

BRENDAN C. HORGAN

Partner / 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 founding attorney of FordHarrison, LLP's Richmond, Virginia office. Brendan focuses on labor and employment litigation in state and federal court. He specializes in defending businesses in wage and hour collective actions and discrimination/retaliation lawsuits.

In addition to litigation, Brendan 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 deals with all manner of labor and employment issues, including 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 employment law training to businesses and industry groups and conducts complex workplace investigations.

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. Brendan currently serves as a Commander (O-5) in the U.S. Navy Reserve, representing servicemembers appealing convictions before the Navy and Marine Corps Court of Criminal Appeals.

Representative Experience

- » Successfully achieved full dismissal of multiple complex discrimination cases in the "Rocket Docket" of the Eastern District of Virginia.
- » Successfully defended and resolved several collective action wage and hour cases in various federal and state courts.

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

- » Prevailed in denial of appeal at the Virginia Court of Appeals after denial of claim by the Virginia Workers' Compensation Commission.
- » 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

- » Virginia Bar Association – Employment Section
- » American Legion Post 354
- » Coach: Huguenot Little League, United States Specialty Sports Association (USSTA baseball), and Chesterfield Basketball Association

News & Insights

- » March 09, 2026 - FordHarrison Announces 2026 Partner Elevations
- » 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

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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