

James T. Hedgepath

MEMBER

t. 864.282.1139

jhedgepath@nexsenpruet.com



Suite 900
104 South Main Street
Greenville, South Carolina 29601

Practices

Employment & Labor Law
Employee Benefits Litigation
Employee Compensation and Benefits
Employees and Technology

Education

→ University of South Carolina, J.D., 2001
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Clemson University, B.S., 1994
→ Clemson University, M.B.A., 1996

Admissions

Admissions
→ South Carolina
→ U.S. District Court for the District of South Carolina
→ Georgia Superior Court
→ U.S. District Court for the Northern District of Georgia
→ U.S. District Court for the Middle District of Georgia

Since before law school, Jamie Hedgepath has been assisting employers with employment and labor law related issues. What began in college as an interest in employment and labor law has resulted in Jamie being certified as an Employment and Labor Law Specialist by the South Carolina Supreme Court almost 20 years later.

Jamie focuses his employment practice on clients with South Carolina roots, but also assists clients across the country, including Georgia and North Carolina. In this role, he advises and represents clients in all types of employment matters, including discrimination, harassment, accommodation, FMLA, wage payment and discharge matters, to name a few.

Jamie is also a seasoned employee benefit litigator with a national benefit litigation practice that focuses on litigation of disputed life, health, disability, and bad faith claims, as well as fiduciary liability issues.

The Proof Is In The Results

Having obtained more than 50 favorable court decisions in benefit matters in federal and state courts, including appellate decisions, Jamie's track record has made him a go-to attorney for insurers, plan sponsors, administrators, and fiduciaries. In addition, he has assisted clients in favorably resolving more than 200 benefit matters informally or at mediation.

Bar Associations

- South Carolina
- Greenville County
- Georgia

Whether it's an employment law issue or a benefit issue, Jamie provides clients with effective advice and efficient representation that helps clients reduce and manage risk.

Experience

Representation of a not for profit entity in successfully demonstrating that enterprise coverage did not exist under the FLSA and avoiding significant fines and back pay that would have crippled operations

Successful resolution of numerous matters in court and at mediation for insurers, plan sponsors, and fiduciaries in ERISA and non-ERISA matters throughout South Carolina, North Carolina, and Georgia

Obtained favorable court decision for Fortune 50 company while arguing against precedent

Representation of regional restaurant and retail chains of stores in South Carolina, North Carolina, and Georgia including issues involving employee handbooks, wrongful discharge, and harassment and discrimination.

Community & Professional

- Greater Easley Chamber of Commerce – Former Board Member
- Piedmont Area Human Resource Association (PAHRA) – Board Member
- DRI
- DRI Life Health and Disability Committee – Committee Member
- DRI Employment and Labor Law Committee – Committee Member
- Society for Human Resource Management (SHRM)
- A Sampling of Labor & Employment Law Issues for 2013 – Piedmont Area Human Resource Association
- Who Wants To Be An HR Millionaire – Piedmont Area Human Resource Association and South Carolina SHRM State Conference
- Jamie frequently speaks at the firm's Employment & Labor Law Quarterly Breakfast Briefings and he is also a regular contributor to the firm's Employment & Labor Law monthly newsletter.

Speaking Engagements

10.28.2020

Employment Law Briefing Webinar Series: Campaigning and the Workplace

05.06.2020

Employment Law Briefing Webinar Series: Getting Back to Work During the Pandemic

Insights

08.16.2021 | Article

Employers Can Still Say “No Carry” Under South Carolina’s New “Open Carry” Law