



Principal, San Diego

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Adrienne L. Conrad is a principal in the San Diego, California, office of Jackson Lewis P.C. She has practiced labor and employment law for more than 20 years.

An experienced trial lawyer, Adrienne is a member of the firm's Trial group, having first-chaired jury trials, arbitrations, and state civil rights administrative hearings on behalf of employers.

Adrienne's practice covers the spectrum of employment litigation. She handles both state and federal claims involving race, age, disability, and sex discrimination, as well as sexual harassment, retaliatory discharge, and wage and hour issues. In addition, she represents companies in matters related to complex non-competition and trade secrets litigation.

Adrienne routinely counsels clients on a variety of employment practices, including employment contracts and employee handbooks and policies. She also assists employers in avoiding the expense of litigation by conducting management training, HR operational audits, and workplace harassment investigations.

Adrienne is regularly called upon by clients to guide them through disciplinary issues and other employment-related problems, and she is a frequent guest speaker at a variety of employment-related seminars.

Representative Trial/Arbitration Experience

- First chair in federal court defending an employer against claims of race discrimination/harassment and failure to prevent/investigate. After over 6 days of testimony, the jury found for the employer on all claims.
- First chair in state court defending an employer against claims of tortious interference, negligence, and intentional infliction of emotional distress. After five days of testimony, the jury ruled in favor of the employer except for the tortious interference claim, for which the jury awarded only back wages.
- First chair in an all-virtual arbitration proceeding (during COVID pandemic) defending two employees being sued by their former employer for unfair competition. After three days of testimony, the arbitrator ruled in favor of the client on all claims except for a breach of contract claim.
- First chair in arbitration proceeding seeking permanent injunctive relief against former employee. After a full hearing, the arbitrator granted the restraining order.
- First chair in defense of defamation claim of former employee in federal court. After two and one-half days of testimony, the Court issued a directed verdict in favor of the defense.
- First chair in application for temporary injunctive relief in state court. After a full evidentiary hearing, the Court granted the restraining order.
- First chair in arbitration proceeding defending against a former employee's claims of associational disability discrimination and violation of ERISA. After three days of

Practices

- Restrictive Covenants, Trade Secrets and Unfair Competition
- Trials and Appeals

Education

- Cornell Law School, J.D. 1999
- University of California, Los Angeles, B.A. 1996

Admitted to Practice

- U.S. Supreme Court 2009
- 5th Circuit Court of Appeals 2005
- 6th Circuit Court of Appeals 2008
- 11th Circuit Court of Appeals 2002
- California - S.D. Cal. 2018
- Florida - M.D. Fla. 2000
- Florida - N.D. Fla. 2001
- Florida - S.D. Fla. 2001
- California 2017
- Florida 2000

testimony, the arbitrator found in favor of the employer on the associational disability claim, and awarded a small amount on the ERISA claim.

- First chair in state court on behalf of an employer suing two former employees for breach of contract, breach of fiduciary duty, civil theft, conversion, and conspiracy. The four-day trial resulted in a jury verdict in favor of the employer on all claims.

Honors and Recognitions

- *Thomson Reuters*, "Stand-Out Lawyer" (2024)
- *The Best Lawyers in America*®, "Litigation - Labor and Employment" (2018-present)
- Florida Super Lawyers®, "Rising Stars" (2009-2014)
- Girl Scouts of Gateway Woman of Distinction (2015)
- *Jacksonville Business Journal*/Up & Comer, Top 40 Professionals Under 40 (2004)
- *Jacksonville Business Journal*/Woman of Influence (2006)
- Jacksonville Community Counsel, Inc. Study: Attracting and Retaining Talent: People and Jobs for the 21st Century (Chair) (2006)
- Lead Influence San Diego, Class of 2018
- Leadership California: California Issues and Trends Program, Class of 2018
- Leadership Jacksonville, Class of 2006
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2015-present)

Pro Bono and Community Involvement

- Jacksonville Community Council, Inc. (JCCI) (board, three years)
- Jacksonville Planning Commission (Commissioner, three years)
- Jacksonville University, Board of Trustees (Trustee, six years)
- Northeast Florida Chapter of the Red Cross (board president, one year)

Speeches

- "Pathway to Partnership," University of San Francisco School of Law, Black Law Students Association (March 2021) (panelist)