



Adam F. Sloustcher

Partner

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Service Focus

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

Industry Focus

- Automotive Dealership
- Hospitality
- Manufacturing
- Financial Services
- Retail
- Healthcare
- Sports
- Education
- Higher Education
- Energy

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 represents local, regional and national employers in a broad range of employment disputes. He specializes in defending employers in wage-and-hour class action lawsuits, as well as those brought under California's Private Attorneys General Act (PAGA). Adam also has extensive experience litigating equal pay class actions and single-plaintiff discrimination, harassment, retaliation, and wrongful termination lawsuits.

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 acts as a partner to in-house counsel, business owners, and management by providing them with day-to-day preventative advice regarding wage-and-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, as he was named a *San Diego Super Lawyers -- Rising Star* for 2020 and 2021 for his work in labor and employment law. He is also a frequent speaker on numerous employment-focused panels, and is a regular speaker 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 and is a guest lecturer for an employment law course at San Diego State University. He is also active with the California Minority Counsel Program, Pan Asian Lawyers of San Diego, Athlete's Touch Orange County Chapter, 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

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

- *SD Metro Magazine*, 40 Under 40 (2023)
- *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

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

Insights

EVENT

04/24/24

Top Considerations in Employment Law for Sports and Entertainment Organizations

Adam F. Sloustcher, Todd B. Scherwin

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INSIGHTS

12/01/23

FP's Workplace Law Forecast 2024

Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Colin P. Calvert, Kathleen McLeod Caminiti, Jocelyn Campanaro, Jennifer B. Carroll, Collin D. Cook, Laurel K. Cornell, Germán de la Garza De Vecchi, Michael P. Elkon, Todd Alan Ewan, Todd A. Fredrickson, Christopher C. Hoffman, David S. Jones, Usama Kahf, Karl R. Lindegren, Todd B. Logsdon, Todd A. Lyon, Michael R. Marra, Suzanne Kelly Michael, Michael S. Mitchell, Joshua D. Nadreau, Kristen J. Nesbit, Alden J. Parker, Cheryl Pinarchick, John M. Polson, Andrea Brizio Rivas, Andria Lure Ryan, Nan Sato, Todd B. Scherwin, Matthew R. Simpson, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, Hannah Sweiss, J. Hagood Tighe, Travis Vance, David J. Walton, Sheila M. Abron, Erica G. Wilson, William D. Wright, Robert Yonowitz

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NEWS

10/17/23

Fisher Phillips Partners Honored Among the 2023 Top 100 Leaders in Law by San Diego Business Journal

Danielle Hultenius Moore, Adam F. Sloustcher, Aaron Olsen

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NEWS

06/03/23

Fisher Phillips Partners Honored in SD Metro's 2023 40 Under 40

Adam F. Sloustcher, Megan E. Walker

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NEWS

05/24/23

Adam Sloustcher Recognized as an Asian Pacific Islander Leader of Influence by the San Diego Business Journal

Adam F. Sloustcher

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NEWS

03/22/23

Sports Industry Team Co-Chair Discusses Tiger Woods Case and the New #MeToo Nondisclosure Law

Adam F. Sloustcher

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NEWS

11/29/22

12 Fisher Phillips Attorneys Named to Lawyers of Color's 2022 Law Firm Leaders List

Adam F. Sloustcher, Clarence M. Belnavis, Davis C. Bae, Kristen J. Nesbit, Pavneet Singh Uppal, Phillip C. Bauknight, Raymond W. Perez, Regina A. Petty, Shanon R. Stevenson, Todd A. Fredrickson, Usama Kahf

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INSIGHTS

10/31/22

FP's Workplace Law Forecast 2023

Davis C. Bae, Phillip C. Bauknight, Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Suzanne K. Bogdan, Kathleen McLeod Caminiti, Laurel K. Cornell, Myra K. Creighton, Jennifer B. Carroll, Michael P. Elkon, David W. Erb, Ilanit Fischler, Jason A. Geller, Rosemary S. Gousman, Susan M. Guerette, Usama Kahf, David R. Kresser, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Jennifer Mendez, Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Joshua D. Nadreau, Raymond W. Perez, Cheryl Pinarchick, John M. Polson, Todd B. Scherwin, Evan Shenkman, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, J. Hagood Tighe, A. Kevin Troutman, Travis Vance, Sheila M. Abron, Megan C. Winter, Colette F. Wolf, Robert Yonowitz

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NEWS

10/25/22

Fisher Phillips Partners Honored Among Top 100 Leaders in Law by San Diego Business Journal

Danielle Hultenius Moore, Regina A. Petty, Adam F. Sloustcher, Megan E. Walker

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INSIGHTS

09/06/22

The Top 16 Workplace Law Stories from August 2022

Heather Domingo, Rebecca Hause-Schultz, Sarah Wieselthier, Cheryl L. Behymer, Sheila M. Abron, Tatiana S. Chiu, Angelica M. Ochoa, Steven M. Bernstein, Alex G. Desrosiers, John M. Polson, Richard R. Meneghello, Adam F. Sloustcher, Kathleen McLeod Caminiti, Jack O'Connor, Courtney Leyes, Marilyn Higdon, Myra K. Creighton, R. Bryan Holbrook, Patrick W. Dennison, Aymara Ledezma, Samantha J. Monsees, Benjamin M. Ebbink, Tyler Woods, Alden J. Parker, Darcey M. Groden, Anthony Isola, Usama Kahf

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