

BRENDAN C. HORGAN

Counsel / Richmond

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Brendan Horgan's legal practice is focused on representing businesses and employers in a broad range of labor and employment matters.

Brendan is a labor and employment attorney in the Richmond, Virginia office of the firm Ford Harrison, LLP. He provides advice and counsel to employers of all sizes in various industries, including representing Virginia universities and staffing, manufacturing, healthcare, and construction companies. His practice includes advising on difficult employment issues regarding anti-discrimination laws (Title VII, ADA, ADEA, Virginia Human Rights Act), wage and hour laws (FLSA, Virginia Wage Payment Act), workplace safety standards (OSHA and VOSH), and trade secrets/restrictive covenant disputes. Brendan also regularly presents workplace training, conducts complex workplace investigations, and drafts employment policies and contracts for his clients.

Brendan is also an experienced litigator. He regularly represents clients before state and federal courts, as well as administrative agencies on both the state and federal level. Prior to joining FordHarrison, Brendan gained extensive civil litigation experience with large national firms. Earlier in his legal career, Brendan served on active duty as a Judge Advocate, assigned as both a Trial Counsel (Prosecutor) and Defense Counsel. With U.S. Navy, Brendan has litigated more than twenty courts-martial and fifty administrative hearings. Brendan Currently serves as a **Commander (sel.)** in the U.S. Navy Reserve.

This unique trial and agency proceeding experience allows Brendan to reinforce to his clients the overarching goal of avoiding litigation when possible and utilizing sound employment practices to position the company for the best possible result when litigation is unavoidable.

Representative Experience

- » Successfully achieved full dismissal of a complex Title VII Complaint in the "Rocket Docket" of the Eastern District of Virginia.

EDUCATION

- » University of Connecticut School of Law (J.D., 2012)
- » Wake Forest University (B.A., 2006)

BAR ADMISSIONS

- » Virginia

COURT ADMISSIONS

- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. District Court for the Eastern District of Virginia
- » U.S. District Court for the Western District of Virginia
- » Navy-Marine Corps Court of Criminal Appeals

- » Successfully resolved multiple non-competition agreement disputes, both defending and challenging restrictive covenant agreements in and out of court.
- » Obtained partial dismissal of a non-competition litigation in state court and ultimately resolved the dispute for a nominal amount.
- » Regularly conducts complex employment investigations, assisting employers with difficult personnel decisions and crafting strategies to avoid legal exposure.
- » Regularly defends employers before the Equal Employment Opportunity Commission and its state equivalents, obtaining no-cause findings or resolving high exposure claims for nominal amounts.

Honors & Awards

- » *The Best Lawyers in America: Ones to Watch*, Labor and Employment Law - Management, and Litigation - Labor and Employment (2025)
- » 2024 Rear Admiral Hugh H. Howell, Jr. Award of Excellence for excellence in support the Naval Reserve (selected out of several hundred potential nominees)
- » 3x Navy Commendation Medal
- » Navy Achievement Medal
- » CAPT George T. Smith U.S. Navy Leadership Award
- » David H. Neiditz Professional Writing Award

Memberships

- » Richmond Bar Association
- » Virginia Bar Association – Employment Section
- » American Legion Post 354

News & Insights

- » January 31, 2025 - Virginia Legislature Poised to Significantly Increase Employer Exposure for Wage and Discrimination Claims
- » November 22, 2024 - Virginia Employment Law Update - Getting Your Company Compliant for 2025
- » October 31, 2024 - "10 Traps in Virginia Employment Law," Lawline
- » September 20, 2024 - "Exploring Practical Employer Alternatives To Noncompetes," Law360

- » August 16, 2024 - Richmond-Based FordHarrison Attorney Listed in the 2025 Best Lawyers in America and Two Listed in Ones To Watch

Events

- » February 05, 2025 - Virginia Legislature Poised to Increase Employer Exposure - Complimentary Webinar
- » September 18, 2024 - "2024 Legal Update for Virginia Employers," Training for Virginia Community Health Association
- » June 12, 2024 - 10 Traps in Virginia Employment Law and How to Avoid Them - Complimentary Webinar
- » October 30, 2023 - "Back to the Drawing Board: New Rules Reshape Employment Policies and Contracts in Virginia," Lawline

Offices

- » *Richmond:*
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