# Ryan A. Reed

Ryan is an associate with Downey Brand, LLP in its employment law practice group. With Downey Brand, Ryan provides guidance to clients on a broad range of employment matters, including personnel decisions, leave interactions, internal investigations, and compliance with new laws. Ryan also regularly drafts employment policies, agreements, and employee handbooks in compliance with all relevant state and federal law. In addition, Ryan defends employers in all types of employment-related claims, including harassment, discrimination, and wage and hour class actions. Ryan's has experience defending employers in administrative proceedings, arbitration, and civil litigation.

Before joining Downey Brand, Ryan served as City Attorney for the City of Weed, assistant city attorney for several Northern California cities, and assistant general counsel to numerous special districts. Ryan's practice covered a range of municipal law issues, including labor and employment law, land use, CEQA, public works contracting and open meeting and records laws. Ryan regularly assisted public agencies with employment issues, including internal investigations and administrative proceedings before the Equal Employment Opportunity Commission, PERB, and CalPERS. He was named to the Best Lawyers: Ones to Watch list in Municipal Law in both 2021 and 2022.

Ryan graduated from Georgetown University Law Center *cum laude*, receiving the International Academy of Trial Lawyers award for his work in the Georgetown Public Policy Clinic. He was on the staff of the Georgetown Environmental Law Review, where his student note, titled *PACE-Ing Flood Resilience*, was published.

Ryan lives in Sacramento with his wife Sarah and rescue pup Scout.