

## Ryan Griffiths

Shareholder

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## Focus Areas

Litigation and Trials  
Unfair Competition and Trade Secrets  
Discrimination and Harassment  
Healthcare

## Overview

### Litigation

Ryan Griffiths represents employers in complex employment litigation across the nation. Representing companies as plaintiffs, he has won over ten million dollars in jury verdicts and settlements for clients in unfair competition and trade secret litigation. As defense counsel, Ryan has successfully defended employers in discrimination, harassment and retaliation lawsuits before juries and arbitrators.

Ryan is board certified in labor and employment law by the Texas Board of Legal Specialization, a distinction held by less than one percent of all Texas lawyers. Judges who have presided over cases Ryan has tried to verdict have recognized him as “effective” and a “knowledgeable and skilled advocate” in the courtroom.

Ryan's clients have ranged from small employers, to school districts and public entities, to some of the nation's most successful publicly-held corporations.

### Counseling

Ryan is a responsive, direct and practical counselor. He recognizes that the issues presented by the most problematic of situations require creative solutions. He takes the time to learn his clients' businesses, which allows him to meet clients'

objectives while limiting exposure. His counseling practice ranges from advising clients regarding single-employee and executive issues to complex plant closings and mass layoffs.

### Training

Ryan is a dynamic speaker on labor and employment law topics. He regularly presents in-house training sessions to management teams of corporate clients. In addition, he has presented numerous lectures to attorneys and human resources professionals on a variety of employment law topics.

### Professional and Community Affiliations

- Member, Labor & Employment Law Section, Dallas Bar Association
- Chair, Labor & Employment Law Section, Dallas Bar Association, 2013
- Vice-Chair, Labor & Employment Law Section, Dallas Bar Association, 2012
- Secretary, Labor & Employment Law Section, Dallas Bar Association, 2011
- Treasurer, Labor & Employment Law Section, Dallas Bar Association, 2010

### Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2021-2024
- Named, Super Lawyer, *Texas Monthly Magazine*, 2011-2015
- Named, Rising Star, *Texas Monthly Magazine*, 2007-2009 and 2011
- Featured DBA Member, *Dallas Bar Association*, June 2013

### Education

J.D., Oklahoma City University School of Law, 1996, *cum laude*

B.A., Baylor University, 1993

### Bar Admissions

Texas

Louisiana

## **Courts**

U.S. Court of Appeals, 5th Circuit  
Texas Supreme Court  
Louisiana Supreme Court  
U.S. District Court, Eastern District of Texas  
U.S. District Court, Western District of Texas  
U.S. District Court, Southern District of Texas  
U.S. District Court, Northern District of Texas  
U.S. District Court, Eastern District of Louisiana  
U.S. District Court, Middle District of Louisiana  
U.S. District Court, Western District of Louisiana

## **Publications & Press**

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **Louisiana “Stay at Home” Proclamation, Effective March 23 – What Does it Mean for Employers?**

*Littler ASAP*

March 23, 2020

### **As the Gulf Coast Waits for Tropical Storm Barry, How Can Employers Prepare?**

*Littler Insight*

July 11, 2019

### **Featured DBA Member**

*Dallas Bar Association*

June 3, 2013

### **Case Could Alter Noncompete Ground Rules**

*Dallas Business Journal*

May 2006

**Steering Clear of the Runaway Jury**

*Texas Bar Journal, Vol. 68 No. 4.*

April 2005

**English-Only Has its Limits in the Workplace**

*Dallas Morning News*

June 2001

**Speaking Engagements**

**2023 Dallas Regional Employer Conference**

Dallas, TX

August 3, 2023

**Slaying the Dragon: How to Combat Reptile Theory Before, and During, Trial**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**2019 Dallas Regional Employer Conference**

Dallas, TX

July 18, 2019

**It's the Story, Stupid: Preparing Your Case for the Win – Even Before You Hire a Lawyer**

2018 Dallas Employer Conference

July 19, 2018

**It's the Story, Stupid: Preparing Your Case for the Win – Even Before You Hire a Lawyer**

Dallas Employer Conference

July 19, 2018

**It's the Story, Stupid: Preparing Your Case for the Win – Even Before You Hire a Lawyer**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**2016 Employment Law Update**

Dallas, TX

June 30, 2016

**2016 Employment Law Update**

Dallas, TX

June 8, 2016

**Noncompetes & Trade Secret Protection: An In-House Counsel's Guide to A Big Year of Change**

Dallas, TX

February 11, 2015

**Employment Law Update**

Dallas, TX

June 13, 2013