



Freeman  
Mathis & Gary LLP

Bradley T. Adler  
Partner

Atlanta, GA  
D 770.818.1413  
badler@fmglaw.com



## Education

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J.D., Tulane University School of Law, cum laude  
Honors in Trial Advocacy

B.S., Georgia Institute of Technology, magna cum laude

## Practice Sections

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Labor and Employment Law

Professional Liability / Errors and Omissions

## Interdisciplinary Teams

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Retail, Hospitality and Beverage

Wage and Hour

## Overview

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**Brad Adler** is the Firm's General Counsel, Chair Emeritus of its National Labor & Employment Practice Section and serves on the Firm's Executive Committee.

Mr. Adler is a nationally recognized labor and employment lawyer that has represented employers in a diverse range of labor and employment matters in more than 26 states across the U.S. His labor and employment practice fully encompasses the issues that employers may face in managing and interacting with employees, including employment discrimination and harassment claims, wage and hour claims, FMLA and ADA claims, and disputes surrounding enforcement and defense of non-compete, non-solicitation and confidentiality agreements. As part of his practice, Mr. Adler regularly appears before the EEOC and related federal and state agencies, including the DOL, and also represents employers before federal and state courts throughout the country in a myriad of employment disputes.

## Bar Admissions

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Georgia Court of Appeals

Georgia Trial Courts

Supreme Court of Georgia

U.S. Court of Appeals 11th Circuit

U.S. District Court Middle District of Georgia

U.S. District Court Northern District of Georgia

U.S. District Court Southern District of Georgia

## Publications & Engagements

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- “Don’t Keep Your Head in the Clouds – Know Your Third-Party Data Breach Risks,” Freeman Mathis & Gary, LLP LawLine Newsletter
- “Are you sure you are paying your employees correctly under the FLSA?” HospitalityLawyer Annual Conference
- “Boot Me Up Scottie – Why Failing to Pay for Computer Booting Up Time Might Transport You into a Costly Lawsuit,” HospitalityLawyer.com
- “Legal Challenges in a Social Media World,” Georgia Association of Colleges and Employers Annual Conference
- “Employer Pitfalls in the Social Media World,” FMG Breakfast Seminar
- “The New FMLA Regulations,” HospitalityLawyer.com
- “What You Need To Know About Lawful Waivers of Age Discrimination Claims,” Workforce Magazine Online Newsletter
- “Reductions in Force and Downsizing,” FMG Breakfast Seminar
- “Common Pitfalls of the FLSA and the Rise of the Collective Action,” Legal Advisory: Freeman Mathis & Gary, LLP
- “Title VII Retaliation – What Constitutes Protected Activity?” Defense Research Institute – In-House Defense Quarterly
- “Putting It In Writing – Important Employment Documents,” Legal Advisory: Freeman Mathis & Gary, LLP
- “Minimizing Plaintiff’s Damages in Advance of Employment Litigation,” Atlanta Bar Association (Labor & Employment Section) Annual Conference
- “Advanced Employee Discharge and Documentation,” Lorman Education Services
- “Dealing with Difficult Employees – What All Employers Should Know,” SEAK’s 26th Annual National Workers’ Compensation and Occupational Medicine Conference
- “Restrictive Covenants in Georgia,” Lorman Education Services
- “Employment Law From A To Z In Georgia,” Lorman Education Services

- “Everything You Wanted To Know About Military Leave, But Were Afraid To Ask,” Legal Advisory: Freeman Mathis & Gary, LLP
- “The Supreme Court Expands Employee Rights”; Employment Practices Liability Consultant (EPLiC)
- “Employment Related Records Under Federal and Georgia Law,” Lorman Education Services
- “Working 9-5; The Fair Labor Standards Act,” Lorman Education Services
- “Creating A Successful Interview Program and Exit Interviews,” ZeroRiskHR.com
- “DOL Issues New Regulations Under The FLSA,” Legal Advisory: Freeman Mathis & Gary, LLP
- “Employment Torts Under Georgia Law,” Lorman Education Services
- “Successful Performance Management Strategies,” Lorman Education Services
- “Coverage and Eligibility Issues Under The Family And Medical Leave Act,” Lorman Education Services
- “ADA Basics: An Overview,” Lorman Education Services
- “Never Say Goodbye: Enforcing Non-Compete Agreements And Protecting Confidential Information” Legal Advisory: Freeman Mathis & Gary, LLP
- “Infertility Issues In The Workplace,” The Job Description: Defense Research Institute
- “Identifying the Latest Pregnancy, Maternity and Fertility Issues,” Council on Education in Management
- “The Perils of Third-Party Sexual Harassment,” Workforce Magazine
- “Liability for Employer Sponsored Parties,” Workforce Magazine
- “Do Non-Compete Agreements Really Protect You?” Workforce Magazine
- “Prescription Drug Inquiries Under The ADA” Disability Leave and Absence Reporter

