



(He/Him)

Principal, Charlotte

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Practices

- Financial Services
- Higher Education
- Class Actions and Complex Litigation
- Employment Litigation
- Wage and Hour
- Workplace Training
- Healthcare

Education

- Wake Forest University School of Law, J.D. 2015
- Carson-Newman University, B.A. / B.S. 2011

Admitted to Practice

- 4th Circuit Court of Appeals 2019
- North Carolina - E.D. N.C. 2019
- North Carolina - M.D. N.C. 2019
- North Carolina - W.D. N.C. 2015
- Wisconsin - E.D. Wis. 2023
- North Carolina 2015

Joshua R. Adams is a principal in the Charlotte, North Carolina, office of Jackson Lewis P.C. He exclusively represents employers in a broad range of employment-related litigation in both federal and state courts, as well before administrative agencies. In addition to providing employers with advice and counsel, Josh focuses his litigation practice on collective/class action wage and hour litigation and complex, single-plaintiff wage disputes across the country. He regularly advises employers in complex wage disputes with the United States Department of Labor (USDOL) and North Carolina Department of Labor (NCDOL). Josh also advises employers on wage and hour due diligence issues in corporate acquisitions. Clients enjoy his practical approach, calm demeanor, and straightforward advice when tackling difficult matters.

Josh speaks on a variety of workplace-related issues, including hot-button wage and hour topics, how to approach complex litigation across multiple jurisdictions, and using creative tools to decrease the risk of potential litigation. He believes that education and manager training are key to helping clients navigate ever-changing workplace regulations, stay apprised of critical information, and avoid litigation.

Prior to joining Jackson Lewis, Josh was an associate at a large regional firm representing employers and insurance carriers in workers' compensation claims before the North Carolina Industrial Commission. He has broad experience handling general civil defense litigation across North Carolina. Josh previously served as a judicial intern for both Hon. Chief Judge Pamela L. Reeves of the United States District Court for the Eastern District of Tennessee, as well as the Hon. Chief Justice Sharon G. Lee of the Tennessee Supreme Court.

At Wake Forest University School of Law, he received several accolades, including being inducted into the prestigious Order of Barristers; a member of the Moot Court Board; Notes and Comments Editor of the Journal of Business and Intellectual Property Law; Captain of the nationally-ranked AAJ Trial Team; Champion of the 1L Walker Moot Court Competition; and served as a teaching assistant for legal writing.

Before law school, and after more than eighteen years of practice with his parents, Josh was crowned a Tennessee State and National Champion with the Speech and Debate Team at Carson-Newman University. And when he's not in the office, Josh can usually be found gasping for air at his local CrossFit box, on his couch cheering for Manchester United while they (likely) lose, or lovingly annoying his wife and daughter with the best dad jokes around. Oh, and Josh will talk about his life-long love of Star Wars with anyone who will listen. Anyone.

Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Litigation – Labor and Employment"

(2022-present)

- *North Carolina Super Lawyers*, "Rising Stars" (2018-present)