Industries

Industrials

Manufacturing

Practice Areas

Employment Discrimination & Wrongful Termination

Labor & Employment

Bar Memberships

Kentucky

Ohio

Deborah S. Adams

Retired Partner

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Great American Tower
301 East Fourth Street, Suite 3300
Cincinnati, OH 45202

Deborah represented management in the areas of employment discrimination and wrongful discharge.

Her practice was devoted not only to defending companies in litigation but also to developing litigation-prevention strategies through advice and counsel and in-house training programs. She is included in the *Best Lawyers in America®*, and *Chambers USA®* (2020) describes her as having a "great presence in front of a jury."

Other Info About Deborah

Experience

While Deborah is an experienced and skilled litigator, she is equally adept at assisting in the peaceful exits of employees without litigation, including key employees. She is also an effective investigator of workplace disputes and often serves non-clients in this regard. Her guidance while grounded in law is always practical and geared to client needs.

Highlander v. KFC, 805 F.2d 644 (6th Cir. 1986)

Black v. Zaring Homes, 104 F.3d 822 (6th Cir. 1997)

Niswander v. The Cincinnati Insurance Company, 529 F.3d 714 (6th Cir. 2008)

Gambill, et al. v. Duke Energy Corporation, 2012 U.S. App. LEXIS 1563 (6th Cir.)

Lentz v. The Cincinnati Insurance Company, et al., 2006 U.S. Dist. LEXIS 72354

Al-Khadra v. Cincinnati Children's Hospital Medical Center, Case No. A0909199 (Hamilton Co. June 9, 2011) (judgment entry on defense verdict following four-week trial)

Education

Harvard Law School, J.D., 1982

Harvard University, M.A., 1979, Degree in Classics

University of Cincinnati, B.A., 1977
Phi Beta Kappa

Recognition

Chambers USA, Labor and Employment, 2008-2024

The Best Lawyers in America®: Employment Law – Management, 2011-2025, "Lawyer of the Year," 2012, 2015, 2025; Labor Law – Management, 2011-2025, "Lawyer of the Year," 2025; Litigation – Labor & Employment, 2011-2025, "Lawyer of the Year," 2014

Selected for inclusion in *Ohio Super Lawyers®*, 2004-2024 (Top 50 in Cincinnati, Top 100 in Ohio, Top 25 Women in Cincinnati, Top 50 Women in Ohio)

BTI Client Service All-Stars, BTI Consulting Group, 2012

Inclusion in *National Corporate Counsel Super Lawyers®*

College of Labor and Employment Lawyers, Fellow

Professional Affiliations

Cincinnati Bar Association, Labor and Employment Law Section

Ohio State Bar Association, Labor and Employment Law Section

Ohio Management Lawyers Association

Firm Committees

Advancement Committee, Chair

Executive Committee, former Member

Compensation Committee, former Member

Legal Personnel Committee, former Chair

Diversity and Inclusion Committee, former Co-Chair

Presentations

Ohio State Bar Association, May 2021 – Investigations Made Easy

LEAP Conference, Las Vegas, 2021 – Harassment, Discrimination and Retaliation in 2021: New Risks in a New World

LEAP Conference, Las Vegas, 2020 – Parting Is Such Sweet Sorrow But Lawsuit Is Tomorrow – Do's and Don'ts of Termination and Beyond Harassment and Bullying to Actual Cultural Change

LEAP Conference, Las Vegas, 2019 – What is a "Reasonable Accommodation" Anyway?

LEAP Conference, Las Vegas, 2018 – HR in a #MeToo World

2019 Labor & Employment Law Seminar- West Chester

2019 Labor & Employment Law Seminar

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Ohio's Medical Marijuana Bill

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