



## Adam P. Forman

Shareholder

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## Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Business Restructuring and M&A  
Training - Compliance, Ethics, Leadership

## Overview

Adam P. Forman advises employers in a broad range of employment law matters. His practice is dedicated to providing day-to-day counseling to clients on all issues that touch the workplace and to drafting critical employment-related documents such as employment contracts, severance agreements, handbooks and reduction-in-force documentation. He conducts employment-related trainings for clients on topics as varied as harassment prevention, hiring techniques, conducting investigations and boot camps for managers.

Adams' clients span the following industries:

- Technology
- Biotech
- Medical devices
- Venture capital
- Manufacturers
- Restaurants

Adam is the exclusive winner of the 2016 Client Choice Award in the Employment & Benefits category for the Commonwealth of Massachusetts, issued by the International Law Office and Lexology. He is an active member of the firm's International Employment Law Practice Group, and he co-authored the firm's *Start-Up Guide For Foreign*

*Employers.* Biannually, he conducts a course on U. S. employment laws in London and has conducted similar courses in Dublin and Tel Aviv.

Prior to joining Littler, Adam served as the chair of the labor and employment practice for another Boston firm. From 2006 to 2009, he was elected and served on the Board of Selectmen for the Town of Swampscott, MA

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Massachusetts Bar Association
- Member, Boston Bar Association

## Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2013-2024
- Ranked, Labor & Employment, *Chambers USA*, 2004-2023
- Named, Super Lawyer, Massachusetts, *Super Lawyers*, 2004-2018
- Named, Top Rated Litigator, *The American Lawyer*, 2022
- Named, Client Service All-Star, *BTI Consulting*, 2020-2021
- Awarded, Client Choice Award, *International Law Office and Lexology*, 2014, 2016
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2012-2015
- Named, Who's Who in American Law, 2011-2014
- Massachusetts Fellow, *American Bar Foundation*, 2011-2013
- Named, Guide to the World's Leading Labor and Employment Lawyers

## Education

J.D., Georgetown University Law Center, 1987, *cum laude*

B.A., Pennsylvania State University, 1984, *With High Distinction*

## Bar Admissions

Massachusetts

## Publications & Press

### Littler Recognized in 2023 Chambers USA Guide

*Littler Press Release*

June 6, 2023

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Littler Attorneys Recognized by BTI Consulting and Lawdragon**

*Littler Press Release*

December 15, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**"At-Will" Employment: Is It As Easy To Sack A U.S. Employee As You've Heard?**

*VSHRM Online*

September 4, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Massachusetts Attorney General Creates a "Safe Harbor" From the Requirements of the Massachusetts Sick Leave Law**

*Littler ASAP*

May 26, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Proposed Regulations Shed Light on Unanswered Massachusetts Sick Leave Questions**

*Littler Insight*

May 12, 2015

**What to Expect When Your Male Employee Is Expecting: Massachusetts Replaces Maternity Leave Act with Parental Leave Act**

*Littler Insight*

February 6, 2015

**Massachusetts Voters Approve Paid Sick Leave Law**

*Littler Insight*

November 7, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal**

*Littler Press Release*

April 2, 2014

**Littler and Its Attorneys Receive Top Rankings from the International Law Office and Lexology in the Annual Client Choice Awards**

*Littler Press Release*

April 1, 2014

**Littler Forms Robotics Practice Group to Help Employers Prepare for the Workplace of the Future**

*Littler Press Release*

October 23, 2013

**Start-Up Guide for Foreign Employers in the United States (Second Ed.)**

*Littler Report*

October 2013

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Class Action Waivers in Arbitration Agreements in Massachusetts**

*Littler Insight*

July 15, 2013

**Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal**

*Littler Press Release*

June 24, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Littler Named World's Leading Law Firm for Management Labor and Employment Work**

