



Andrew D. Moran

Shareholder

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Andrew D. Moran is a trial attorney in Larkin Hoffman's Business Litigation Department. He represents businesses in commercial litigation and employment law matters, and 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

- 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 a small business in defense of claims for tortious interference, unfair competition, conversion, civil conspiracy, respondeat superior liability, and unjust enrichment.
- Obtained summary judgment for a manufacturer in defense of whistleblower claim.
- 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.

Employment Litigation

Services

- Litigation
- Business Litigation
- Education
- Employment and Labor Litigation
- Employment and Labor Law
- Investigations, Compliance and Training Including Title IX
- Privacy and Data Security
- Competitive Practices/Unfair Competition

- 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.

Education

- William Mitchell College of Law (J.D., summa cum laude, 2011)
- University of St. Thomas (B.A., 2008)
 - Legal Studies in Business

Bar/Court Admissions

- Minnesota Supreme Court
- U.S. District Court, District of Minnesota

Professional Affiliations

- Minnesota State Bar Association
- Ramsey County Bar Association
- Dakota County Bar Association
- Minnesota Defense Lawyers Association
- DRI (Defense Research Institute)
- St. Paul Area Chamber of Commerce Leadership St. Paul Class of 2012

Recognition

- U.S. Elite List, Commercial Disputes Rankings, Legal 500, 2025 - present
- Best Lawyers in America®: Ones to Watch, Commercial Litigation and Labor and Employment Law – Management, 2021 - present
- Rising Star®, Super Lawyers magazine, 2016 - present
- Minnesota Monthly®, Top Lawyers in Minnesota, 2023 - present