## Representative Cases & Clients

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### Cases:

- Wilkerson v. H & S Lee, Inc., 2011 WL 3585960 (11<sup>th</sup> Cir. Aug. 16, 2011)
- Fields v. Locke Lord Bissell & Liddell LLP, 2009 WL 2341981 (N.D. Ga. July 28, 2009)

- Reeves v. Yeager, 298 F. App'x 878, 879 (11th Cir. 2008)
- Anderson v. Owens, 2007 WL 4200208 (N.D. Ga. 2007)
- Adeduntan v. HACC, 2007 WL 2768531 (11th Cir. Sept. 25, 2007)
- Tom James Co. v. Morgan, 141 Fed.Appx. 894 (11th Cir. 2005)
- Adeduntan v. Clarke County, et al., 2005 WL 2074248 (M.D. Ga. 2005)
- Rahmanzai v. Gwinnett County School District, 1:03-CV-0495 (N.D. Ga. 2005)
- Meadors v. Knauf Fiberglass, 2005 WL 2290319 (M.D. Ala. Sept. 20, 2005)
- Bynum v. Houston County School District, 5:02-CV-388-3 (M.D. Ga. 2004)
- Kidd v. Hall County Govt, et al., 03-CV-435 (N.D. Ga. 2003)
- Hunnicutt v. City of Fort Valley, 5:01-CV-410-2 (M.D. Ga. 2002)
- Jones v. RaceTrac Petroleum, Inc., 1:98-CV-2477 (N.D. Ga. 2002)
- Martin v. RaceTrac Petroleum, Inc., 1:98-CV-2877 (N.D. Ga. 2002)
- Jones v. Carroll County, et al., 3-99-CV-43 (N.D. Ga. 2001)
- Maynard v. Sysco Food Services of Atlanta, 1:98-CV-1199 (N.D. Ga. 2000)
- Haralson County v. Kimball, 243 Ga. App. 559 (2000)

#### Clients:

- Asbury Automotive Group
- Atlanta Flooring and Design Centers
- Blattner Energy
- Capstone Restaurant Group
- Calhoun Management Group d/b/a Wendy's
- CorrectHealth
- Doehler North America
- Ed Voyles Automotive Group
- Flowers Foods
- GPS Hospitality d/b/a Burger King

- Henssler Financial
- Hennessy Automotive Group
- Immediate Credit Recovery
- Jim Ellis Automotive Group
- Kids II, Inc.
- Labor Staffing, Inc.
- Mammoth Holdings
- Morris Multimedia, Inc.
- Progressive Group of Companies
- Summit Racing, Inc.
- TME Enterprises, Inc. d/b/a Taco Bell
- Van Michael Salons

## Awards and Recognition

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- Mr. Adler has been selected as a Georgia Super Lawyers “Rising Star” as published by Law & Politics and Atlanta Magazine.

## Classes/Seminars Taught

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- “The Do’s and Don’ts Of Interviewing” Cherokee County Chamber of Commerce
- “Navigating the EEO-1 Hours and Pay Data Requirement” Rome, Georgia Society for Human Resource Management (SHRM)
- “Wage & Hour Trends And Issues Employers Need To Be Mindful Of In Today’s Workplace” Design Information Group
- “Top Employment Mistakes That Get Employers In Trouble With Handbooks” Society of Design Administrators Annual Convention
- “Wage & Hour in the 21st Century” Cherokee County Chamber of Commerce

