

Employment & Labor Law Section

SPEAKER BIOGRAPHIES

by order of presentation

Todd S. Timmons

*S.C. Department of Employment Workforce
Columbia, SC*

Todd manages a team of attorneys, administrative personnel, and Equal Opportunity officers at the S.C. Department of Employment and Workforce. He has responsibility for ensuring compliance of our state's unemployment insurance and workforce programs, both subject to U.S. Department of Labor oversight. Todd regularly represents the agency before the S.C. Administrative Law Court and Court of Appeals and has testified before Senate and House committees. Prior to joining DEW, Todd practiced employment law in Columbia. He is also a certified Senior Professional in Human Resources (SPHR).

Todd is a volunteer firefighter with the Columbia-Richland Fire Department and the Board Vice President for Senior Resources, a local non-profit serving senior citizens in Richland County. Todd is married to a former law-school classmate (Kaycie Smith Timmons), and they have one son (Todd Jr.).

James "Jimmy" A. Byars

*Nexsen Pruet, LLC
Columbia, SC*

Course Planner

James A. "Jimmy" Byars is an associate in the Employment and Labor Law Group.

Jimmy has experience assisting clients in a broad array of employment and labor matters, including those involving:

- Employee theft of trade secrets
- Enforcement of restrictive covenants, such as covenants not to compete, non-solicitation agreements, and confidentiality agreements
- Employment discrimination pursuant to Title VII, the ADA, and the ADEA
- Wage claims pursuant to the FLSA and the SC Payment of Wages Act
- ERISA litigation
- Administrative investigations and enforcement pursuant to OSHA and the NLRA
- State unemployment insurance tax appeals
- Development and implementation of employment policies and employee handbooks

In 2007, Jimmy earned his B.A. degree, summa cum laude, in Criminal Justice from The Citadel, where he was a Summerall Guard and a member of the Honor Committee. In 2010, he earned his Juris Doctor degree from Wake Forest University School of Law, where he was a member of the National Moot Court team and served as Counsel for the Respondent on the Honor Council.

A native of Columbia, Jimmy worked for Nexsen Pruet as a courier and as a law clerk before joining the firm as an attorney.

J. Scott Falls

Falls Legal, LLC

Charleston, SC

Scott Falls is the Founding Partner of Falls Legal, LLC in Charleston, South Carolina. For the past eight years Scott has been representing employees in employment law disputes ranging from single-plaintiff discrimination, harassment, and retaliation claims to nationwide class action wage and hour disputes. He has litigated complex wage and hour class actions on behalf of restaurant servers and bartenders, cable installers and construction workers resulting in the recovery of millions of dollars in unpaid minimum and overtime wages. Scott is an active member of the National Employment Lawyers Association (“NELA”), the country’s largest organization comprised largely of employee-side employment attorneys. He is a contributing author to the Fifth Edition of South Carolina Labor & Employment Law and a member of the South Carolina Bar Labor & Employment Law Division. Scott graduated from the College of Charleston and Charleston School of Law as a member of the inaugural class.

T. Chase Samples

Jackson Lewis P.C.

Greenville, SC

T. Chase Samples is a Principal in the Greenville, South Carolina, office of Jackson Lewis P.C. His practice covers the spectrum of employment litigation, including both state and federal claims, and individual and class action suits. But, his focus in recent years has been on defending wage and hour collective actions. In addition to handling over two dozen collective actions, he regularly advises clients on wage and hour issues.

As an undergraduate, Mr. Samples was elected to Phi Beta Kappa and won the Pi Sigma Alpha 2005 National Prize for Best Undergraduate Honor’s Thesis. He is also a member of Quaternion. While attending law school, he served on the editorial board of the Georgia Law Review. Actively involved in the law school’s advocacy program, he won the National Trial Competition Regional tournament and served as Vice Chairman of the Mock Trial Executive Board. Mr. Samples was awarded the Ronald Carlson Award for Excellence in the Study of Evidence, and he was a member of the Joseph Henry Lumpkin Inn of Court, the Order of the Coif, and the National Order of the Barristers.

After law school, he clerked for two years for the Honorable Henry F. Floyd, U.S. District Judge for the District of South Carolina.

EDUCATION

- University of Georgia School of Law, J.D., 2008
summa cum laude
- Furman University, B.A., 2005
magna cum laude

J. Hagood Tighe
Fisher Phillips, LLP
Columbia, SC

Hagood Tighe is a partner in the firm's Columbia office. He practices exclusively in the area of labor and employment law, representing management in traditional labor matters and employment litigation.

Hagood is a member of the firm's class and collective action group. In recent years, Hagood has handled approximately 25-30 class and collective actions throughout the country. The vast majority of his class and collective experience is in the wage and hour area.

While he maintains an active litigation practice, he also focuses on providing practical and proactive advice designed to minimize the risk of litigation.

He also provides training for supervisors and managers on harassment, Equal Employment Opportunity (EEO) compliance, the Family and Medical Leave Act (FMLA), and many other areas. Additionally, Hagood has authored numerous articles in the area of employment law and regularly lectures at seminars regarding employment law.

Hagood has extensive experience in the area of 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.

In 2013, Hagood received the Carolyn Holderman Vision Award by the Central Carolina Community Foundation for his leadership as Chairman.

Hagood was a 2004 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 America for 2017.

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.

In 2013, The Richland County Bar Association recognized Hagood with its Civic Star Award.

Additional speakers without submitted biographies:

Cesar Burgos, CISA, CISSP
Nextra Solutions
Columbia, SC