



William E. Hughes

SENIOR COUNSEL

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OVERVIEW

For more than 25 years, Bill has advised and defended employers in connection with employment discrimination matters, terminations, retaliation claims, sexual harassment claims, allegations of failure to accommodate a disability and wage claims.

He has represented clients in proceedings before the Equal Rights Division, Equal Employment Opportunity Commission and other administrative agencies, as well as in state and federal courts.

Bill has extensive experience in drafting, negotiating, arbitrating and litigating executive employment agreements, severance agreements, noncompetition and confidentiality agreements, and other agreements to protect employers' customer relationships, confidential information and intellectual property. He also advises employers on the implementation of programs and procedures to minimize the risk of liability from employee claims.

Bill has been an adjunct professor at the University of Wisconsin School of Engineering, where he taught "Legal Aspects of Engineering" for several semesters. Prior to joining the firm, Bill was an attorney for the U.S. Air Force. He is a retired lieutenant colonel from the U.S. Air Force Reserves.

Industries

Manufacturing
Technology
Transportation

Services

Government Contracts
Government Solutions
Labor & Employment
Non-Competes & Restrictive
Covenants

Experience

- Developed a comprehensive companywide program for the protection of corporate assets and drafted executive noncompetition and confidentiality agreements for use by an employer with worldwide operations.
- Obtained summary dismissal for an employer in the U.S. District Court for the Eastern District of Wisconsin in a case involving a disability discrimination claim.
- Successfully defended an employer in a fully litigated case before the Wisconsin Equal Rights Division and Labor and Industry Review Commission involving claims of disability discrimination and failure to accommodate a disability.
- Prevailed on client's behalf in a lengthy arbitration proceeding involving extensive claims of breach of contract, misappropriation of trade secrets, improper competition and misuse of confidential information.
- Obtained dismissal on behalf of an employer in Milwaukee County Circuit Court of a competitor's claim of tortious interference with an employment contract.
- Advised an employer in a significant ongoing downsizing action affecting numerous employees without encountering any employment-related claims.
- Represented NEIE Medical Waste Services in successful pre-award and post-award GAO protests of solicitations issued and awards made by the Veterans Administration with respect to regulated medical waste pick up, removal and transportation contracts for various VA healthcare facilities throughout the U.S.

Recognition

- *The Best Lawyers in America*®, Employment Law - Management, 2014-2024
- Martindale-Hubbell AV Preeminent
- Wisconsin Procurement Institute Mentoring Award, 2010
- U.S. Air Force Meritorious Service Medal

Education

- LL.M., The George Washington University
 - with highest honors
 - Government Procurement
- J.D., Marquette University Law School
 - *magna cum laude*
- B.S., United States Air Force Academy
 - distinguished graduate

Admissions

- U.S. District Court, Eastern District of Wisconsin
- Wisconsin
- U.S. District Court, Western District of Wisconsin
- U.S. Court of Appeals, Seventh Circuit
- U.S. Court of Appeals, Federal Circuit
- U.S. Court of Appeals, Armed Forces
- U.S. Court of Federal Claims

Community Leadership

- Milwaukee Catholic Home, Board of Directors
- Summit Educational Association, Inc., Advisory Board
- Wiscraft, Inc., Board of Directors
- Fairways Homeowners Association, President



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