



Molly R. Ryan

Partner

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Overview

Molly is a partner in the firm's Employment Services and Commercial Litigation practice groups. She is a MSBA Certified Labor and Employment Law Specialist, and she has been recognized on the Minnesota *Super Lawyers*® list since 2019.

Molly has over two decades of experience partnering with employers to navigate complex workplace challenges. She represents employers in all stages of litigation – both individual and class-wide – in state and federal courts and arbitration, and before federal, state, and local administrative agencies.

Molly has extensive experience litigating claims under a broad range of statutes, including:

- ◆ The Minnesota Human Rights Act
- ◆ Title VII of the Civil Rights Act
- ◆ The Americans with Disabilities Act (ADA)
- ◆ The Age Discrimination in Employment Act (ADEA)
- ◆ The Family and Medical Leave Act (FMLA)
- ◆ The Fair Labor Standards Act (FLSA)
- ◆ The Equal Pay Act (EPA)
- ◆ Various other federal and state anti-discrimination, leave, whistleblower, and employment laws
- ◆ State tort and contract theories

In addition to her litigation practice, Molly is a trusted advisor to employers, providing practical counsel and training on all aspects of personnel management, including hiring, accommodations, leave, nondiscrimination, whistleblower protections, workforce reductions, and performance management. Her proactive approach helps clients foster compliant and productive

Services

- ◆ Commercial Litigation
- ◆ Employment

State Bar Admissions

- ◆ Minnesota, 2003

Federal Court Admissions

- ◆ United States Supreme Court, 2007
- ◆ United States Court of Appeals, Eighth Circuit, 2007
- ◆ United States District Court, District of Minnesota, 2004
- ◆ United States District Court, Western District of Wisconsin, 2008

workplaces while minimizing legal risk. Molly’s practice includes representing property owners and management companies in individual and class-wide claims alleging discrimination and retaliation under the Fair Housing Act and similar state and federal housing laws, violations of consumer fraud statutes, violations of statutory habitability requirements, civil conspiracy, and related contract and tort theories of liability.

In her commercial litigation practice, Molly represents for profit and non-profit business entities in various business disputes alleging breach of contract, negligence, and numerous state and federal statutory claims.

“I enjoy practicing law because every day is challenging and offers the opportunity to analyze and resolve complex and unique legal issues – while collaborating with a diverse range of individuals, each with their own goals, needs, and strategies. I am especially energized by working with people across the business spectrum – both for profit and not for profit – and learning about their industries. I find purpose in empowering my clients to feel confident in their business decisions impacting their employees, crafting and presenting strong legal arguments, and ultimately achieving the best possible outcomes based on the relevant facts and my clients’ risk tolerance.”

Outside the office, Molly spends most of her time as her daughters’ biggest fan on the sidelines of a soccer or lacrosse field or in the stands of a basketball court, or hockey rink, exploring the sites in the National Park System, gardening, and raising her chickens.



Education

- ◆ William Mitchell College of Law, J.D., *cum laude*, 2003
- ◆ University of St. Thomas, B.A., *magna cum laude*, 2000

Experience

Reported Opinions/Recent 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).
- ◆ *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).

Professional Affiliations

- ◆ Minnesota State Bar Association
 - ◇ Secretary, Civil Litigation Section Council, 2021-2022
 - ◇ Treasurer, Civil Litigation Section Council, 2022-2023
 - ◇ Vice Chair, Civil Litigation Section Council, 2023-2024
 - ◇ Chair, Civil Litigation Section Council, 2024-2025
 - ◇ Past Chair, Civil Litigation Section Council, 2025-2026
 - ◇ Governing Council Member, Civil Litigation Section, 2015 to present
- ◆ Hennepin County Bar Association
- ◆ Minnesota Defense Lawyers Association
 - ◇ Member, Board of Directors
 - ◇ Chair, Employment Law Committee
- ◆ Federal Bar Association
- ◆ Minnesota Women Lawyers

Community Involvement

- ◆ Volunteer, Conciliation Court Referee, Dakota County District Court, 2023-present
- ◆ Executive Chair, Parents’ Association, Academy of Holy Angels, 2024-present
- ◆ Team Treasurer, Minnesota Thunder Academy, 2022 to present
- ◆ Chair, Family Fun Night, Faithful Shepherd Catholic School, 2014-2023
- ◆ Communications Chair, Gala for Giving, Faithful Shepherd Catholic School, 2020-2023
- ◆ Board of Directors, Faithful Shepherd Catholic School, 2015-2018
- ◆ Volunteer, BenefitCrashers, 2021-present
- ◆ Team Manager, Wave Soccer Club, 2017-2020

Notable

Accolades

- ◆ Certified Labor and Employment Law Specialist by the Minnesota State Bar Association, 2016-present
- ◆ Selected for inclusion in the Minnesota Super Lawyers® list in the area of Employment Litigation: Defense, Thomson Reuters, (only five percent of the lawyers in the state receive this honor), 2019-2025
- ◆ Selected for inclusion in the Minnesota Rising Stars list, Thomson Reuters, (Only 2.5 percent of the Minnesota attorneys receive this honor), 2007-2018

Speaking Engagements & Publications

- ◆ Contributor, Sexual Harassment Cases Through a New Lens, Minnesota Lawyer (June 2020)
- ◆ Author, Claiming the Small Business Exemption From Paid Leave for Child Care, Employment Law Update (March 2020)
- ◆ Author, DOL Guidance on the "Health Care Provider" Exemption, Employment Law Update (March 2020)
- ◆ Author, Paid Sick Time and Expanded FMLA Notice Requirements - DOL's Model Notice Published, Employment Law Update (March 2020)
- ◆ Author, The Families First Coronavirus Response Act - A Summary of the Paid Sick Leave and Expanded FMLA, Employment Law Update (March 2020)
- ◆ Moderator, The Nuts and Bolts of the Attorney Client Privilege and Work Product Doctrine - When and How to Assert Both, MSBA Civil Litigation Section CLE (November 2019)
- ◆ Presenter, Challenges and Solutions for Employers in this New Era of Workplace Harassment: #MeToo or #NotUs?, MRA Employment Law Update (March 2019)
- ◆ Moderator/Presenter, Pre-Trial Basics, or How to NOT Screw Up the Case Before Trial and Keep Your Partner Happy, MSBA Civil Litigation Section and New Lawyers Section CLE (February 2019)
- ◆ Presenter, Minnesota House of Representatives Civil Law and Data Practices Committee, Testimony relating to HF4459 - Sexual harassment definition clarified (April 2018)
- ◆ Presenter, Hot Topics in Employment Law (February 2017)
- ◆ Presenter, Director and Officer Liability, Interference with Contracts, and Ethical Representation (October 2016)
- ◆ Presenter, Case Law and Legislation 2015 Update (June 2015)
- ◆ Presenter, Director and Officer Liability (November 2014)
- ◆ Presenter, Discrimination, Harassment, and Retaliation in the Workplace (April 2013)
- ◆ Presenter, Director and Officer Liability (August 2012)
- ◆ Presenter, Recent Developments and Trends in Religious Discrimination Litigation, Continuing Legal Education Seminar (February 2011)