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Areas of Law

Business Litigation
Education
Employment and Labor Litigation
Employment, Labor and Benefits
Investigations, Compliance
and Training including Title IX
Litigation
Privacy and Data Security

Bar Admissions

Minnesota Supreme Court

United States District Court,
District of Minnesota

Education

William Mitchell College of Law, St. Paul,
MN; 2011, J.D. *summa cum laude*

University of St. Thomas, St. Paul, MN;
2008, B.A. Legal Studies in Business,
cum laude

Honors

Best Lawyers in America®:
Ones to Watch, Commercial Litigation
and Labor and Employment Law –
Management, 2021 - present

Rising Star®, Super Lawyers magazine,
2016 - present

Andrew D. Moran

Andrew D. Moran represents businesses in commercial litigation and employment law matters. He litigates cases in state and federal courts, as well as in arbitration. Andrew focuses on the defense of employment-related disputes, as well as counseling both businesses and individuals on disputes over non-competition and non-solicitation agreements, confidential information, trade secrets, and a variety of contract, misrepresentation, and tort-related disputes. Andrew also counsels clients on a broad range of labor and employment law matters.

Representative Experience:

Commercial Litigation

- Successfully defended a client against breach of contract and veil-piercing claims at trial.
- Successfully prosecuted contract-based claims at trial.
- In a multi-day arbitration proceeding, Andrew obtained an arbitration award protecting a software company's perpetual license to distribute the programming language used to develop its \$2 million per year product line.
- Successfully represented manufacturers and distributors in multi-million dollar contract disputes.
- Represented individual and corporate clients in a variety of business disputes including claims of contract interference, breach of fiduciary duty and breach of contract.
- Obtained summary judgment for manufacturer client entering judgment on breach of contract claims and dismissing counterclaims alleging statutory violations and breach of contract.
- Obtained summary judgment for small business in defense of claims for tortious interference, unfair competition, conversion, civil conspiracy, respondeat superior liability, and unjust enrichment.
- Obtained summary judgment for manufacturer in defense of whistleblower claim.

Andrew D. Moran

Continued

Employment Litigation

- Successfully defended corporate employers in courts, arbitration and administrative tribunals against a variety of discrimination, harassment, retaliation and other employment-related claims.
- Successfully obtained preliminary and permanent injunctive relief enforcing non-competition, non-solicitation, and confidentiality agreements against former employees.
- Defended former employees against companies seeking to enforce non-competition, non-solicitation, and confidentiality agreements.
- Arbitrated a variety of union and employee grievances arising under collective bargaining agreements.

Labor and Employment Counseling

- Drafted and negotiated employment contracts, independent contractor agreements, separation agreements, non-competition agreements, non-solicitation and confidentiality agreements.
- Drafted and advised on a broad range of employment policies and employee handbooks.
- Advised clients on compliance with federal, state and local antidiscrimination laws.
- Advised clients on a broad range of hiring, discipline, discharge, investigation, wage and hour, compensation, leave, and other personnel and employee-relations issues.