

(He/Him)

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## Practices

- National Compliance and Multi-State Solutions
- Class Actions and Complex Litigation
- Distribution and Warehousing
- Employment Litigation
- Technology
- Transportation and Logistics
- Wage and Hour
- Staffing and Independent Workforce

## Education

- Albany Law School, J.D. 2008
- Cornell University, B.S. 2002

## Admitted to Practice

- 1st Circuit Court of Appeals 2022
- 2nd Circuit Court of Appeals 2011
- 3rd Circuit Court of Appeals 2023
- New York - E.D. N.Y. 2010
- New York - S.D. N.Y. 2010
- Virginia - E.D. Va. 2018
- Virginia - W.D. Va. 2018
- New York 2009
- Virginia 2016

Adam L. Lounsbury is office managing principal and litigation manager of the Richmond, Virginia, office of Jackson Lewis P.C. He is a creative advocate that defends companies against class and collective actions alleging employment violations resulting from independent contractor misclassification and other workplace-related claims. Over the course of his career, he has represented financial institutions, automobile and consumer product manufacturers, and companies in the transportation, insurance, tech, travel, healthcare, and hospitality industries.

Adam also regularly advises companies with respect to their independent contractor models in an effort improve compliance and sustainability, and reviews independent contractor models for purposes of advising clients in corporate transactions.

Adam is a seasoned advocate that has litigated cases in state and federal courts throughout the country, including in California, Connecticut, Florida, Massachusetts, Montana, New Jersey, New York, South Carolina, Virginia, and West Virginia. He has also arbitrated cases before AAA, ARIAS, FINRA, and JAMS.

Prior to joining Jackson Lewis, Adam was a partner in Richmond, Virginia at a boutique trial firm, and practiced at an international law firm based in New York City.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2025)

## Published Works

- "At the Intersection of Independent Workforce Arrangements and Employment Law," *45 Employee Rel. L. J.* 3 (Winter 2019) (co-author)
- "The Advent of Laws for the Gig Economy in Florida," *FOCUS, Association of Corporate Counsel* (Summer 2019) (co-author)

## Speeches

- "Employee or Independent Contractor Status in Virginia," Virginia CLE – Online Seminar, August 2020 (Presenter)
- "Current Developments in Arbitration," Virginia CLE - Charlottesville, VA, March 2020, (Live-Recorded) (Presenter)
- "Best Practices for Recruiting and Onboarding Independent Contractors," American Trucking Association – Richmond, VA, August 2019 (Webinar) (Co-presenter)
- "Evolving Underwriting Models – Using Transactional and Performance-Based Data," National Home Delivery Association Risk Management Council - Denver, CO, August 2019 (Panelist)
- NHDA Regulatory Panel Discussion – Annual Review, National Home Delivery Association Annual Forum, August 2021 (Panelist)

- “Proving the Independence of Contractor Relationships – A Mock Mediation,” National Home Delivery Association Annual Forum, August 2022 (Presenter)