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Margaret (Molly) R. Ryan is of counsel in the Minneapolis, Minnesota, office of Jackson Lewis P.C. She is a Minnesota State Bar Association-certified Labor and Employment Law Specialist. She enjoys practicing law because it allows her the opportunity to analyze and resolve complex and often unique legal issues while working with real people across all spectrums of the business world.

Molly counsels and represents employers in all areas of employment law, including Title VII, ADA, ADEA, FMLA, EPA, FLSA, and other federal, state, and local employment laws, as well as employment related claims, contract issues, common law claims, and non-compete and non-solicitation issues. She litigates employment cases through trial and appeal in state and federal courts and in arbitration, and defends claims filed with various state and federal agencies, including the Equal Employment Opportunity Commission, the Department of Labor, and state and local fair employment practices agencies. She also counsels management and human resource personnel on all aspects of personnel management, including employment policies, hiring and firing, employee discipline, requests for accommodation, discrimination and harassment, investigations, responses to employee complaints, reductions-in-force, wage and hour issues, FMLA and other leave issues, contract issues, and other employment issues. In addition, Molly writes employment related agreements and policies, including employment contracts, severance agreements, employment policies, and employment handbooks, and provides training to management, human resource personnel, and employees.

Outside the office, Molly enjoys spending time with her husband and daughters, traveling the world, gardening and raising her chickens, and participating in various outdoor activities.

Reported Cases

- *Bennett v. Cavalry Portfolio Services*, 2014 WL 7408395 (D. Minn. Dec. 30, 2014) (confirming arbitrator's award granting summary judgment in favor of employer on Title VII race discrimination and retaliation claims).
- *Reuer and Maetzold v. Grand Casino Hinckley*, 2010 WL 3385058 (D. Minn. Aug. 24, 2010) (granting motion to dismiss ADA claims for lack of subject matter jurisdiction).
- *Kidwell v. Sybaritic, Inc.*, 784 N.W.2d 220 (Minn. 2010) (affirming judgment as a matter of law in favor of employer on Minnesota Whistleblower Act claim brought by former general counsel).
- *Johnson v. Quality Manufacturing, Inc.*, 2007 WL 1388192 (D. Minn. 2007) (granting motion for summary judgment in favor of employer on Title VII and MHRA sexual harassment, constructive discharge, and retaliation claims).
- *Felten v. AmSan, LLC*, 06-cv-03013 (United States District Court –District of Minnesota) (granting summary judgment in favor of employer on disability discrimination claims under the ADA and MHRA).

Practices

- Class Actions and Complex Litigation
- Litigation

Education

- William Mitchell College of Law, J.D. 2003
- Saint Thomas University, B.A. 2000

Admitted to Practice

- U.S. Supreme Court 2007
- 8th Circuit Court of Appeals 2007
- Minnesota - D. Minn. 2004
- Minnesota 2003

- *Green v. Franklin National Bank of Minneapolis*, 459 F.3d 903 (8th Cir. 2006) (affirming summary judgment in favor of employer on Title VII retaliation and race-based discrimination and hostile work environment claims and a Minnesota Whistleblower Act claim).
- *Walsh v. Wherley Moving and Storage, Inc. and United Van Lines, LLC*, 60-CV-06-6276 (9th Judicial District) (granting summary judgment in favor of employer on sexual harassment and negligent infliction of emotional distress claims).
- *Dominion Sports Servs., Inc. v. Bredehoft, Zastrow, Swanson, and Adult Hockey Ass'n*, 2005 WL 3468137 (Minn. App. Dec. 20, 2005) (affirming summary judgment on claims for tortious interference with contractual relations, tortious interference with prospective contractual relations, unfair competition, and civil conspiracy).
- *Miller v. Grand Holdings, Inc.*, 2005 WL 1745639 (D. Minn. July 26, 2005) (granting summary judgment in favor of employer on Title VII and MHRA gender discrimination and retaliation claims and MHRA familial status claims).

Honors and Recognitions

- *Minnesota State Bar Association*, "Certified Labor and Employment Law Specialist" (2016-present)
- *Minnesota Super Lawyers®*, "Rising Stars" (2007-2018) and "Super Lawyers" (2019-2022, 2024)

Pro Bono and Community Involvement

- A Race Worth Winning –ALS, Inc., Member
- Faithful Shepherd Catholic School, Board of Directors
- Minnesota Chapter of the Federal Bar Association Pro Se Project, Volunteer Attorney
- Minnesota Department of Human Rights, Volunteer Mediator
- William Mitchell College of Law, Attorney Mentor