
 - Civic Star Award - Richland County Bar (2014)
 - "AV" Peer Review Rated by Martindale-Hubbell
 - Listed as a *South Carolina Super Lawyer*
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Affiliations

Professional Activities

- President, South Carolina Bar (2022-2023)
- Treasurer and Board of Governors Member, South Carolina Bar (2020)
- House of Delegates Chairperson, South Carolina Bar (2016)
- Chair of the South Carolina Bar Conventions Committee, South Carolina Bar's House of Delegates (2010-2011)
- Past Chair, South Carolina Bar's Employment and Labor Law Section

Community Activities

Hagood has served as a Deacon at Eastminster Presbyterian Church and was a board member for Jubilee Academy. Hagood is Chairman Emeritus of the Cultural Council of Richland and Lexington Counties, and he is past Chair of the Central Carolina Community Foundation. He is former board member for the University of South Carolina Partnership Board of the College of Hospitality, Retail, and Sport Management. He has been involved in numerous other charitable organizations. Hagood received a Carolyn Holderman Vision Award for his work as a visionary leader during his tenure as the Foundation's Board Chairman in 2012-2013.

INSIGHTS

Insights

Jan 22, 2026

Winter Weather Is Here: Safety and Pay Practices Businesses Should Have On The Forecast

News

Jan 21, 2026

Partners Outline Five Action Steps for Employers Facing 27 Pay Periods in 2026

Insights

Jan 20, 2026

Separating Myth From Reality on New “No Tax on Overtime” Law: Key Facts Employers Must Know This Tax Season and Beyond

Insights

Jan 16, 2026

Pay Attention to Payroll Compliance: 5 Steps for Employers Facing 27 Pay Periods in 2026

Insights

Jan 6, 2026

FP's Top 2026 Predictions for Wage and Hour

Insights

Nov 13, 2025

Back Online and On Alert: What Employers Must Do Now As the Government Shutdown Ends