



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:

- 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.

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Shareholder | Oklahoma City

405.235.5520

eadams@gablelaw.com

SERVICES

- Employment and Labor
- Litigation (State & Federal)

EDUCATION

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

ADMISSIONS

- Oklahoma
- US Bankruptcy Courts Northern and Western of Oklahoma

RECOGNITION HIGHLIGHTS

- **Chambers USA**, 2024-2025
Oklahoma Ranked Individual -
Labor & Employment (Band 3)
- **Benchmark Litigation**
Future Star, 2026
Labor & Employment Star, 2020-2023
- **Best Lawyers in America**, 2020-2026
Energy Law
Employment Law – Management
- **The Journal Record**
2025 Leadership in Law Honoree
- **Super Lawyers**
Rising Star-2012-2020
Civil Litigation Defense, Employment
Litigation Defense, Energy & Natural
Resources

PROFESSIONAL AFFILIATIONS

- Oklahoma County Bar Association
- Oklahoma Bar Association
- Oklahoma City Human Resources Society
- Society of Human Resources