

## Michael F. Ryan

### Senior Counsel

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Houston

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Michael Ryan is a senior counsel in the Labor & Employment Practice Group in Foley's Houston and Denver offices. He counsels employers on a wide range of employment matters, including unfair competition and trade secret laws, hiring and firing decisions, EEO and FLSA matters, enforcement of personnel policies, leave issues, accommodations, drug-testing laws, safety regulations, and governmental investigations. He has significant experience representing clients in prosecuting and defending restrictive covenants, trade secret theft claims, discrimination and retaliation claims, and wage-and-hour matters.

Michael partners with clients of all sizes, from multinational corporations to local business and executives. He has particular experience counseling employers and litigating cases involving oil and gas services and production, health care, banking, security, safety, chemical, service, and retail. He also frequently presents at seminars and conducts trainings on various employment topics, including EEO matters and internal and governmental investigations.

Prior to earning his law degree, Michael served as a judicial intern for the Hon. Hilda G. Tagle, U.S. District Court Judge for the Southern District of Texas-Brownsville Division. He also worked in-house as a compliance and employment law clerk for an oilfield services company in Houston.

### Affiliations

- Member, State Bar of Texas
- Member, Young Alumni Committee, University of Houston Law Center (2015-Present)
- Member, Association of Women Attorneys
- Former member, Professionalism Committee, Houston Bar Association (2015-2016)

### Community Involvement

Michael is an active board member on the University of Houston's Young Alumni Committee and the Houston A&M Club, a member of the Young Energy Professionals-Social Subcommittee, and he also enjoys coaching

his son's local Little League baseball team.

## Sectors

- [Energy & Infrastructure](#)
- [Power & Renewables](#)
- [Racial Justice & Equity](#)

## Practice Areas

- [Energy Litigation](#)
- [Labor & Employment](#)
- [Litigation](#)

## Education

- University of Houston Law Center (J.D., 2015)
  - Order of the Barristers
  - Recipient, Lee Ware & Rusty McMains Memorial Scholarship
  - Recipient, Achievement in Advocacy Scholarship
  - President, Alternative Dispute Resolution Team
  - Member, UHLC Moot Court Team
  - Champion, John Black Moot Court (2013)
  - Champion, Best Speaker, Intra-team Moot Court (2013)
  - Regional Champion, ABA NAAC (2015)
  - Member, Dean's Search Committee
  - Vice president, Advocates for Life (2013-2015)
  - Justice, Honor Council (2013-2015)
- Texas A&M University (M.Ed., 2010)
  - Curriculum and Instruction
- Texas A&M University (B.A., cum laude, 2009)
  - History

## Admissions

- Texas (2015)
- Texas State Courts (2015)
- Colorado State Courts (2022)
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas