DarrowEverett LLP



Andrew J. Adams - Partner & Chief Administrative Officer

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Bio

Andrew J. Adams is the Practice Leader of DarrowEverett's Labor & Employment Practice Group and a member of the firm's Business Litigation & Alternative Dispute Resolution and Regulatory & Compliance Practice Groups. On the transactional side of the practice, he has represented clients ranging from small local businesses to those with a larger, multinational presence on matters ranging from acqui-hire transactions to due diligence on reverse SPAC mergers. Andrew has represented employers in federal and state litigation across the country involving claims of discrimination, harassment and retaliation, wage and hour violations, contract disputes, and other employment issues.

He regularly advises clients with respect to employment agreements, restrictive covenant compliance, regulatory compliance challenges, personnel policies, and day-to-day employment issues, and provides custom training programs and materials to clients on a variety of important topics, including wage and hour issues, paid and unpaid leave, ADA accommodations, and drugs and alcohol in the workplace. Andrew also has experience with state and federal agency investigations such as the U.S. Department of Labor, and he has additional experience in the

labor side of the practice negotiating collective bargaining agreements and litigating unfair labor practice charges on behalf of employers.

Practice Areas

- Labor & Employment
- Corporate & Business Transactions
- Business Litigation & Alternative Dispute Resolution
- Regulatory & Compliance
- Contract Disputes

Prior Experience

Before joining the DarrowEverett team and after serving in the U.S. Navy, Andrew was a labor and employment associate for a boutique New England law firm. While attending Western New England School of Law, Andrew was the Publication Editor for The Western New England Law Review.

Representative Matters

- Represented Young American Food Brands, doing business as Miami Beef, a top provider of premium branded protein products to major retailers and food service customers throughout the country, and its investor, Trivest Partners, one of the nation's leading private equity investment firms, in the strategic add-on acquisition of a highly regarded provider of complementary cooked beef products and its associated real estate, including a production facility. I handled the sophisticated labor and employment aspects of the transaction.
- Secured class certification in the U.S. District Court for the District of Massachusetts in litigation asserting violations of the Massachusetts Wage Act arising from National Grid's alleged company-wide payroll policy affecting salaried employees. The certified class includes more than 100 employees, with treble damages under the Wage Act at issue. The court determined that common issues predominate in challenging an asserted uniform payroll practice applied across the employer's Massachusetts workforce. With certification granted, the matter will proceed through class notice and continued pretrial proceedings.
- Served as sell-side counsel to a restaurant-focused technology and consulting firm specializing in supporting multi-unit restaurant operators, in its sale to a leading B2B technology and procurement platform serving the foodservice industry. Our team advised the client throughout the transaction life cycle, including negotiation and drafting of the purchase and sale agreement involving a combination of cash consideration and rollover

equity. We also handled executive employment agreements and a complex, multi-faceted earnout structure tied to post-closing performance metrics.

- Advised a prominent New York-based private investment firm on its junior preferred investment, made through a special purpose vehicle, in a leading software, data, financial, and management services provider for music artists and independent record labels at a post-money valuation nearing $1 billion, handling all aspects of the transaction, including negotiations, due diligence, drafting of junior preferred investment documents, and closing.
- Represented a prominent New York-based investment firm in a Series B preferred equity financing, supporting its investment in a rapidly expanding, multistate provider of interactive and sensory-related experiences. Our team delivered end-to-end legal counsel, including conducting thorough due diligence, drafting and negotiating equity financing documents, and navigating the transaction through to closing. Additionally, we negotiated employment agreements for the founders, safeguarding the client's investment by aligning key personnel incentives with the company's long-term growth objectives.
- Served as lender's counsel to a private investment firm in connection with its extension of acquisition financing to a private equity firm acquiring a company engaged in developing, licensing, and marketing a digital marketing and analytics platform for financial institutions.
- Served as investor counsel in connection with the negotiation and drafting of two companion joint ventures entered into with a family office real estate acquisition and management group. The joint ventures were formed for the purpose of acquiring three parcels of prominently situated property in downtown Houston, Texas, including two parcels consisting of office buildings intended to qualify as qualified opportunity zone (QOZ) property. Our representation also included structuring the investor's companion investment entities that were formed for the purpose of holding the QOZ partnership interest and non-QOZ partnership interest in the joint ventures and preparing the investment entities' Rule 506(b) syndication offering documents.
- Represented a prominent New York-based private credit and equity investment firm in connection with a complex debt and equity financing transaction involving a multistate HVAC, plumbing, and electrical services company. The transaction included a credit facility consisting of a delayed draw term loan (DDTL), term loan, and revolving line of credit, as well as a preferred equity investment. Our team provided comprehensive legal services throughout the process, including due diligence, negotiation, drafting, and closing of all related agreements, ensuring a successful outcome for our client.
- Secured a significant victory for an employer at the New Jersey Appellate Division, which affirmed a summary judgment ruling from late 2023. The case was originally brought by a former employee alleging discrimination under the New Jersey Law Against Discrimination and as a common law Pierce action based upon alleged public policy violations arising during the early days of COVID-19. The appeal, argued in December of

