



## Ryan J. Kurtz

Associate

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Ryan Kurtz is an Associate in the Firm's Litigation department. His practice focuses primarily on employment law. Mr. Kurtz also works closely with colleagues in the Firm's Tax-Exempt Organizations, Employee Benefits and Executive Compensation, and Tax groups to ensure that client needs are comprehensively met. Additionally, he advises universities regarding Title IX compliance and student and faculty conduct matters, and represents clients in several white collar matters. From 2017 to 2018, Mr. Kurtz served as a law clerk to the Hon. Christopher F. Droney of the United States Court of Appeals for the Second Circuit. From 2014 to 2017, Mr. Kurtz worked as an attorney at the New Jersey Office of the Public Defender.

### **Representative Matters**

#### **Employment**

Assists clients in drafting effective workplace policies that both comply with New York's increasingly complex leave requirements (including Paid Family Leave) and meet individual workplace needs.

Drafts employment agreements and offer letters to meet the business needs of clients, and negotiates terms of employment agreements.

Advises employers on addressing employee requests for workplace disability and other accommodations. Mr. Kurtz is also currently representing a building owner in administrative proceedings before the New York City Commission on Human Rights related to disability access and structural accommodations.

Conducts workplace investigations into allegations of misconduct, including harassment and retaliation, and negotiates resolutions of claims related to misconduct, including through mediation.

Offers guidance on wage and hours matters, including exempt/non-exempt classifications, and employee versus independent contractor designations.

Advises clients on end-of-employment issues, including drafting and negotiating separation agreements, navigating requirements related to confidentiality and non-disparagement agreements, and executing reductions in force in accordance with applicable law.

Provides advice and counsel to Boards in connection with termination of high-level executives.

Investigated whistleblower claims related to alleged violations of the Animal Welfare Act

# Patterson Belknap

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Represented former corporate executives in connection with ERISA litigation in the United States District Court for the Southern District of New York.

## **White Collar**

Representing European bank in connection with investigation into interest rate derivatives trading.

Representing corporation in connection with allegations arising under the Sherman Act.

## ***Pro Bono***

Representing client on death row in Alabama in federal habeas corpus proceedings before the United States District Court for the Northern District of Alabama.

Representing client on social security appeal in the United States District Court for the Southern District of New York.

Represented tenant in non-payment proceedings in housing court, achieving a favorable settlement.

## **Education**

- Harvard Law School (J.D., *cum laude*, 2014)
  - General Board Member, *Harvard Civil Rights-Civil Liberties Law Review*
- Georgetown University (B.A., *cum laude*, 2010)

## **Admissions**

- U.S. Court of Appeals, Second Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Southern District of New York
- New York
- New Jersey