- “Avoiding The Top 10 Mistakes in Your Employee Handbook” Georgia Society of CPAs
- “Mistakes in an Employee Handbook That Create Legal Exposure for Employers” Bartow/Cartersville Chamber of Commerce
- “Top 10 Mistakes In An Employee Handbook,” Gwinnett Chamber of Commerce
- “Top 10 Employee Handbooks Mistakes that Create Legal Exposure for Employers,” Cherokee Country Chamber of Commerce
- “The DOL’s New FLSA Regulations,” Gwinnett County Chamber of Commerce
- “The New DOL Overtime Regulations – What You Need to Know Now To Avoid Trouble Later,” FMG’s Employment Law Luncheon Series
- “Are ADA and FMLA Employee Leave Requests Giving You a Migraine?” FMG’s Employment Law Luncheon Series
- “Managing Your Workforce In 2016 To Avoid An Employment Lawsuit,” GLMSS Annual Conference
- “Employment Risks in 2015” Motorola Channel Partners Annual Conference
- “Top Employment Pitfalls for Auto Dealers,” GADA Auto Dealer Seminar
- “Best Practices to Avoid and Defend EEOC Charges,” FMG Breakfast Seminar
- “Are You Sure You Are Paying Your Employees Correctly Under the FLSA?” Hospitality Lawyer Annual Conference
- “Will Recent Employment Legislation Lead to More EPL Claims?” PLUS Professional Risk Symposium
- “What’s New in Employment Law for 2010?” Georgia Agency Network Seminar
- “Labor and Employment Issues for the Hospitality Industry,” Hospitality Lawyer Annual Conference
- “Mock Sexual Harassment Trial – Best HR Practices Revealed,” NAAAHR
- “Employer Pitfalls in the Social Media World,” FMG Breakfast Seminar
- “Changes in Workforce Trends – Wage & Hour Claims,” Pritchard & Jerden Seminar
- “Reductions in Force and Downsizing,” FMG Breakfast Seminar
- “Common Pitfalls of the FLSA and the Rise of the Collective Action,” FMG Breakfast Seminar

- "Alternate Dispute Resolution for Employment Claims – A New Perspective," Professional Liability Underwriting Society's EPL, E&O and Fiduciary Liability Symposium
- "Getting Mad and Getting Even – Guarding Against Retaliation Claims," Society for Human Resource Management Spring Assembly
- "The State of Employment Law and Policies Every Employer Should Have," Southern Insurance Underwrites Seminar
- "Top 10 Tips in Dealing with Retaliation Claims," FMG Breakfast Seminar
- "Trends in EPL Claims and Underwriting," Professional Liability Underwriting Society's EPL and Fiduciary Liability Annual Symposium
- "Putting It In Writing – Important Employment Documents," FMG Breakfast Seminar
- "Minimizing Plaintiff's Damages in Advance of Employment Litigation," Atlanta Bar Association (Labor & Employment Section) Annual Conference
- "Personnel Policies and Employee Handbooks," FMG Breakfast Seminar
- "Advanced Employee Discharge and Documentation," Lorman Education Services
- "Dealing with Difficult Employees – What All Employers Should Know," SEAK's 26th Annual National Workers' Compensation and Occupational Medicine Conference
- "Restrictive Covenants in Georgia," Lorman Education Services
- "Reducing Your Liability Through Employment Law Training," Council on Education in Management
- "Best Practices for Conducting Terminations," Council on Education in Management
- "Conducting a Public Sector Investigation," Council on Education in Management
- "Employment Law From A To Z In Georgia," Lorman Education Services
- "Deciphering the Minefield – the ADA and FMLA," Council in Education in Management
- "Everything You Wanted To Know About Military Leave, But Were Afraid To Ask," FMG Breakfast Seminar
- "Employment Related Records Under Federal and Georgia Law," Lorman Education Services
- "The Fair Labor Standards Act," Lorman Education Services
- "How to Conduct An Investigation of a Discrimination Complaint," Council in Education in Management



- “Georgia Employment Law From A to Z,” Lorman Education Services
- “DOL Issues New Regulations Under the FLSA,” FMG Breakfast Seminar
- “Employment At-Will In Georgia,” Lorman Education Services
- “Best Practices In Employee Relations,” Client Annual Management Seminar
- “Untangling the FMLA, ADA and Workers’ Comp Overlap,” Council on Education in Management
- “Employee Discharge and Documentation in Georgia,” Lorman Education Services
- “Coverage and Eligibility Issues Under The Family And Medical Leave Act,” Lorman Education Services
- “The Role of HR When An Employee Complains,” Georgia Institute of Technology
- “Sexual Harassment Issues In The Workplace,” Client Annual Meeting
- “Handling Accommodation, Leave And Termination Issues Under the FMLA And ADA,” Lorman Education Services
- “Enforcing Non-Compete Agreements And Protecting Confidential Information,” FMG Breakfast Seminar
- “Contingent Workforce Issues,” FMG Breakfast Seminar
- “Issues For Employers Under The Family Medical and Leave Act,” Lorman Education Services
- “What Happens When An Employee Complains And How To Respond,” Georgia Institute of Technology
- “How To Respond To Sexual Harassment Complaints,” Client Seminar
- “Surprise, You Could Be A Government Contractor Under Executive Order 11246,” Client Seminar
- “Employment Law Issues For Public Employers,” Client Seminar
- “Emerging Issues In Sexual Harassment Law,” Client Seminar
- “Knowing The Employment Issues Looming In The Second Half Of 2021” Society of Human Resource Professionals (SHRM) – Foothills Chapter