2024 and decided on January 21, 2025, affirmed summary judgment in favor of the employer on all counts. The Appellate Division upheld the dismissal of all four counts of the Plaintiff's amended complaint, stating that "Based upon our de novo review, we conclude that plaintiff failed to meet her burden of identifying the existence of any clearly mandated public policy, which was violated by [the employer]" and rejecting plaintiff's contention that future regulatory mandates should be considered in determining the existence of public policy. The Appellate Division also determined that the plaintiff had produced no evidence to support the claim that her termination was pretextual or motivated by discriminatory intent.

- Secured a six-figure judgment on behalf of several former restaurant employees in Rhode Island for violations of the Fair Labor Standards Act and Rhode Island Minimum Wage Pay Act. The restaurant failed to pay our clients proper overtime and wages in a timely manner, resulting in an award of liquidated damages and attorney's fees and costs to our clients.

Insights

- AI Employment Law: Employer Liability and Compliance Guide - via JD Supra, September, 2026
- Patchwork AI Hiring Laws Create Rising Compliance Risks for Employers - via JD Supra, May, 2026
- From Chatbot to Chancery: How Krafton's Subnautica 2 Takeover Plan Sank - via JD Supra, March, 2026
- Top 2025 Employment Law Changes Employers Must Know for 2026 - via JD Supra, December, 2025
- Missed a Paycheck Deadline? The Cost Isn't Worth the Treble - via JD Supra, June, 2025

Media Appearances

- Navigating AI and Employment Law With Andrew Adams, *Systems Simplified – Podcast* (July 2026)
- AI hiring: Is efficiency worth the legal risk?, *HR Executive* (June 2026)
- New Lawsuit Against IBM Offers Glimpse at Future of AI Discrimination Claims, *law.com* (June 2026)
- I-9 Enforcement: Navigating Heightened Immigration Scrutiny, *hr.com* (June 2026)
- Law Firms Grapple With Hallucinated Legal Logic, Shadow AI, *TechNewsWorld* (May 2026)
- DarrowEverett Secured Class Certification in Massachusetts Wage Act Matter, *WBZ – CBS Boston* (Feb 2026)

- DE Insights Take 2: Andrew J. Adams on Employee Handbooks, *YouTube* (July 2023)
- HR's Role in Suicide Prevention, *HR Works: The Podcast for Human Resources, Episode 114* (2020)

Bar Admissions

- Massachusetts
- Washington
- United States District Court for the District of Massachusetts
- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Sixth Circuit

Education

- Western New England School of Law, J.D.
  - Edward B. Cooley Excellence in Labor Law Award – Recipient
  - Legal Research and Writing Ijima Award for Best Oral Argument – Recipient
- University of Massachusetts at Dartmouth, B. S.
  - Marine Biology, Honors Recepient
  - Publication/Research Award

Accolades

- Massachusetts Lawyers Weekly, Employment Law Go-To Attorney – 2025
- Hampden County Sheriff's Department – Recipient of 3 Commendations
- Super Lawyers – Rising Stars honoree, 2024, 2025, 2026

