

## Dylan T. Hughes

### Associate

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**DYLAN'S ANALYTICAL APPROACH AND KEEN ATTENTION TO DETAIL UNDERPIN HIS ABILITY TO SEE COMPLEX PROJECTS THROUGH FROM START TO FINISH, WHILE HIS EASY-GOING AND PERSONABLE CHARACTER HELPS CLIENTS TO NAVIGATE THROUGH STRESSFUL LEGAL ENVIRONMENTS.**

A native West Virginian who cut his teeth in the Mountain State, Dylan Hughes relocated to Texas to continue growing his practice in labor and employment law. His practice includes advice and counsel, investigations and litigation related to a broad range of employment issues, including handling matters related to the EEOC, OSHA, Title VII, ADA, ADEA, FLSA, FMLA, and various state and federal regulations. Clients appreciate his ability to find unique solutions and provide counsel to help them make informed decisions on their workplace issues.

## Representative Experience

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- Served as second chair at trial defending a major U.S. retailer against a personal injury claim where the team received a favorable verdict for the client.
- Conducted multiple employee misconduct investigations for employers in Texas and West Virginia.
- Successfully defended professional employer organization and Texas employer in a disability discrimination matter.
- Successfully defended electronics refurbishing company in a retaliation and racial discrimination matter before the EEOC.
- Assisted several startup companies with advice and counsel related to employment issues.
- Represented financial technology company and related PEO in a contentious matter involving sexual harassment, discrimination and retaliation.
- Involved in successfully defending against several unfair labor practice charges brought against a local restaurant chain.

- Performed audits for multiple employers regarding classification of their employees under the Fair Labor Standards Act.
- Drafted employee handbooks, policies and procedures for several private and public sector employers.
- Defended manufacturing company in a wrongful termination matter alleging workers' compensation retaliation.

## Activities & Memberships

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- Dallas Bar Association
  - Member
- Dallas Association of Young Lawyers
  - Member
- Defense Trial Counsel of West Virginia
  - Member

## Publications

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- "US Supreme Court Finds in Favor of Heterosexual Job Applicant in Reverse Discrimination Decision," Bell Nunnally Client Alert, co-author; June 12, 2025.
- "Major Rescissions from the Office of the General Counsel," Bell Nunnally Client Alert, co-author; February 19, 2025.
- "Recent Updates to the Salary Threshold Under the Fair Labor Standards Act," Bell Nunnally Client Alert, co-author; July 22, 2024.

## Credentials

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### Education

- JD, West Virginia University College of Law, 2020
- BSBA, Accounting, West Virginia University, 2017



## **Admissions**

- Texas
- West Virginia