

Ryan Gehbauer

Partner

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Ryan Gehbauer defends employers against employment litigation and advises on workforce risk so they can make sound, practical decisions with confidence.

Ryan brings a business-minded perspective to every employment law matter, helping employers of all sizes navigate workplace disputes, compliance challenges, and workforce transactions with clear, practical counsel. Whether a client is facing a discrimination claim, a wage and hour dispute, or a workforce reduction, Ryan focuses on preventing liability before it escalates and resolving problems efficiently when it does.

Ryan advises employers on the full range of employment law issues arising across the employment relationship: hiring disputes, background checks, employee terminations, workforce reductions, leaves of absence, and workplace safety and Occupational Safety and Health Administration (OSHA) claims. He also counsels clients on workplace investigations, internal policies, and complaints involving discrimination, retaliation, and harassment. On the restrictive covenant side, Ryan regularly advises on non-compete agreements, proper competition obligations, and trade secret matters, and leads clients through related litigation when disputes arise.

When litigation is unavoidable, Ryan represents employers in federal and state courts, appellate proceedings—including before the U.S. Court of Appeals for the Seventh Circuit—as well as in arbitrations, mediations, and government agency proceedings. He is known for staying calm under pressure, thinking on his feet, and adjusting his approach as case dynamics evolve.

On the transactional side, Ryan advises healthcare entities and other clients on employment issues tied to mergers and acquisitions (M&A) and other workplace-altering events. He drafts and negotiates employment and severance agreements, with particular depth in physician employment agreements and related contracts in the health care

Education

- University of Wisconsin Law School (J.D., 2014)
- University of Kansas (B.S., 2007)

Bar Admissions

- Texas
- Illinois
- Wisconsin

industry.

Ryan is responsive to the operational and human realities behind employment decisions, and clients value him for combining legal insight with a practical, business-oriented approach that minimizes disruption and exposure.

Select Experience

- Helped global manufacturing client acquire two new companies and merge internal entities. My role was primarily limited to providing employment-related advice and drafting (employment agreements) for the deals.
- Defended Texas healthcare system in litigation by former employees alleging discrimination, retaliation, and improper competition claims, which included securing a complete dismissal with prejudice from federal court against discrimination and retaliation claims from a former employee.
- Defended a Texas-based pipeline and facility construction company in an alleged improper competition case in the Southern District of Texas
- Secured multiple complete defense victories in arbitration against employment discrimination, harassment, and retaliation claims for a national telecommunications and mass media company.

Accolades

- *Best Lawyers® Ones to Watch in America*, 2023-2025
- *Texas Super Lawyers®*, "Rising Stars," 2024
- *Illinois Super Lawyers®*, "Rising Stars," 2019-2023