

JacksonLewis Ryan S. Hanlon

Of Counsel, San Francisco

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Education

- University of Pacific
McGeorge School of Law,
J.D. 2013
- University of California,
Berkeley, Ryan S. Hanlon >
Education 2009

Admitted to Practice

- California - E.D. Cal. 2014
- California - N.D. Cal. 2025
- California 2013

Ryan S. Hanlon is of counsel in the San Francisco, California, office of Jackson Lewis P.C. A former NCAA Division I athlete, Ryan approaches every workplace dispute with the same discipline, focus, and adaptability that high-level competition demands. He thrives in high-pressure environments and brings a collaborative mindset to every case he litigates.

Ryan's litigation practice centers on representing employers in complex cases, breaking down thorny legal issues into clear, actionable strategies. He has served as lead counsel in a variety of employment disputes, including high-exposure wage and hour class actions involving thousands of employees, as well as single-plaintiff cases involving discrimination, retaliation and wrongful termination claims. For every matter, Ryan tailors his game plan to align with each employer's business goals and risk tolerance.

Ryan advises employers regarding compliance with California's progressive employment laws and drafts key workplace documents, including employee handbooks and severance and arbitration agreements. Clients value Ryan not only for his legal acumen but also for his proactive approach to workplace issues—a necessity when representing clients with employees in the Golden State. He takes a broad, long-term view of each challenge—identifying root causes, looking beyond the immediate dispute, and helping clients minimize future risk. Ryan values accountability, creative problem-solving and building lasting partnerships grounded in communication, trust, and results.

Prior to joining the firm, Ryan was a partner at a full-service law firm, where he led a successful employment defense practice and built a strong institutional client base. Outside the office, Ryan enjoys spending time with his family, golf, music, creative writing, and any pursuit that allows for time in the great outdoors.

Honors and Recognitions

- *Northern California Super Lawyers*®, "Rising Stars" (2021 - 2025)

Pro Bono and Community Involvement

- NCAA Division I Scholarship Athlete, Baseball, Certified Letterman (2007)

Published Works

- "School's Out Forever: The Applicability of International Human Rights Law to Major League Baseball Academies in The Dominican Republic", *26 Pacific McGeorge Global Bus. & Dev. L.J.* 235 (2013)