



Adam D. Kemper

Senior Counsel

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Adam D. Kemper focuses his practice in the area of labor and employment law. He is also a part of the Firm's Cannabis and Blockchain groups. Mr. Kemper counsels companies of all sizes on a variety of workplace and human resources issues including, but not limited to, interviewing, hiring, employee discipline and discharge, workplace discrimination, harassment, retaliation, wage and hour, whistleblower, unemployment, medical marijuana compliance, restrictive covenants, non-compete agreements, non-solicitation agreements, non-disclosure agreements, separation agreements, workplace policies and employee handbooks. Mr. Kemper also has extensive experience litigating employment-related disputes on behalf of both employees and employers. Mr. Kemper has litigated numerous cases from inception to trial. During law school, Mr. Kemper worked as an intern investigator of the United States Equal Employment Opportunity Commission.

Since 2017, Mr. Kemper has also assisted companies looking to implement blockchain technology and/or issue a new form of digital currency with guidance and compliance, including but not limited to, assistance with White Papers and business plans, marketing compliance, consultancy and employment agreements, vendor agreements, non-disclosure agreements, terms and conditions for their website, apps and/or platforms, standard operating procedures for Telegram and other messenger and social media platforms, conducting real estate transactions utilizing a third-party digital payment processor, etc.

Mr. Kemper regularly drafts articles and conducts seminars for companies on relevant labor and employment topics and recently on topics in cannabis and blockchain.

Court Admissions

- U.S. District Court, Middle District Florida
- U.S. District Court, Southern District Florida

Bar Admissions

- Florida

Education

- J.D., Florida International University College of Law, *cum laude*, 2010
- B.A., Florida State University, *cum laude*, 2007

Practice Areas

- Labor & Employment
- Litigation
- Cannabis
- Blockchain

Professional and Community Involvement

- 2up Technology, Inc. d/b/a Pitch Investors Live, Founding Board Member
- Real Trade Foundation, Inc. d/b/a Real Trade, Founding Board Member
- Pitch the World Podcast, Host
- Boca Raton Chamber of Commerce, Member

Speaking Engagements

- Speaker, "#MeToo Movement's Impact on Employer Obligations and Sexual Harassment Law," Clear Law Institute, April 4, 2019
- Speaker, Florida International University College of Law Labor and Employment Lunch and Learn, February 5, 2019
- Speaker, "The #MeToo Movement's Impact on Employer Obligations and Sexual Harassment Law," Clear Law Institute Webinar, December 5, 2018
- Speaker, "Legal / Regulation / Compliance of Blockchain & Cryptocurrency," Blockchain World Open, December 3, 2018
- Speaker, "How to Manage Employees' Social Media Usage in the Workplace," Clear Law Institute Webinar, November 8, 2018
- Speaker, "Workplace Considerations for Employers in Light of the Legalization of Medical Marijuana in Florida," Medical Marijuana in the Workplace Breakfast Forum, October 24, 2018
- Speaker, "Wage and Hour Compliance: Guidance on How to Remain in Compliance and Avoid Wage and Hour Lawsuits and Audits in 2018/2019," Total Rewards Association of South Florida Conference, October 18, 2018
- Speaker, "#MeToo Movement's Impact on the Workplace and Employer Obligation Towards Addressing and Avoiding Sexual Harassment," Human Resource Association of Broward County's (HRABC) Annual Conference, October 5, 2018
- Speaker, "Cannabis Beyond Nevada," Business of Marijuana in Nevada, July 19, 2018
- Speaker, "Tips To Avoid Sexual Harassment in the Workplace and How To Report It," Paralegal Association of Florida Boca Raton Chapter Luncheon Meeting, July 12, 2018
- Speaker, "Wage and Hour Compliance Seminar: Tips for the 2017 Employer," Ultimate Software and Greenspoon Marder Webinar, July 13, 2017
- Speaker, "Wage and Hour Compliance Seminar: Tips for the 2017 Employer," Ultimate Software and Greenspoon Marder Luncheon, June 8, 2017
- Panelist, "Legal Areas of Practice Affected by Cannabis Law," Palm Beach County Bar Association Cannabis Law Summit, April 20, 2017
- Speaker, "Medical Marijuana in the Workplace," Greater Fort Lauderdale Chamber of Commerce Luncheon, April 12, 2017
- Speaker, "Wage and Hour Compliance Seminar: Tips for the 2017 Employer," Ultimate Software and Greenspoon Marder Luncheon, March 22, 2017
- Speaker, "Effects of Marijuana on Employers," Broward County Bar Association Medical Marijuana Legalization Summit, February 10, 2017
- Speaker, Increased FCRA Background Check Litigation – How Employers Reduce Risk in 2016, December 15, 2015.
- Presenter, "Gender Identity and Related Discrimination in the Workplace" at the Hot Topics in Today's Workplace Seminar, October

28, 2015.

- Panelist, Employment and Labor Law Panel, Presented by FIU Law's Employment and Labor Law Society, March 19, 2015.

