Ryne C. Posey

Skadden

Partner, Los Angeles and Palo Alto

Labor and Employment Law

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Education

J.D., University of California, Berkeley School of Law, 2014

B.S., Cornell University, 2009

Bar Admissions

California

Associations

Governance Board, Covenant House California

Advisory Board, Teach For America Los Angeles

Associates Board, KIPP SoCal Public Schools

Ryne Posey advises clients across a broad range of industries on the full spectrum of labor and employment matters, including compliance and counseling, litigation and alternative dispute resolution, and transactional matters. Mr. Posey's regular compliance and counseling work includes advising on domestic and global pay equity reviews; conducting workplace investigations; preventing unfair competition and trade secret misappropriation; planning and implementing reductions in force; and developing, implementing and enforcing personnel policies and procedures. These policies and procedures include those regarding discrimination, harassment, retaliation, affirmative action and equal employment opportunities; medical leave and disability accommodation; wages and hours; exempt and non-exempt employee classification; independent contractor classification; hiring/firing; layoff notification; employee privacy; and workplace security.

In addition, Mr. Posey represents clients in litigation and alternative dispute resolution matters concerning wage and hour class, collective and representative actions; unlawful discrimination, harassment and retaliation claims; breach of contract claims; unfair competition claims; trade secret misappropriation claims; and traditional labor law disputes. His experience in this area includes dozens of appearances before courts, administrative agencies, arbitrators and mediators.

Mr. Posey also has extensive experience advising clients on the labor and employment aspects of business transactions, as well as structuring, negotiating and drafting employment agreements, consultant agreements, restrictive covenant agreements, arbitration agreements, severance agreements, collective bargaining agreements, and all labor and employment components of corporate transaction agreements. Mr. Posey was a key member of the deal teams recognized by the *Daily Journal* with California Lawyer Attorneys of the Year (CLAY) awards for innovative work on behalf of Livongo Health, Inc. in its $18.5 billion acquisition by Teladoc Health, Inc., the largest-ever M&A transaction in the digital health sector (2021); Intel Corporation in its acquisition of Mobileye N.V. (2018); and Broadcom Corporation in its acquisition by Avago Technologies (2016).

Mr. Posey has been repeatedly named to the *Los Angeles Business Journal*'s list of Leaders of Influence: Labor & Employment Attorneys, and has been listed among the nation's leading corporate employment attorneys by Lawdragon. He is a member of the Steering Committee of Skadden's Black Lawyers for Diversity affinity network and a member of the Los Angeles office's Hiring and Diversity committees, as well as a member of the Governance Board for Covenant House California, Advisory Board for Teach For America Los Angeles and Associates Board for KIPP SoCal Public Schools. Mr. Posey previously was a participant in the Leadership Council on Legal Diversity's Pathfinders Program, a seven-month leadership and professional development initiative.

Recent Publications

"New Developments on the FTC Noncompete Ban: Ryan, LLC v. FTC Decision," *Skadden Publication*, July 8, 2024

"FTC Ban on Noncompetes Now Slated To Take Effect on September 4," *Skadden Publication*, May 8, 2024

"FTC's Final Rule Banning Worker Noncompete Clauses: What It Means for Employers," *Skadden Publication*, April 24, 2024

"Conducting a Pay Equity Audit," *Practical Law The Journal*, August 2023

"Nine Mistakes To Avoid When Transitioning CEOs," *Skadden's The Informed Board*, Spring 2023

"California Lawmakers Eyeing Greater Pay Transparency," *Daily Journal*, September 6, 2022

"Answering the Call for Pay Equity," *Daily Journal*, September 10, 2020