

A professional headshot of Adam Primm, a man with a beard and mustache, wearing a dark suit, white shirt, and a striped tie. He is standing in a modern office hallway with warm lighting and blurred background.

Adam Primm

Cleveland

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Overview

Adam maintains a growing labor and employment practice that includes representing clients in employment litigation before federal and state administrative agencies and in trial courts in over 25 states, as well as counseling employers in all areas of employment law and labor relations related.

Adam has extensive experience defending numerous cases under the FLSA and state wage and hour laws, including collective and class actions regarding employee misclassification, unpaid overtime and minimum wages, meal and rest breaks, PAGA in California, and other wage issues. He also has experience and has handled numerous cases and charges involving employee misclassification, wages and overtime, meal and rest breaks, wrongful discharge, retaliation, sexual harassment, discrimination, including disability, age, race, pregnancy, and gender, and intentional torts. Adam has experience advising companies regarding restrictive covenants, litigating the enforceability of restrictive covenants and confidentiality agreements, and obtaining and opposing TROs and preliminary injunctions.

Representative Matters

- Advised client on orchestrating a campaign to defeat a union election. We trained supervisors and managers on how to interact with employees in light of NLRB restrictions and created extensive campaign materials to share with the employees.
- Defended client against a claim of unpaid wages and unpaid overtime for a remote, on-site ATM technician. Secured a complete victory at arbitration.

- Defended client against discrimination and retaliation charges brought by pregnant former employee whose employment was terminated as part of a reduction in force.
- Brought action to enforce non-solicitation, non-disclosure, and non-competition agreement against former manager who sought to move into the same role with a competitor in the same geographic region.
- Successfully represented clients in DOL Wage and Hour audits in New Jersey, Georgia, and Washington.
- Secured summary judgment in Ohio state court in a case brought by a former employee for race and age discrimination, wrongful termination, and intentional infliction of emotional distress.
- In litigation before the NLRB, obtained dismissal of an unfair labor practice charge which enabled a decertification election to proceed in timely manner. The Communication Workers of America Union filed a blocking charge with the NLRB in an attempt to thwart a decertification petition.
- Represented The Services Companies, Inc. in a class action of over 200 employees in Florida regarding failure to pay overtime wages to piece rate workers over a 16-month period, including liquidated damages and attorneys' fees

Credentials

EDUCATION

- The Ohio State University, Moritz College of Law, 2010, J.D., *cum laude*
- Seton Hall University, Stillman School of Business, 2007, B.S., *summa cum laude*, Dual Major: Finance and Sport Management

BAR & COURT ADMISSIONS

- Ohio
- U.S. District Court for the Northern District of Ohio
- U.S. District Court for the Southern District of Ohio
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Wisconsin

Memberships

- Trustee, Strongsville Education Foundation
- Board Member, Greater Cleveland Habitat for Humanity

Awards & Recognition

- Listed, Chambers USA Band 4, Labor & Employment, 2026
- Named, Benchmark Litigation 40 & Under, 2022-2025
- Listed, Ohio Super Lawyers – Rising Stars, 2019-2021, 2023-2025

News & Insights

- [Law360 Employment Authority Quotes Benesch Partner Adam Primm on Title VII Discrimination Standards](#)
June 9, 2026 | Media Mentions
- [Benesch Recognized as Leading Law Firm by Chambers USA 2026 with Record Growth in National and Regional Rankings](#)
June 4, 2026 | Press Releases
- [SCOTUS Extends FAA Exemption to Last-Mile Drivers: What the Flowers Foods Decision Means for Motor Carriers and Transportation Providers](#)
May 29, 2026 | Client Alerts & Insights
- [EEOC Proposes Rollback of EEO-1 Reporting Requirements](#)
May 22, 2026 | Client Alerts & Insights
- [Supreme Court Clarifies Federal Jurisdiction in Arbitration Cases](#)
May 20, 2026 | Client Alerts & Insights
- [Department of Labor Reinstates Prior Overtime Exemption Regulations Following Court Decisions](#)
May 18, 2026 | Client Alerts & Insights
- [Benesch Advises COEO Solutions on its Acquisition of S-NET Communications](#)
May 5, 2026 | Press Releases
- [Ohio Senate Introduces Bipartisan Bill to Establish Paid Family and Medical Leave](#)
April 30, 2026 | Client Alerts & Insights
- [Judicial Green Light: Court Upholds NLRB's Cemex Decision](#)
April 24, 2026 | Client Alerts & Insights
- [DOL Proposes Universal Guidance Meant to Simplify Joint Employer Analysis](#)
April 23, 2026 | Client Alerts & Insights

Speaking & Events

PAST EVENTS

- Impact of SCOTUS Overturning Chevron on Labor & Employment Law | Bradley Wenclewicz, Jordan J. Call, Adam Primm
November 21, 2024 | Firm Events
- State(s) of Restrictive Covenants Under Biden Administration | Adam Primm
August 25, 2021 | Firm Events