Videos

- Family and Medical Leave Act Covers Married Gay Couples
- Gay Marriage: Redrafting the Employee Handbook

Recognitions

- *Super Lawyers* magazine, Florida "Rising Stars," Employment & Labor, 2017-2019

Publications

- Author, "Blockchain: The Nationwide Solution to Cannabis Tracking," *Cannabis News Florida*, March 11, 2019
- Author, "Can an Employer in Florida Legally Terminate a Medical Marijuana User? It Depends....," *Cannabis News Florida*, December 2018
- "Employer Obligations Toward Employees Who Use Medical Marijuana," *South Florida Business & Wealth*, March 23, 2017
- Co-Authored, "Medical Marijuana and Employees: What Employers Need to Know about Employees and Medical Marijuana," *Vegas Legal* magazine, December 5, 2016
- "Don't Get Caught With Your Hands In The Tip Jar," *Vegas Legal* magazine, August 31, 2016
- "How employers can prepare for DOL overtime rules," *Employee Benefits News*, August 2, 2016
- "Restaurant, Here are some 'Tips' to Avoid Wage and Hour Lawsuits," *Food & Beverage* magazine and *Daily Business Review*, 2016
- "Tips to Avoid Trouble," *Nonavibe* magazine, June 6, 2016
- "8 Employment Issues to be on the Lookout for this Year," *Nonavibe* magazine, May 5, 2016
- "Big changes in the workplace in 2016 | The Work/Life Balancing Act," *Miami Herald*, March 3, 2016
- "Greenspoon Marder: Interns Must 'Primarily Benefit' From Their Internship Program or Else Companies Must Pay Minimum Wage," *PR Newswire*, July 14, 2015
- "Strategic Perspectives- Employers need a uniform policy on smoking- which includes use of e-cigarettes," *Employment Law Daily*, July 8, 2015
- "Experts Give Their Solutions to Difficult Workplace Problems," *What's Working in Human Resources*, July 7, 2015
- "Complying With UPS Decision Should Be Light Duty," *Daily Business Review*, March 31, 2015
- "Home Health Workers: Who Pays for Overtime?," *HomeCare* magazine, March 2, 2015
- "With Same-Sex Marriage, Employee Handbook May Need Changes," *Daily Business Review*, February 5, 2015
- "Florida's recent ruling on gay marriage should prompt employers to revisit their employee handbooks," *Miami Herald*, February 2, 2015
- "Home Health Care Industry, Pay Close Attention: The Dept. of Labor Changes to the Companionship Exemption Will Affect You," *FHI Weekly*, January 19, 2015

In the News

- Quoted, "Is Facebook Ready for Digital Currency?," Hackernoon.com, July 12, 2019
- Quoted, "Cover Story: Cannabis Law Offers Scarce Guidance for Employers," *South Florida Business Journal*, June 21, 2019
- Quoted, "How Will Regulatory Bodies Impact the Industry?," DecentraNet Market Report, January 2019
- Quoted, "State Pot Expansions Shift Spotlight To Workplace Drug Bans," *Law360*, November 21, 2018

- Quoted, "When Employees Leave: Who Owns Social Media Accounts?," *HR Magazine*, September 4, 2018
- Quoted, "Decline in Marijuana Screening Raises Safety Concerns," *Business Insurance*, May 16, 2018
- Quoted, "A Massachusetts Court Ruling Might End Up Changing How Some Employers View Medical Marijuana," *Blunt Network*, August 2, 2017
- Quoted, "Creating a Successful (and Legal) Internship Program," *Business News Daily*, April 18, 2017

News

- Greenspoon Marder Partner Peter Siegel And Senior Counsel Adam Kemper Featured Speakers At The 2019 HRABC Annual Conference
- Greenspoon Marder Supports Emerge Americas 2019
- Greenspoon Marder Attorney Adam Kemper Featured Speaker For The Clear Law Institute Webinar
- Greenspoon Marder Attorney Adam Kemper Featured Speaker for the Clear Law Institute Webinar
- Greenspoon Marder Attorney Adam Kemper Featured Speaker at the Medical Marijuana in the Workplace Breakfast Forum
- Greenspoon Marder Attorney Adam Kemper Featured Speaker at the Total Rewards Association of South Florida Conference
- Greenspoon Marder Attorney Adam Kemper Featured Speaker at Human Resources Association of Broward County's Annual Conference
- Greenspoon Marder Attorneys Phil Silvestri & Adam Kemper Featured Speakers at the Business of Marijuana in Nevada
- Greenspoon Marder Attorney Adam Kemper Featured Speaker At Paralegal Association of Florida Boca Raton Chapter Luncheon
- Super Lawyers Recognizes 15 Attorneys At Greenspoon Marder As "2018 Rising Stars" In Florida
- Greenspoon Marder Attorney Adam Kemper Featured Speaker at Ultimate Software's Wage and Hour Compliance Seminar: Tips for the 2018 Employer
- Greenspoon Marder Labor and Employment Attorney Adam Kemper Featured Speaker at Ultimate Software's Wage & Hour Compliance Webinar
- Super Lawyers Recognizes 16 Greenspoon Marder Attorneys As 2017 Florida Rising Stars
- Greenspoon Marder Labor and Employment Attorney Adam Kemper Featured Speaker At Ultimate Software's Wage and Hour Compliance Seminar: Tips for the 2017 Employer
- Super Lawyers Recognizes 21 Attorneys at Greenspoon Marder in Florida
- Greenspoon Marder Supports Palm Beach County Bar Association's Cannabis Law Summit
- Greenspoon Marder Supports the Broward County Bar Association's Medical Marijuana Legalization Summit 2017
- Creating a Successful (and Legal) Internship Program
- Experts give their solutions to difficult workplace problems
- Adam Kemper Speaks at FIU Law's Employment and Labor Law Panel

Videos

- Family and Medical Leave Act Covers Married Gay Couples
- Gay Marriage : Redrafting the Employee Handbook



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