



Hudson Cook Welcomes Associate J. Francesca Gross to Washington, D.C. Office

August 4th, 2025

FOR IMMEDIATE RELEASE

Hanover, MD — Hudson Cook, LLP is pleased to announce that **J. Francesca Gross** has joined the firm as an associate in its Washington, D.C. office, focusing on litigation, regulatory compliance, and government investigations.

Francesca brings to Hudson Cook a strong foundation in federal practice and administrative law. She most recently served as an **EEO Attorney at the American Federation of Government Employees (AFGE)**, where she litigated cases before the **Equal Employment Opportunity Commission (EEOC)** and **Merit Systems Protection Board (MSPB)**. In that role, she led negotiations, drafted dispositive motions and appellate briefs, advised on compliance with key federal statutes—including **Title VII, FMLA, ADA, FLSA**, and the **Rehabilitation Act**—and secured over \$300,000 in settlements on behalf of clients.

Prior to her time at AFGE, Francesca served as an **Attorney Advisor with the U.S. Small Business Administration**, where she worked closely with senior attorneys on regulatory matters, internal compliance, and preparing defenses for bid protests before the SBA's Office of Hearings and Appeals. She began her legal career as a **Judicial Law Clerk** to the Honorable **Karla N. Smith** of the Circuit Court for Montgomery County, Maryland, drafting detailed bench memoranda and judicial orders on complex legal issues.

Francesca earned her J.D. from **American University Washington College of Law**, where she held leadership roles in the **Transactional Law Society**, competed in national negotiation competitions, and served as Senior Trademark & Copyright Articles Editor of the *American University Intellectual Property Brief*. She is admitted to practice in the **District of Columbia**, with Maryland admission pending.

“We are thrilled to welcome Francesca to the firm,” said **Lucy Morris**, Partner in the Washington, D.C. office. “Her depth of experience in administrative litigation and federal employment law will immediately benefit our clients, and her thoughtful approach to advocacy is a great fit for Hudson Cook’s collaborative culture.”

Francesca will be based in the firm’s Washington, D.C. office. She can be reached directly at **(202) 715-2016** or by email at fgross@hudco.com.