



Ryan J. Groshong

Partner

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OVERVIEW

Ryan Groshong is a partner in the firm's Labor, Employment, and Workplace Safety practice. As a trial lawyer, he defends employers in a variety of claims, including discrimination, harassment, wrongful termination, retaliation, and wage and hour violations. Ryan also litigates civil rights claims, significant personal injury actions, and a broad range of complex commercial matters, including contractual disputes, product liability claims, and enforcement of restrictive covenants.

Ryan has substantial first chair jury trial experience and has successfully tried several cases to verdict, including a 2021 Zoom trial in which the plaintiff requested more than \$13 million in damages. The jury deliberated for less than three hours before returning a complete and unanimous defense verdict.

Ryan has experience representing a broad range of clients, including public and private companies, governmental entities, philanthropic organizations, and individuals. In addition to his litigation practice, he frequently represents clients in private arbitration and before administrative agencies, including the EEOC and NLRB. Ryan further advises clients on personnel and other issues, particularly on matters involving litigation risk.

Ryan maintains an active pro bono practice and has represented asylum seekers, nonprofit organizations, and incarcerated individuals pursuing innocence claims.

PROFESSIONAL BACKGROUND

Ryan was a summer associate at K&L Gates in 2010. During law school, he worked as a judicial extern for the Honorable Charles W. Johnson of the Washington State Supreme Court and as a legal extern for The Defender Association, where he tried a case to verdict and obtained dismissal of charges against another client following an evidentiary hearing. Ryan has also worked as a legal intern for the Mexican Capital Legal Assistance Program.

ACHIEVEMENTS

- Listed in *Best Lawyers: Ones to Watch® in America* for Litigation - Labor and Employment, 2021-2024
- Second place and regional qualifier in Seattle University In-House Mock Trial Competition, Spring 2010

- Winner of Seattle University Bond Appellate Advocacy Competition, 2010
- CALI Excellence for the Future Awards; Property – Fall 2008 and Spring 2009; Employment Discrimination – Fall 2010; Professional Responsibility – Spring 2011

EDUCATION

- J.D., Seattle University School of Law, 2011 (*summa cum laude*; *Seattle University Law Review*, *Lead Articles Editor*; *Dean's List*, 2008-2011)
- B.S., Santa Clara University, 2008

ADMISSIONS

- Bar of Washington

OTHER PUBLICATIONS

- Chapter 3 "Commencement of Action," *Washington State Bar Association's Civil Procedure Deskbook*, 3rd ed., October 2014
- Chapter 11 "Signings and Draftings of Pleas, Motions, and Legal Memoranda: Sanctions," *Washington State Bar Association's Civil Procedure Deskbook*, 3rd ed., October 2014

NEWS & EVENTS

- 18 August 2022, More Than 350 K&L Gates Lawyers Named Among 2023 Best Lawyers in America, Ones to Watch
- 19 August 2021, Nearly 300 K&L Gates Lawyers Named Among 2022 Best Lawyers in America, Ones to Watch
- 5 March 2021, K&L Gates Names 31 New Partners Across Global Platform
- 9 June 2020, K&L Gates Advises Charlotte Phoenix Emerging Esports Organization on Capital Raise, Other Legal Matters

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Commercial Disputes
- Health Care and FDA

REPRESENTATIVE EXPERIENCE

- First chair trial defense counsel for municipality in action brought by long-term employee alleging retaliation and wrongful termination in violation of public policy. Following three weeks of trial, plaintiff's counsel requested more than \$13 million in damages in closing. The jury deliberated for less than three hours before returning a unanimous defense verdict on all claims.
- Represented soft drink manufacturer in consolidated employment discrimination actions in which six plaintiffs alleged discrimination, harassment, retaliation, negligent supervision, and loss of consortium. Following extensive discovery, obtained dismissal of all plaintiffs' claims via motion for summary judgment.
- Represented Mayor of municipality in defense of recall petition. The Washington Supreme Court unanimously dismissed the petition.
- Represented Fortune 500 company and two individual defendants in a 25-plaintiff employment discrimination action. After a seven-week trial, the jury returned a complete and unanimous defense verdict. The Washington Court of Appeals affirmed.
- Defended aluminum manufacturer in action in which plaintiff alleged breach of his employment contract. Obtained dismissal of plaintiffs' claims via motion for summary judgment.
- Represented record label in pursuing return of master tapes to seminal grunge album. Obtained favorable resolution and return of masters.
- Obtained dismissal via summary judgment of various plaintiffs' claims relating to alleged asbestos exposure.
- Participated in the King County Prosecuting Attorney's Office's trial fellowship program and successfully tried multiple cases to verdict.
- Successfully represented public and private employers in grievance arbitration proceedings.
- Obtained asylum on behalf of victims of sexual violence and persecution based on political opinion