



Principal and Office Litigation Manager, St. Louis

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## Practices

- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Workplace Safety and Health
- Retail
- Manufacturing

## Education

- Saint Louis University School of Law, J.D. 1999
- Southern Illinois University, Carbondale, B.S. 1996

## Admitted to Practice

- 8th Circuit Court of Appeals 2012
- Illinois - N.D. Ill. (inactive) 2016
- Illinois - S.D. Ill. 2005
- Michigan - E.D. Mich. 2009
- Missouri - E.D. Mo. 1999
- Missouri - W.D. Mo. 2014
- Adam D. Hirtz > Court
- Wisconsin - E.D. Wis. 2017
- Missouri 1999

Adam D. Hirtz is a principal and the office litigation manager in the St. Louis, Missouri, office of Jackson Lewis P.C. He prides himself on being a responsive, strategic and creative advocate and counselor for the firm's clients. Adam has more than 25 years of experience as a trial attorney representing businesses in employment litigation in both state and federal courts throughout the country. He also acts as a mediator, including regularly mediating cases for the Equal Employment Opportunity Commission (EEOC).

Adam's father was an FBI agent for more than 25 years. Adam's interest in practicing law came from watching, and hearing about, his father testifying as a witness in criminal cases in federal court. He would later work as a clerk for a federal judge (Hon. Michael M. Mihm) in the United States District Court for the Central District of Illinois where his father had regularly testified.

Adam is well-versed in restrictive covenant law. As a former outside counsel for a national tax preparation company, he spent many years traveling across the country to enforce the company's restrictive covenant agreements. In his career, he has handled hundreds of cases involving the enforcement of non-compete, non-solicitation and confidentiality agreements, including assisting clients in preventing former employees from disseminating the employer's trade secrets.

Adam is experienced in representing clients in cases of alleged harassment, discrimination and retaliation. He also frequently assists clients with issues of OSHA compliance, inspections and resolving or contesting OSHA citations.

Throughout his career, Adam has represented and advised clients in the industry sectors of manufacturing, construction, HVAC, retail, non-profit, healthcare, restaurant and hospitality, technology, transportation, banking, and insurance. He works closely with company management, owners, human resources departments, in-house counsel, insurance adjusters, employees, and experts to accomplish clients' litigation and business objectives, including counseling on dispute and liability avoidance techniques.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2024-present)

## Pro Bono and Community Involvement

- St. Joseph Church – Cottleville, Parishioner
- Society of St. Vincent DePaul, Vice-President
- Eucharistic Minister

## Speeches

- "OSHA Update and Best Practices: What's New and What You Should Do" Jackson Lewis Managing Your Workforce Seminar (St. Charles, MO, October 2019) (presenter)

- “Stories of Employment Litigation and Lessons Learned From Them” Jackson Lewis Managing Your Workforce Seminar (St. Charles, MO, October 2019) (presenter)
- “Avoiding and Preventing Employment Litigation” Jackson Lewis Managing Your Workforce Seminar (St. Charles, MO, September 2018) (presenter)
- “The Defend Trade Secrets Act” Lowenbaum Law Managing Your Workforce Seminar (St. Charles, MO, October 2016) (presenter)
- “Protecting Your Business: Confidentiality and Non-Compete Agreements” Lowenbaum Law Managing Your Workforce Seminar (St. Charles, MO, October 2014) (presenter)
- “OSHA Compliance and Investigation Response Strategies” Lowenbaum Law Managing Your Workforce Seminar (O’Fallon, IL, September 2014) (presenter)