

## Rebecca Wolfe Smith

Littler CaseSmart Counsel

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## Focus Areas

Littler CaseSmart

## Overview

As a member of the Littler CaseSmart – Charges™ team and based in South Carolina, Rebecca Wolfe Smith is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Before joining Littler, Rebecca represented both local and national companies in employment law litigation. Her practice, at one of South Carolina's oldest law firms dedicated solely to labor and employment law, included representing both plaintiffs and employers in a variety of single-plaintiff lawsuits and collective action cases. Rebecca has had experience defending employers in agency investigations and in state and federal courts against claims of discrimination, harassment, retaliation, wrongful discharge, whistleblowing, breach of contract, and wage and hour violations, with a particular emphasis on advising employers in the thriving hospitality industry in Charleston, South Carolina.

During law school, Rebecca served as assistant articles editor 2014-2015 for the *Charleston Law Review*.

## Professional and Community Affiliations

- Member, South Carolina Bar

## Recognition

- Recipient, Nine CALI Excellence for the Future Awards, *Charleston School of Law*

## **Education**

J.D., Charleston School of Law, 2016, *summa cum laude*

B.A., University of North Carolina, Chapel Hill, 2011, *with Distinction*

## **Bar Admissions**

South Carolina

## **Courts**

U.S. Court of Appeals, 4th Circuit

U.S. District Court, District of South Carolina

## **Publications & Press**

**The Safest Port in the Storm: The Case for a Ban the Box Law in South Carolina**

*Charleston Law Review*

2015