



Steven I. Adler

Partner

✉ sadler@mblawfirm.com

☎ (973) 243-7930

Overview

With over four decades of experience handling complex commercial, employment, and healthcare litigation and a track record of representing high-profile clients, Steven Adler brings strategic insight and zealous advocacy to every matter he handles.

Steven Adler is a Partner at the Firm and was a long-time member of the Firm's Executive Committee. He also serves as Co-Chair of the Employment and Healthcare Litigation Practice Groups and Former Co-Chair of the Firm's Litigation Practice Group, the largest Group in the Firm.

During his 40+ years of practice, Steve has handled cases with national significance. He regularly appears in state and federal courts throughout New Jersey and New York. He is known for his pragmatic approach to litigation while handling the most complex commercial, employment and healthcare disputes including class and collective actions. Some representative clients have included such well-respected companies as Aon, Volkswagen, Woodmont Properties, Audi, Valley National Bank, Rolls-Royce and Bentley Motorcars, Asta Funding, Goya Foods and Flight Safety International (a Berkshire Hathaway company).

Steve has represented both plaintiffs and defendants in all types of employment-related matters, including age, race, sex and disability discrimination and harassment lawsuits, whistleblower litigation, equal pay claims, wage and hour class actions, trade secrets and ERISA withdrawal liability cases. He often appears in the Chancery Division throughout New Jersey in restrictive covenant litigation. During the past 30 years, Steve primarily has represented and provided guidance to management on all types of personnel issues.

Steve also spends a significant portion of his time handling healthcare litigation, including minority oppression cases, non-competes involving doctors, disputes involving ambulatory surgical centers and imaging centers, and fraudulent billing allegations.

Steve has served as a mediator in many cases, including for the Civil Division of the Superior Court of New Jersey, Bergen County. He also frequently lectures and writes extensively on employment law topics. He also has taught various law courses as an adjunct professor at Fairleigh Dickinson University. From 1999 to 2001, Steve served as Acting General Counsel for Rolls-Royce & Bentley Motor Cars Inc. while remaining a partner at another prestigious law firm.

Steve is a frequent contributor to Mandelbaum Barrett PC's Employment Law Blog. [Click Here to View.](#)

For more than 20 years, Steve has been selected a New Jersey Super Lawyer in Employment Litigation and repeatedly has been named to the Best Lawyer in America® list*. He has also been awarded the highest AV rating for his professionalism and the quality of his legal work from Martindale-Hubbell, the directory of legal

professionals. In 2025, Steve was recognized as a NJBIZ Icon Award Honoree and was included on NJBIZ's Attorney Power List.

**No aspect of this advertisement has been approved by the Supreme Court of New Jersey or the American Bar Association. A description of the standard or methodology used by [Super Lawyers](#), [Best Lawyers](#), [Martindale-Hubbell](#), and [NJBIZ](#) can be found on their respective websites.*

Experience

Steve has substantial federal and state court jury trial and chancery litigation experience and has handled numerous employment related class actions and other complex employment and commercial litigation. He also regularly handles arbitrations at the AAA, JAMS and the American Health Lawyers Association. He was selected to be one of the initial Barristers in the Robert L. Clifford American Inn of Court, teaching younger attorneys litigation techniques. He currently is a Master in the Sidney Reitman Employment Law American Inn of Court, the first Inn of Court in this country devoted exclusively to employment and labor law, where for years he served as the head of the Bergen County pupillage team.

Steve also has a broad commercial and business litigation background which benefits his employment and healthcare clients as many employment and healthcare disputes also involve complex business issues.

Steve served as Acting General Counsel for Rolls-Royce and Bentley Motorcars Inc. for three years and he continues to serve as a trusted advisor to the Volkswagen Group of Companies on employment matters.

Professional Affiliations

- Bergen County Bar Association (Past Chair, Labor Law Committee)
- New Jersey State Bar Association
- American Bar Association (Litigation and Labor Law Sections)
- Master, Sidney Reitman Employment Law Inn of Court
- Adjunct Professor, Fairleigh Dickinson University

Awards

[Best Lawyer in America® list](#)

[Super Lawyers](#)

[Highest AV rating from Martindale-Hubbell](#)

[NJBIZ 2025 Icon Award Honoree](#)

[NJBIZ 2025 Attorney Power List](#)

Publications

["Crystal Ball Gazing: Employment Law Predictions for 2026."](#) New Jersey Law Journal, January 2026

["Do's and Don'ts When Negotiating Noncompete Agreements."](#) Medical Economics, October 2025

["Failed Restrictive Covenant Case Signals a Warning to Practices."](#) Part B News, September 2025

[“The Fearless Forecaster’s Employment Law Predictions For 2025.”](#) New Jersey Law Journal, January 2025

[“Spoliation Of Evidence Is A Risky And Shortsighted Strategy.”](#) Law360, June 2025

[“New Year, New Lawsuits: Labor and Employment Law Predictions for 2024,”](#) New Jersey Law Journal, January 2024

[“What’s in Store for Employment Lawyers in 2023.”](#) New Jersey Law Journal, January 2023

Notable Achievements

Steve has numerous reported decisions including cases of national importance relating to certifying a federal age discrimination collective action, requiring the speaking of English-only in the workplace and alter ego liability for ERISA withdrawal liability.

