



Ellen A. Adams



Ellen Adams is a Shareholder at GableGotwals and Co-Chairs the Firm's Employment and Labor Practice Group. She enjoys counseling and advising clients on employment law compliance to mitigate risk. Ellen regularly develops policies, procedures, and training to align her client's business goals with human resources best practices. Working across a variety of industries, including energy, construction, manufacturing, healthcare, retail, and banking, she is familiar with the unique challenges that vary across work environments and employee populations.

Ellen regularly conducts internal investigations, both in the context of responding to internal complaints and outside claims. While Ellen aims to keep her clients from incurring the expense of litigation, her practice also focuses on defending employers before government agencies, arbiters, and state and federal courts.

Representative Experience:

Ellen's recent experience includes:

- Successfully defending an employer against claims of sexual harassment and discrimination, resulting in a total dismissal.
- Successfully defending an employer against a purported collective action for systemic age discrimination.
- Securing dismissal of a wage and hour collective action.
- Successfully defending a claim for unpaid wages in excess of \$200,000, resulting in a total dismissal.
- Successfully resolving claims against a Fortune 500 company for alleged violations of Title VII, Section 1981, the ADA/ADAAA, and the ADEA.
- Providing advice and counsel on internal investigations, policy review, and related compliance concerns to employers and managers.

PROFESSIONAL AFFILIATIONS

Ellen A. Adams

Shareholder

405-235-5520

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PRACTICE AREAS

- Employment & Labor Law
- Litigation (State & Federal)

EDUCATION

- J.D., University of Oklahoma College of Law
- B.A. in Letters, University of Oklahoma

ADMISSIONS

- Oklahoma
- U.S. Bankruptcy Courts for the Northern and Western Districts of Oklahoma
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Courts for the Northern and Western Districts of Oklahoma

- Oklahoma Bar Association
- Oklahoma County Bar Association

RECOGNITION HIGHLIGHTS

Benchmark Litigation

Labor & Employment Star, 2020-2023

Oklahoma Future Star, 2026

Best Lawyers, 2020-2027

Employment Law – Management

Litigation – Labor & Employment

Energy Law

Chambers USA, 2024-2026

Oklahoma Ranked Individual –

Labor & Employment (Band 3)

The Journal Record

2025 Leadership in Law Honoree

Super Lawyers, 2012-2020

Rising Stars

Civil Litigation Defense

Employment Litigation Defense

Energy & Natural Resources