

COLTON L ADAMS

Counsel / Nashville

cadams@fordharrison.com / P: 615-574-7914

Colton Adams represents employers and businesses in a broad range of workplace-related matters.

His practice includes labor and employment disputes, contract disputes, trade secret matters, and business counseling. Colton regularly advises clients on risk mitigation, compliance, and employment practices, partnering with businesses to develop practical strategies tailored to their operational goals.

In his practice, Colton independently manages all stages of litigation in state and federal courts, including drafting pleadings and dispositive motions, conducting discovery, taking and defending depositions, arguing motions, and handling court appearances. He has experience representing clients in high-exposure litigation matters and has successfully negotiated favorable resolutions through mediation and pre-suit negotiations.

Before joining FordHarrison, Colton served as an associate at a full-service firm with locations in Tennessee and Alabama where he represented clients in complex litigation and labor and employment matters.

Earlier in his career, Colton served as a Term Law Clerk to the Honorable Joseph M. Hood of the United States District Court for the Eastern District of Kentucky, where he researched and analyzed complex civil litigation issues, drafted judicial opinions and memorandum orders, and assisted with matters before the Sixth Circuit Court of Appeals when sitting by designation. His clerkship experience provided him with significant insight into federal court procedure and judicial decision-making.

During law school, Colton earned CALI Excellence Awards in Litigation Skills and Advanced Legal Writing Seminar. He was actively involved in trial advocacy, legal scholarship, and student leadership organizations, including serving as Notes Editor for the *Kentucky Journal of Equine, Agriculture, and Natural Resources Law*.

EDUCATION

- » University of Kentucky College of Law (J.D., 2019)
- » University of Kentucky (M.B.A., 2019)

BAR ADMISSIONS

- » Tennessee

COURT ADMISSIONS

- » U.S. District Court for the Middle District of Tennessee

Representative Experience

EXAMPLE MATTER DESCRIPTIONS TO BE REPLACED WITH COLTON'S:

- » Successfully obtained summary judgment in the Middle District of Tennessee on behalf of a nationally recognized hospital against claims for discriminatory discharge, retaliatory discharge, and retaliatory constructive discharge brought by two former nurses.
- » Secured a "Not Probable" finding from the Ohio Civil Rights Commission on behalf of a mobile medical care provider against claims for race, color, and age discrimination and retaliation brought by a former physician's assistant.
- » Regularly defends employers before the Equal Employment Opportunity Commission, obtaining no-cause findings or resolving high exposure claims for nominal amounts.

Memberships

- » Board Member and CLE Committee Co-Chair, Nashville Bar Association Young Lawyers Division
- » Board Member and Legal Counsel, Nashville Junior Chamber of Commerce
- » Member, Nashville Bar Foundation Leadership Forum, Class of 2026
- » Associate, Harry Phillips American Inn of Court
- » Member, Tennessee Bar Association Business Law Section
- » Member, Tennessee Bar Association Employment Law Section

Offices

- » *Nashville:*
150 3rd Avenue South, Suite 2010
Nashville, Tennessee 37201