



Adriana R. Midence

Principal
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Practices

General Employment
Litigation
Non-Competes and
Protection Against Unfair
Competition

Services

Coronavirus Aid, Relief and
Economic Security
(CARES) Act
Managing Your Work Force
and WARN Act
Compliance

Education

Emory University
School of Law
J.D., 2005

University of Michigan
B.A., 2002
with distinction

Admitted to Practice

- Georgia - M.D. Ga., 2005
- Georgia - N.D. Ga., 2005
- Indiana - S.D. Ind., 2015
- Georgia, 2005

Languages

Spanish

Adriana R. Midence is a principal in the Atlanta, Georgia office of Jackson Lewis P.C. and is co-leader of the firm's Women's Interest Network. Her practice includes employment and restrictive covenant matters.

Adriana's employment litigation experience includes serving as lead counsel in cases involving race, national origin, age, disability, religion, pregnancy, and sex discrimination; sexual harassment; and retaliatory discharge. Adriana has successfully tried cases involving such claims in federal and state court in Georgia and other states, such as Texas and Tennessee. Adriana has also represented employers in similar arbitrations, and before the EEOC and related state-level agencies. As a result of Adriana's litigation experience, she is also routinely asked by clients to provide advice and counsel on employment decisions and training on such issues with a goal of preventing claims and litigation.

Adriana's restrictive covenant work includes representing employers seeking to enforce and/or invalidate agreements with non-compete, non-solicitation, anti-poaching, and non-disclosure covenants, as well as related claims regarding trade secrets, fiduciary duties, and computer fraud and abuse. Her litigation experience in this area includes cases in Georgia and related companion cases in various other states. In addition to litigating such claims, Adriana frequently advises clients on the use of restrictive covenant agreements in Georgia and on a multi-state or nationwide basis.

Adriana has appeared on CNN and 100.3 FM WIOD (Miami) to discuss discrimination and harassment in the workplace, workplace investigations, and retaliation issues.

While attending law school, Adriana was a managing editor of the *Emory International Law Review* and member of the Hispanic Law Society Moot Court Team.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" (2021)
- *Super Lawyers*®, "Rising Stars" (2011-2015)

Professional Associations and Activities

- Atlanta Bar Association, Labor and Employment Section Board Member, Women in the Profession Section Former Chair, and Employment Law Section Former Chair

- Georgia Association of Women Lawyers
- Georgia Hispanic Bar Association, past member

Published Works

- "Georgia's New Law: Should I Change My Restrictive Covenants Now?" Legal Briefing (April 2011) [Author]
- "Possible Changes to Georgia's Restrictive Covenant Law," Legal Briefing (February 2010) [Author]
- "A Risky New Trendy: Replacing Employees with Independent Contractors," *Workforce Management* (November 2009) [Author]

Speeches

- "Drafting and Implementing Restrictive Covenants Under Georgia's New Law," State Bar of Georgia, Young Lawyers Division annual Employer Problems and Solutions CLE, February 2012
- "Covenants Not to Compete: A Post-Election Update," Atlanta Bar Association, March 2011
- "Classifying Workers—Employee or Independent Contractor," Society of Human Resource Management, May 2010
- "Employment Law 101," Latina Women's Business Association, May 2010