

# Jennawe M. Hughes

Associate

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## Overview

Jennawe Hughes is a trusted advisor and advocate for employers, guiding them through the complexities of workplace law with practical, business-focused solutions. She defends companies in a wide range of employment matters, including claims of discrimination, harassment, retaliation, and wage and hour violations. Jennawe also conducts internal workplace investigations and provides thorough, objective assessments of misconduct allegations.

As part of the firm's litigation team, Jennawe is involved in all stages of litigation—from early case strategy, research, and discovery to depositions, motion practice, and witness preparation. She has successfully handled charges of discrimination before the Equal Employment Opportunity Commission (EEOC) and various

state agencies, and has effectively mediated and resolved matters to avoid protracted litigation. Clients value her proactive approach to risk management, regularly relying on her guidance for day-to-day employment issues, compliance challenges, and the development of employee handbooks and workplace policies.

Jennawe is known for her sharp legal insight, responsiveness, and ability to translate complex legal and regulatory requirements into practical, actionable advice aligned with each client's business goals. Her background includes resolving employment disputes at a mid-sized law firm and handling both franchise and employment litigation and arbitration. She began her legal career representing businesses in commercial and contract disputes.

Before entering the legal profession, Jennawe served five years of active duty in the U.S. Army, with deployments to Iraq and Afghanistan, where she earned the Bronze Star for her service on both tours. She continues to serve in the Army Reserves and recently returned from her third deployment to the Middle East. A 2008 graduate of the United States Military Academy at West Point, Jennawe earned her J.D. from Boston College Law School in 2017.

Jennawe's military background brings a unique perspective to her legal practice—marked by discipline, decisiveness, and a mission-driven mindset. Outside of work, she enjoys traveling with her husband and three daughters and spending time with the puppy she brought home from her most recent deployment.

### **News & Publications**

- Morgan, Brown & Joy Adds Jennawe M. Hughes as an Associate

### **Bar Admissions**

- Massachusetts
- United States District Court for the District of Massachusetts

### **Court Admissions**

- United States District Court for the District of Massachusetts

### **Education**

- Boston College Law School, J.D., 2017
- United States Military Academy at West Point, B.A., with honors, 2008