*Littler Press Release*

June 12, 2012

**Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List**

*Littler Press Release*

July 11, 2011

**Start-Up Guide for Foreign Employers in the United States**

*Littler Report*

May 11, 2011

**Massachusetts Imposes Onerous New Personnel File Requirements**

*Littler Insight*

August 23, 2010

**Littler Attorneys Honored by Chambers USA**

*Littler Press Release*

June 21, 2010

**11 Littler Mendelson Lawyers Recognized as Legal Elite by Chambers USA**

*Littler Press Release*

June 19, 2006

**Adam Forman Comments on Companies Needs for Disaster Plans for Avian Flu**

*Boston Business Journal*

February 2, 2006

**State Wage Payment Laws Pose Unique Challenges**

*National Law Journal*

January 12, 2004

## Speaking Engagements

### **The Economic Downturn is Coming: Are You Prepared?**

Boston, MA

December 10, 2019

### **Accommodating Mental Health Issues in the Workplace**

2019 New England Employer Conference, Newton, MA

September 27, 2019

### **HR Forum: Conquering the Cannabis Conundrum**

Keystone Partners

June 13, 2019

### **Going Stateside - An Employment Law Roadmap for Success**

London

March 13, 2019

### **The Pay Equity Wave Rolls On: What Massachusetts Employers Need to Know to Stay Afloat**

June 13, 2018

### **2018 Employment Law Update**

Boston, MA

June 8, 2018

### **Employment Law Update: Outsourcing in Brazil and Selected Central and South American Jurisdictions**

October 17, 2017

### **Employment Law Update**

Boston, MA

April 4, 2017

### **Leaves of Absence: The Ongoing Challenges of Complying with the ADA and FMLA**

2016 New England Employer Conference, Burlington, MA

October 13, 2016

### **Employment Law Update: Navigating a Changing Landscape**

Boston, MA

June 24, 2016

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

Boston, MA

November 5, 2015

**Employment Law: Navigating a Changing Landscape**

Boston, MA

June 5, 2015

**Doing Business In Israel and the U.S.? Don't Forget These Immigration & Employment Tax Issues**

February 18, 2015

**Massachusetts Voters Said Yes To Paid Sick Leave... Now What?**

December 17, 2014

**Employment Law: Trends, Threats and Tactics in 2014**

Boston, MA

May 21, 2014

**Global Mobility: Employment and Taxation Implications**

Tel Aviv, Israel

April 3, 2014

**International Employment Law Update**

October 10, 2013

**2013 Employment Law Update**

Boston, MA

February 27, 2013

**Forging a Global HR Team to Align with a Global Business: Transparency and Integration**

Little Mendelson, Washington D.C.

November 9, 2012

**Dramatic Employment Law Reforms in Italy: What an International Employer Needs to Know**

September 27, 2012

**The ADA in Real Life: An Interactive Case Study**

Boston, MA

September 14, 2012



**CORI Reform Act: What Employers Need to Know Now**

August 9, 2012

**The ADA in Real Life**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**Employment Law USA (conducted in London twice a year)**

JSB Group Ltd.

2006-2012

**ADA Alert: The EEOC Has Issued Important New Compliance Regulations**

Burlington, MA

May 19, 2011

**Cross-Border Employment and Labor Law Topics**

May 17, 2011

**Cross-Border Employment and Labor Law Topics**

March 14, 2011

**Cross-Border Employment and Labor Law Topics**

January 13, 2011

**Making Sense of the "Ban the Box" and Personnel Record Legislation in MA**

December 2, 2010

**Making Sense of the Onslaught of New Employment Legislation in MA**

Boston, MA

October 15, 2010

**Cross-Border Employment and Labor Law Topics**

October 7, 2010

**Cross-Border Employment and Labor Law Topics**

June 30, 2010

**Employers Beware: Proposed New Regulations Will Dramatically Change the ADA**

Burlington, MA

December 10, 2009

**Cross-Border Employment and Labor Law Topics**

November 20, 2009

**Cross-Border Employment and Labor Law Topics**

April 3, 2009

**Cross-Border Employment and Labor Law Topics**

February 3, 2009

**Managing Leaves of Absence**

Burlington, MA

January 20, 2009

**New FMLA and ADA Amendments**

January 8, 2009

**Cross-Border Employment and Labor Law Topics**

December 5, 2008

**Managing Leaves of Absence: Preparing for FMLA Changes and Responding to ADA Changes and Challenges**

Burlington, MA

June 4, 2008