



## Adam B. Sugarman

### PARTNER

San Francisco

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### RELATED SERVICES

- Employment
- Labor
- Entertainment & Recreation
- Sports

### OFFICES

- San Francisco
- Walnut Creek
- Sacramento
- Fresno
- Silicon Valley

### OVERVIEW

Adam Sugarman is the firm's Northern California Managing Partner, which includes oversight of the firm's operations across the region, including offices in San Francisco, Walnut Creek, Silicon Valley, Sacramento, and Fresno. He is also a member of the firm's Executive Committee.

Super Lawyers Magazine consistently recognizes Adam as a Rising Star® in Employment Litigation. The Recorder also named Adam to its list of "Lawyers on the Fast Track," which includes 50 California attorneys likely to be tomorrow's top lawyers and leaders. In addition to his employment law practice, Adam strategically manages large litigation portfolios for multiple national corporate clients, leading select teams of GRSM attorneys in coordinated defense efforts across the firm's 50-state platform. Adam also acts as outside general counsel for a number of companies, advising Boards of Directors, executives, and management on legal and business matters, including general risk management,

mergers, acquisitions, intellectual property issues, and a broad spectrum of other corporate transactions. He also serves as outside general counsel to property management firms, condominium associations, and building co-operatives.

Prior to joining the firm, Adam clerked for the Detroit Lions of the National Football League in the organization's front office. While in Detroit, he assisted with both legal and football operations, participating in several player contract negotiations and administering the NFL's Collective Bargaining Agreement. Adam also counseled The Detroit Lions, Inc. and its subsidiary Ford Field LLC on various employment and intellectual property matters.

While earning his B.A. at the University of California at Berkeley, Adam played both quarterback and defensive back on the Golden Bears football team (1997-2001). He played in 25 straight games for the Golden Bears, earning three varsity football letters. In 2001, Adam was elected Team Co-Captain and won the Dink Artal and Cort Majors Awards.

### **Litigation & Counseling Experience**

Adam regularly handles matters in state and federal courts, private arbitration before the National Labor Relations Board, the California Labor Commissioner, the Workers' Compensation Appeals Board, and the National Collegiate Athletic Association (NCAA). He has defended a variety of class action lawsuits, including claims of wage and hour violations and unfair business practices. Adam has specific experience advising start-ups and newly acquired businesses with initial human resources challenges. This includes crafting employment policies designed to maximize productivity, attract and retain talent, and lay the groundwork for innovation and growth.

Adam's corporate clients include companies in the ridesharing, grocery, senior care, retail, social media, medical, manufacturing, private equity, hospitality, construction, real estate, technology, auto, security, communications, and entertainment industries, among others.

### **PUBLICATIONS**

- Adam is a Contributing Editor for The Rutter Group's California Practice Guide series titled, *Civil Procedure Before Trial: Claims and Defenses*. The practice guide provides civil litigators, in-house counsel, and others with how-to information on drafting pleadings and analyzing cases. It also identifies the elements, defenses, and remedies for more than 50 common claims. Adam co-wrote the chapter on Employment Law. The Rutter Group Practice Guides are considered the premier resources for legal professionals in California, and their Contributing Editors are regarded as among the most knowledgeable in their respective fields.

## CREDENTIALS

### Admissions

- California
- United States District Courts, California

### Memberships

- State Bar of California, Employment Law Section

### Education

- J.D., University of San Francisco School of Law, 2005
- B.A., University of California at Berkeley, 2001

### Honors

- “Lawyers on the Fast Track” – 50 California attorneys likely to be tomorrow’s top lawyers and leaders, *The Recorder* (2013)
- *Rising Stars*® distinction in the fields of Employment Litigation: Defense, Employment & Labor (2010-2019, *Law & Politics*)