

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

- Represented Gridiron Capital in its acquisition of Centroid, a premier Oracle Cloud Infrastructure service provider.
- Advised TowerBrook Capital Partners in acquiring a majority stake in Rael, a leading women's wellness brand focused on holistic cycle care.
- Advised COEO Solutions, backed by private equity firm Riata Capital Partners, on its acquisition of NetWolves Network Services.

- 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. We also coordinated on-site conversations to persuade employees to oppose the union. Ultimately, the union withdrew the petition before an election was even held.
- Defended client against a claim of unpaid wages and unpaid overtime for a remote, on-site ATM technician. Secured a complete victory at arbitration by proving that NCR's policies and practices appropriately paid for all time worked by such remote technicians, provided the technicians follow company policy and appropriately report their time worked. Also successfully defeated novel claims by claimant's counsel that imputed income for personal use of a vehicle or insurance premium credits for being healthy should be considered wages to increase the regular hourly rate and overtime premiums and not fringe benefits.
- Defended client against discrimination and retaliation charges brought by pregnant former employee whose employment was terminated as part of a reduction in force. Successfully prevailed before both the Florida Commission on Human Relations and on appeal to an Administrative Law Judge after a hearing, both of whom found no probable cause for discrimination or retaliation.
- 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. We were lead counsel and responsible for enforcement of the agreement from the cease and desist letter through filing a verified complaint, a motion for a temporary restraining order and/or a preliminary injunction, and expedited discovery.
- Successfully represented clients in DOL Wage and Hour audits in New Jersey, Georgia, and Washington.

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
- Listed, Benchmark Litigation, Future Star, 2027
- Named, Benchmark Litigation 40 & Under, 2022-2025
- Listed, Ohio Super Lawyers – Rising Stars, 2019-2021, 2023-2025

News & Insights

- From Citation to Criminal Case: AB 2321 Expands Cal/OSHA's Criminal Enforcement and Penalizes Inspection Interference
  November 12, 2026 | Client Alerts & Insights
- EEOC Rescinds Criminal History Guidance
  November 11, 2026 | Client Alerts & Insights
- Benesch Named 2027 Highly Recommended Firm by Benchmark Litigation; 14 Attorneys Recognized, Including 4 First-Time Honorees
  October 30, 2026 | Press Releases
- Court Follows Supreme Court on Section 10(j) Injunctions Under the NLRA
  October 13, 2026 | Client Alerts & Insights
- California’s New AI Disclosure Rules for Employers and Litigators
  October 9, 2026 | Client Alerts & Insights
- Back To Wright Line: NLRB Resets Standards for Workplace Misconduct
  September 29, 2026 | Client Alerts & Insights
- NLRB General Counsel Issues Memorandum Asking Board to Overturn Biden-Era Precedent
  September 2, 2026 | Client Alerts & Insights
- OFCCP Publishes Final Rule Rescinding Affirmative Action Regulations Pursuant to Executive Order 11246
  August 31, 2026 | Client Alerts & Insights
- Benesch Advises TowerBrook Capital Partners on Its Investment in Rael
  August 24, 2026 | Press Releases
- Benesch Advises COEO Solutions on its Acquisition of NetWolves
  August 12, 2026 | Press Releases

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