



## Tessa Thrasher Hughes

Littler CaseSmart Counsel

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### Overview

As a member of the Littler CaseSmart – Charges™ team and based in Alabama, Tessa Thrasher Hughes is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Tessa has practiced law for over 30 years, both as a litigator and in-house counsel. She spent six years as a general practitioner in Birmingham, Alabama, with a focus on defending companies in employment matters. She followed this by serving over two decades as in-house employment and compliance counsel for a Fortune 500 NYSE-traded international construction materials company.

### Professional and Community Affiliations

- Member, Alabama Bar Association
- Member, Birmingham Bar Association
- Member, Lawrence County Bar Association
- Former Member, Board of Directors, Freshwater Land Trust of North Alabama; American Corporate Counsel Association, Alabama Chapter; Literacy Council of Alabama; Girl Scouts of Central Alabama; YWCA, Birmingham, Junior Board
- Former Senior Warden, Calvary Episcopal Church

### Education

J.D., University of Alabama, 1993, *cum laude*

B.A., University of North Alabama, 1990, *magna cum laude*

### Bar Admissions

Alabama

### Publications & Press

#### How to Conduct a Harassment Investigation

20 No. 3 ACCA Docket 72, *Employment/Labor Law*

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