

J. Hagood Tighe

Partner and Co-Chair, Wage and Hour Practice Group

Columbia

t: 803.740.7655

f: 803.255.0202

Email



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

Trending

- COVID-19/Vaccine Resource Center

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

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

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 – 2025)
- Recognized in *The Best Lawyers in America*, Lawyer of the Year, Litigation - Labor and Employment (2025)
- *Chambers USA*, Labor & Employment (2007 – 2024)
- 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*

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

NEWS

03/01/25

5 Things to Consider Before You Agree to Serve as Local Counsel

Erin Gastrock, J. Hagood Tighe

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INSIGHTS

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FP's Top Wage and Hour Predictions for Employers in 2025

Kathleen McLeod Caminiti, J. Hagood Tighe

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NEWS

12/05/24

Republished Insight: Federal Judge Blocks \$44k and \$59k Overtime Rule Nationwide: The 6 Questions Employers Should Answer to Plan Immediate Next Steps

Kathleen McLeod Caminiti, J. Hagood Tighe

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INSIGHTS

11/25/24

Trump Shocks Employers by Tapping Chavez-DeRemer for Secretary of Labor: The 10 Things Employers Can Expect

Benjamin M. Ebbink, Rick Grimaldi, Joshua D. Nadreau, Kathleen McLeod Caminiti, J. Hagood Tighe, Jocelyn Campanaro, Robin Repass, Todd B. Logsdon

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NEWS

11/19/24

Wage and Hour Co-Chair Discusses DOL's Power After Vacated Overtime Rule

J. Hagood Tighe

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INSIGHTS

11/15/24

Federal Judge Blocks \$44k and \$59k Overtime Rule Nationwide: The 6 Questions Employers Should Answer to Plan Immediate Next Steps

Kathleen McLeod Caminiti, J. Hagood Tighe

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INSIGHTS

11/14/24

How to Conduct Terrible Employee Evaluations: Your 5-Step Plan on What Not to Do

Raymond W. Perez, J. Hagood Tighe

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09/26/24

Wage and Hour Co-Chairs Discuss Ways To Prepare for DOL's Salary Threshold Increase

Kathleen McLeod Caminiti, J. Hagood Tighe

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INSIGHTS

09/12/24

Overtime Rule Clears Major Hurdle in Advance of January 1 Effective Date: Key Steps for Employers

Kathleen McLeod Caminiti, J. Hagood Tighe

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PODCASTS

08/30/24

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Marilyn Higdon, Matthew R. Korn, J. Hagood Tighe

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