



Margaret (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 is recognized on the Minnesota *Super Lawyers*® list.

"I enjoy my practice of law because it offers the opportunity to analyze and resolve complex and often unique legal issues – while working with real people across all spectrums of the business world. I like to learn, to teach, to craft and present legal arguments, and to achieve the best possible results for my clients based on the facts presented."

In her employment law practice, 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.

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.

Outside the office, Molly enjoys spending time with her husband and daughters, traveling the world, gardening and raising

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

her chickens, and participating in various outdoor activities.



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
 - ◇ Governing Council Member, Civil Litigation Section
- ◆ Hennepin County Bar Association
- ◆ Minnesota Defense Lawyers Association
 - ◇ Chair, Employment Law Committee

- ◆ Defense Research Institute
- ◆ Federal Bar Association
- ◆ Minnesota Women Lawyers
- ◆ TeamWomenMN

Community Involvement

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

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 were selected), 2019-2022
- ◆ Selected for inclusion in the Minnesota Rising Stars list, Thomson Reuters, (Only 2.5 percent of the Minnesota attorneys are given 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)