



Adam F. Sloustcher
Regional Managing Partner

Dallas/San Diego

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Service Focus

- California Litigation and Appellate
- Employment Discrimination and Harassment
- Litigation and Trials
- Pay Equity and Transparency
- Counseling and Advice
- Class and Collective Actions
- Wage and Hour
- California Class Actions and PAGA

Industry Focus

- Automotive Dealership
- Hospitality
- Manufacturing
- Financial Services
- Retail
- Healthcare
- Sports
- Education
- Higher Education
- Energy
- Life Sciences and Pharma

Overview

Adam Sloustcher is Co-Chair of the firm's Sports Team, a diverse group of former collegiate and professional athletes dedicated to advising sports employers regarding compliance with applicable laws and regulations and managing controversies, as well as vigorously defending them before governmental, regulatory, and administrative agencies and, when necessary, in litigation.

Adam Sloustcher, managing partner of Fisher Phillips' Dallas office, maintains a national practice focused on guiding in-house counsel, business owners, and management through all workplace issues and litigation. Named among the most influential executives in North Texas (*D CEO*, "Dallas 500"), he focuses on representing employers in wage-and-hour class and representative action lawsuits, as well as high-level single-plaintiff civil rights cases and employee defection disputes.

In addition to zealously advocating for his clients in the courtroom, Adam prides himself on being an accessible, responsive resource to help his clients avoid litigation altogether. He provides his clients with day-to-day preventative advice regarding wage-hour compliance, investigations of alleged misconduct in the workplace, hiring, discipline and termination practices, leaves of absences, and the interactive process and reasonable accommodations. Adam also prepares complex compensation plans, arbitration agreements with class action waivers, employee handbooks, and personnel policies for his clients.

Adam's devotion to his clients is well recognized – he has been named for numerous consecutive years in *San Diego Super Lawyers*, *SD Metro Magazine*, and the *SD Business Journal* for his work in labor and employment law. He is a frequent speaker on numerous employment-focused panels and regularly presents at the annual *International Health, Racquet & Sportsclub Association (IHRSA) International Convention & Trade Show*. Adam also teaches classes about FMLA/CFRA and wage-and-hour issues for in-house counsel, human resources professionals, and other management personnel. He is active with the California Minority Counsel Program, AthletesTouch, and Sports Lawyers Association.

Adam's drive to achieve the best possible outcome for his clients stems from his competitive athletic background. Growing up, he was a member of the Under-17 and Under-18 U.S. Youth National Soccer teams and named a McDonald's and Parade All-American. Adam went on to accept a full athletic scholarship to the University of North Carolina-Chapel Hill and would later transfer to Loyola Marymount University, where he became team captain of the university's NCAA Division I Men's Soccer Team. Adam then played professional soccer with the San Jose Earthquakes of Major League Soccer.

Recent Experience

Experience

- Successfully negotiated multiple exits of top executives on behalf of sports leagues and companies
- Obtained full defense verdict following a 7-day arbitration on behalf of dealership group in a single-plaintiff action alleging age discrimination and whistleblower retaliation
- Erased a multi-million dollar problem on behalf of national restaurant company by successfully negotiating a nominal class-wide settlement in pay transparency lawsuit

- Achieved complete summary judgment on behalf of dealership group in harassment, discrimination, and wrongful termination lawsuit
- Achieved complete summary judgment on behalf of an amusement park in a lawsuit brought by a former employee alleging claims for race harassment, discrimination, retaliation, intentional infliction of emotional distress, and wage-hour violations based on a misclassification as an exempt employee;
- Obtained favorable settlement on behalf of a national railroad carrier in a wage-hour class action premised on the misclassification of train dispatchers. After several years of litigation, Adam opposed and orally argued against class certification. Following the court's ruling, Adam was able to drive the case toward a suitable class settlement.
- Secured complete dismissal on behalf of entertainment-industry employer in race discrimination and wrongful termination lawsuit in which the plaintiff employee sought a high six-figure settlement. After obtaining damaging admissions during plaintiff's deposition and then filing a motion for summary judgment, Adam was able to force plaintiff to voluntarily dismiss his lawsuit in exchange for a waiver of costs.

Credentials

Education

- J.D., 2013, cum laude, University of California, Hastings College of the Law
- B.A., 2008, magna cum laude, Loyola Marymount University

Bar Admissions

- California
- Texas

Court Admissions

- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2025)
- *Benchmark Litigation* - Labor & Employment Rising Star (2025)
- Recognized Among *D CEO's "Dallas 500"* (2024)
- *SD Metro Magazine*, 40 Under 40 (2023-2024)

- *San Diego Business Journal*, Asian Pacific Islander Leader of Influence (2023)
- *San Diego Business Journal*, Leaders in Law Awards (2022-2023)
- *San Diego Super Lawyers* - Rising Star (2020, 2021, 2022)
- Chapter Leader – San Diego UC Hastings Alumni Group
- Member of California Minority Counsel Program
- Board of Directors - Pan Asian Lawyers of San Diego

Affiliations

Professional Activities

- Chapter Leader, AthletesTouch
- Chapter Leader, San Diego UC Hastings Alumni Group
- Member of California Minority Counsel Program
- Member of California Restaurant Association, San Diego Chapter
- Member of Sports Lawyers Association
- Member of Los Angeles U.S. Soccer Development Council

Insights

EVENT 05/06/25

Dallas Employment Law Seminar: What Texas Employers Need to Know

Adam F. Sloustcher, Amanda E. Brown, Annie Lau, Collin Brodrick, David J. Walton, Ron M. Pierce, Jocelyn Campanaro

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INSIGHTS 03/31/25

Texas Two-Step: State Lawmakers Grapple With AI Regulation

Amanda E. Brown, Adam F. Sloustcher

[Read more →](#)

NEWS 03/06/25

Dallas Regional Managing Partner Shares His Journey from Former Pro Athlete to Legal Sports Authority

Adam F. Sloustcher

[Read more →](#)

INSIGHTS 02/17/25

Texas Considers Sweeping AI Legislation: 5 Things Employers Need to Know

Emma Brockway, Adam F. Sloustcher

[Read more →](#)

INSIGHTS

01/09/25

Comprehensive Checklist to Help Businesses Prepare for Soccer's 2026 World Cup

Ted Boehm, Risa B. Boerner, Benjamin M. Ebbink, Nan Sato, Todd B. Scherwin, Adam F. Sloustcher, Lauren M. Sobaski

[Read more →](#)

NEWS

01/06/25

Fisher Phillips Continues Hiring Momentum in Dallas

Amanda E. Brown, Lauren H. McDonald, Adam F. Sloustcher

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NEWS

11/20/24

Dallas Regional Managing Partner Shares His Career Journey

Adam F. Sloustcher

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NEWS

11/18/24

Adam Sloustcher Recognized Among the Most Powerful Business Leaders in North Texas

Adam F. Sloustcher

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NEWS

11/15/24

Attorneys Share Tips on How to Navigate the Field of Workplace Investigations and Privileged Communications in the Sports and Entertainment Industries

Adam F. Sloustcher, Andreas Moghimi

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NEWS

07/25/24

Law360 Features Snapshot of Fisher Phillips' New Dallas Office Location and Regional Managing Partner

Adam F. Sloustcher

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