



Associate, Cincinnati

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Practices

- National Compliance and Multi-State Solutions
- Disability, Leave and Health Management
- Financial Services
- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Vaccine Mandate Litigation
- Healthcare

Education

- University of Cincinnati College of Law, J.D. 2016
- Furman University, B.A. 2013

Admitted to Practice

- 6th Circuit Court of Appeals 2017
- 7th Circuit Court of Appeals 2018
- Indiana - N.D. Ind. 2017
- Indiana - S.D. Ind. 2017
- Ohio - S.D. Ohio 2017
- Ohio - N.D. Ohio 2022
- Indiana 2017
- Kentucky - E.D. Ky. 2021
- Kentucky - W.D. Ky. 2021
- Kentucky 2019
- Ohio 2016

Adair M. Smith is an associate in the Cincinnati, Ohio, and Louisville, Kentucky offices of Jackson Lewis P.C. She represents and advises employers on a variety of employment law matters including issues related to discrimination, harassment, retaliatory discharge, wage and hour, leave management, and restrictive covenant agreements. As a member of the firm's COVID-19 Taskforce, Adair also is involved in defending and advising companies in COVID-19 vaccine litigation, including class actions.

Adair has handled hearings, mediations, and jury trials before administrative agencies, including the Equal Employment Opportunity Commission and the Ohio Civil Rights Commission, and state and federal courts. She has successfully obtained defense verdicts at jury trials and preliminary injunction hearings.

In addition to her litigation practice, Adair counsels employers on a variety of employment matters including restrictive covenants, wage and hour, internal investigations, and employment agreements. Adair is also on the firm's National Handbook Team and assists employers of all sizes with the development and implementation of effective employment policies, handbooks, and procedures.

While attending law school, Adair was a member of the editorial board of the *University of Cincinnati Law Review*.

Adair grew up in Alabama and is proud to call Cincinnati home for the last 10 years. She enjoys spending her free time with her husband, two daughters, and dogs.

Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Commercial Litigation" and "Ones to Watch: Labor and Employment Law - Management" (2023-present)
- *Ohio Super Lawyers*®, "Rising Stars" (2023-present)
- *Recipient of Federal Bar Association's PLEDGE Award* (2024)
- *Cincinnati Academy of Leadership for Lawyers (CALL) Class XXVI*

Pro Bono and Community Involvement

- Pro Bono Partnership of Greater Cincinnati, Volunteer
- Every Nation Cincinnati Church, Volunteer