Reported decisions include:

- Anderson v. Union City Mirror and Table Co., 16-cv-6012 (S.D.N.Y. Jan. 25, 2018).
- Asta Funding, Inc. v. Shawn Neal, Civ. No. 2:14-2495 (D.N.J. Nov. 13, 2018); Civ. No. 2:14-2495 (D.N.J. Feb. 8, 2019).
- Berman v. Valley Hospital, 103 N.J. 100 (1986).
- LoCurto v. AT&T Mobility, LLC, No. 13-cv-4303 (S.D.N.Y. Sept. 20, 2018); No. 13-cv-4303 (S.D.N.Y. June 13, 2019).
- Lusardi v. Xerox, 99 F.R.D. 89 (D.N.J. 1983); 747 F.2d 174 (3d Cir. 1984); 118 F.R.D. 351 (D.N.J. 1987); 975 F.2d 964 (3d Cir. 1992).
- Pomerantz Paper Corp. v. New Community Corp., 207 N.J. 344 (2011).
- Rosario v. Cacace, 337 N.J. Super. 578 (App. Div. 2001).
- Trooper Ink Co. v. Roico, Inc., 279 N.J. Super. 257 (App. Div. 1995).

Representative cases include:

- Obtaining a defense verdict in a 16-day, \$5 million restrictive covenant and fraud case, with the court finding the non-compete unenforceable due to undue hardship and denying plaintiff any relief on its other claims.
- Securing an approximately \$850,000 FINRA arbitration award on behalf of a former Morgan Stanley employee for disability discrimination and FMLA retaliation, including compensatory and punitive damages, attorneys’ fees and costs.
- Obtaining dismissal of a race discrimination lawsuit against Volkswagen in the S.D.N.Y.;
- Obtaining a defense jury verdict on behalf of Goya Foods in a race and gender discrimination lawsuit;
- Obtaining a defense jury verdict on behalf of Flight Safety International in a breach of employee manual lawsuit in New Jersey state court;
- Obtaining a defense verdict on behalf of a radiology group in a sexual harassment lawsuit;
- Obtaining a defense verdict in a multi-million dollar ERISA withdrawal liability suit in the S.D.N.Y.;
- Obtaining a jury verdict in a FMLA lawsuit;
- Recovering \$10 million in lawsuit against a mutual life insurance company’s board of directors for breaches of fiduciary duty;
- Recovering \$4.5 million in wage and hour misclassification litigation;
- Recovering \$3.7 million in a federal court lawsuit and Texas arbitration brought by senior executives for bonuses;
- Recovering \$4.3 million in an arbitration on behalf of a financial services company for lost profits;
- Obtaining an arbitration award of over \$4 million on behalf of Asta Funding (OTC: ASI) against former IT Director for computer fraud and abuse;

- Recovering \$3.4 million for overtime wages on behalf of an FLSA and state law class action in federal court in the S.D.N.Y.;
- Successfully defending a Berkshire Hathaway company in a disability discrimination lawsuit;
- Recovering over \$3 million for a Wall Street executive in a wrongful termination arbitration;
- Recovering approximately \$75 million in severance for executives.
- Obtaining restraining order for approximately 12 healthcare providers removed from Medicare Advantage insurance plan and subsequent settlement readmitting all medical providers in the plan; and
- Obtaining judgment for \$850,000 against a physician for spoliation of evidence and misappropriation of trade secrets after a 22-day trial and subsequent ruling from a bankruptcy court finding the judgment nondischargeable.

Areas of Practice

- [Labor and Employment \(Co-Chair\)](#)
- [Litigation](#)
- [Alternative Dispute Resolution](#)
- [ERISA and Employee Benefits](#)
- [Healthcare](#)
- [Antitrust](#)
- Automotive Law

Admission

- State of New Jersey, 1982
- U.S. District Court, District of New Jersey, 1982
- U.S. Court of Appeals, Third Circuit, 1983
- U.S. Court of Appeals, Second Circuit, 1999
- U.S. Court of Appeals, Fifth Circuit, 1999

Education

- American University Washington College of Law, J.D., *cum laude*
- Rutgers College, B.A., with honors