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#### **EDUCATION**

- American University Washington College of Law, J.D., *cum laude*, 1982
- Rutgers University, B.A., 1979 (top 10%)

#### **BAR & COURT ADMISSIONS**

- New Jersey, 1982
- U.S. District Court, District of New Jersey, 1982
- District of Columbia, 1982
- U.S. Court of Appeals, Third Circuit, 1983
- U.S. Court of Appeals, Second Circuit, 1999
- U.S. Court of Appeals, Fifth Circuit, 1999

## **Steven I. Adler**

### **Member**

Employment Law  
Employment Counseling & Litigation  
Litigation  
Alternative Dispute Resolution  
Appeals

Steven I. Adler is the Chair of the Employment Law Department at Cole, Schotz, Meisel, Forman & Leonard, P.A., located in Hackensack, New York City, Delaware, Maryland and Texas.

During his almost 30 years of practice, Mr. Adler has represented both plaintiffs and defendants in all types of employment-related matters, including age, race, sex and handicap discrimination lawsuits, as well as lawsuits involving harassment, restrictive covenants and employee manuals. He is, therefore, considered a top choice to serve as a mediator or arbitrator in employment disputes. During the past 20 years, Mr. Adler has primarily represented and provided guidance to management on all types of personnel issues.

Mr. Adler has substantial jury trial and chancery litigation experience and has handled numerous employment related class actions and other complex litigation. He was selected to be one of the initial Barristers in the Robert L. Clifford American Inn of Court, teaching younger attorneys litigation techniques. He currently is a Master in the Sidney Reitman Employment Law American Inn of Court, where he heads the Bergen County pupillage team. Mr. Adler also has a broad commercial litigation background.

Mr. Adler has mediated many cases for the Civil Division of the Superior Court of New Jersey, Bergen County. He also frequently lectures and writes extensively on employment law topics. He is also an adjunct professor at Fairleigh Dickinson University. From 1999 to 2001, Mr. Adler served as Acting General Counsel for Rolls-Royce & Bentley Motor Cars Inc.

**Steven I. Adler** (Continued)

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**NOTEWORTHY**

Mr. Adler has been selected multiple times for inclusion in the prestigious *Best Lawyers in America*® in Labor and Employment Law and in *New Jersey Super Lawyers*® in Employment Litigation.

Mr. Adler has been awarded the highest AV rating for his professionalism and the quality of his legal work from Martindale-Hubbell, the premier directory of legal professionals.

Mr. Adler has also been included in *201 Magazine's* list of Top Lawyers in Bergen County for 2011.

**PUBLICATIONS**

Ask A Lawyer: "What Must a Company do When an Employee Complains About Discrimination or Harassment in the Workplace?" *The Record*, July 14, 2011

ADR in Employment Cases: Choosing the Right Arbitrator, *New Jersey Law Journal*, March 28, 2011

Ask a Lawyer: Company Should Have Written Cell Phone Policy, *The Record*, February 10, 2011

The ICE Fines Cometh, *Law 360*, January 5, 2011

Mediating Employment Law Claims, *Law 360*, August 24, 2010

Ask A Lawyer: Stiffer Fines for Illegally Employing Minors, *The Record*, July 15, 2010

Ask A Lawyer: Unpaid Summer Internships, *The Record*, July 1, 2010

Ask A Lawyer: Arbitration Prevents Court Fights, *The Record*, February 18, 2010

I'm Late, I'm Late for a Very Important Date, *New Jersey Law Journal*, April 13, 2009

Changes to COBRA: What You Need to Know, *NJEsq*, March 23, 2009

Ask A Lawyer: Deciding Correct Status of Worker is Vital, *The Record*, January 27, 2009

The Compelling Case of Self-Publication Defamation, *New Jersey Law Journal*, January 1, 2009

Ask A Lawyer: Workers Are Due Overtime Based On Classification, *The Record*, December 9, 2008

Ask A Lawyer: It's Vital to Determine Correct Status of Workers, *The Record*, December 2, 2008

Ask A Lawyer: Layoffs Should Be Justified to Avoid Lawsuits, *The Record*, November 11, 2008

**Steven I. Adler** (Continued)

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Statute of Limitations Be Damned: Employee's Acquiescence Bars Claim for Breach of Contract, *New Jersey Law Journal*, September 29, 2008

Accommodating Religious Beliefs in the Workplace, *New Jersey Law Journal*, March 17, 2008

Ask A Lawyer: Background Checks for New Hires Are a Must, *The Record*, September 18, 2007

Ask A Lawyer: Harassment Claims are Serious Business, *The Record*, September 4, 2007

Ask A Lawyer: Documents a Big Help in Firing Process, *The Record*, May 22, 2007

Ask A Lawyer: Make Sure You Get it in Writing, *The Record*, April 17, 2007

Keeping the Lid on Jury Verdicts, *New Jersey Law Journal*, April 2, 2007

A Little Knowledge Can Be a Dangerous Thing (Several Issues to Consider before Litigating a Noncompetes Case), *New Jersey Law Journal*, April 3, 2006

**LAW BLOG ARTICLES**

Can My Company Offer Unpaid Summer Internships? Yes, but be careful you don't violate the wage and hour laws, *Employment Law Monitor*

Now That Summer Has Arrived, Many New Jersey Employers Are Asking: What Are My Company's Obligations With Regard to Employing Child Labor?, *Employment Law Monitor*

President Obama Signs Economic Stimulus Package Containing Important COBRA Changes, *Employment Law Monitor*

**SPEAKING ENGAGEMENTS**

- Technology in Employment - What You Need to Know to Protect Your Company in Our Digital Age, *A Cole Schotz Seminar co-sponsored by West LegalEdcenter*, September 21, 2010
- Hot Tips in Labor & Employment Law, *New Jersey Institute for Continuing Legal Education (NJICLE)*, June 4, 2010
- Technology in Employment Law: What You Need to Know to Protect Your Company in a Digital Age, *Cole Schotz Webinar*, October 27, 2009
- How to Strengthen Your Company During a Down Economy, *Cole Schotz Seminar*, September 24, 2008

**Steven I. Adler** (Continued)

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**PROFESSIONAL ACTIVITIES**

- Bergen County Bar Association (Labor Law Committee)
- New Jersey State Bar Association
- American Bar Association (Litigation and Labor Law Sections)
- Master, Sidney Reitman Employment Law Inn of Court
- Adjunct Professor, Fairleigh Dickinson University