

Partner



Ryan S. Carlson, NFC's Litigation Department Head, focuses his practice on representing management in employment litigation matters in federal and state courts through trial with an emphasis in defending claims of wrongful discharge, discrimination, harassment, retaliation, wage and hour violations, whistleblowing, and the enforcement of restrictive covenants. Ryan also defends clients in administrative proceedings before the Equal Opportunity Employment Commission, the Department of Labor, and various state agencies in New Jersey, New York, and Pennsylvania. In addition to his litigation practice, Ryan also represents management in traditional labor matters, including grievance hearings, arbitrations and proceedings before the National Labor Relations Board and New Jersey Public Employment Relations Commission. Ryan also negotiates collective bargaining agreements, and counsels' employers

regularly regarding compliance issues and litigation avoidance, as well as the preparation of handbooks, arbitration agreements, separation agreements and policy drafting.

AWARDS & HONORS:

- Selected to the New Jersey Super Lawyers List (2026)
- Forty Under 40 Honoree, NJBIZ (2024)

PROFESSIONAL EXPERIENCE:

- Jackson Lewis, P.C.
 - Associate (2015-2016)
- Giordano Halleran & Cisela, P.C.
 - Associate (2012-2015)
- Mets Schiro & McGovern, LLP
 - Associate (2010-2012)

PROFESSIONAL ACTIVITIES:

- Serves on Law360's 2026 New Jersey Editorial Board
- Member, USA 500 New Jersey Chapter
- Board Chairperson, The Community Health Law Project
- Barrister, John C. Lifland Inn of Court
- Member, Labor and Employment Section, American Bar Association
- Member, Labor and Employment Section, New Jersey Bar Association
- Member, American Bar Association
- Board of Trustees, Executives Association of New Jersey
- Volunteer Lawyers for Justice

EDUCATION:

- Delaware Law School, Widener University (J.D., Magna Cum Laude, Widener Law Review, 2010)
- Rutgers, The State University of New Jersey (B.A., High Honors, 2007)

BAR ADMISSIONS:

- State of New Jersey (2010)
- State of New York (2011)
- State of Pennsylvania (2016)
- District of New Jersey (2011)
- Southern District of New York (2013)
- Eastern District of New York (2013)
- Northern District of New York (2024)
- United States Court of Appeals for the Third Circuit (2018)
- United States District Court – Eastern District of Pennsylvania (2021)
- United States District Court – Middle District of Pennsylvania (2023)
- United States Court of Appeals – Tenth Circuit (2024)

RECENT PUBLICATIONS:

- "New Jersey Appellate Court holds that Failing to Identify the Proper Arbitration Forum in an Arbitration Agreement Does Not Put Employers in a JAM(S) as to its Enforcement", The L&E Blog, www.nfclegal.com/blog (April 15, 2021)
- Co-Author, "Anticipating and Preparing for COVID-19-Related Employment Litigation:", Thomas Reuters, Westlaw Practitioner Insights webpage (July 2020)
- "Equal Pay for Equal Pay: U.S. National Women's Soccer Team's Fight for Equal Pay Parallels Equal Pay Initiatives Across the Country", National Association for Minority and Women Owned Law Firms Newsletter (May 2016)

RECENT SPEAKING ENGAGEMENTS:

- Top 10 In Labor & Employment Law: 2025's "Hot" Legal Updates, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2025)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra P.C., In-House Counsel Roundtable (May 2024)
- 2023's Most Impactful L&E Updates, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2023)
- Non-Profit Panel, Executives Association of New Jersey, Moderator (June 2023)
- Navigating Pay Transparency and Pay Equity, Webinar, Imperial Advisory (June 2023)
- New Jersey Employer Relations Association (NJLERA), Panel Presenter: Discussion on the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Claims Act (March 2022)
- Defending Lawsuits by Pro Se Plaintiffs, Nukk-Freeman & Cerra P.C., Webinar (October 2021)
- Top 10 Employment Policies Every New Jersey Business Should Have, Executives Association of New Jersey (EANJ) (September 2021)
- COVID-19 Employment Litigation, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2020) / NFC Webinar (May 2020)
- Discussions by Domain podcast – An Interactive Session Focused on Critical Information Relating To COVID-19 And Its Impact on Employment Law (April 2020)

RECENT SPEAKING ENGAGEMENTS *(Continued)*:

- Avoiding Employment Litigation in 2020...An Overview of the Most Significant Judicial Decisions and Legislative Updates in NJ And NY, Nukk-Freeman & Cerra P.C., Webinar (February 2020)
- Overview of the Most Significant Judicial Decisions & Legislative Updates, Nukk-Freeman & Cerra P.C., Hot Topics in Employment Law Seminar (November 2019)
- New Jersey Employment Law Update CEO Network (November 2019)
- Hot Topics in Employment Law, Executive Association of New Jersey (September 2019)

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