HUSCH BLACKWELL



Ryan T. Probasco

SENIOR ASSOCIATE

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OVERVIEW

Ryan leverages his unique experience and understanding of employment law to best counsel clients at each stage of litigation.

Ryan represents employers, management, and business owners in a wide variety of labor and employment cases, including both class action and single plaintiff litigation. While he currently focuses much of his practice on clients throughout the country in the technology, manufacturing, and transportation industries, he has worked with clients across a diverse range of fields. Ryan has experience with matters involving allegations of discrimination and retaliation, workplace harassment, wage and hour disputes, USERRA compliance and alleged violations, whistleblower claims, and ADA disputes, as well as noncompete and restrictive covenant litigation. He also has extensive experience defending clients in federal and state governmental agency matters, including investigations by the U.S. Department of Labor, the Equal Employment Opportunity Commission, and their state counterpart agencies.

Alongside his work in the courtroom, Ryan also conducts workplace investigations, and he regularly provides advice to help clients achieve productive and compliant workplaces. His litigation experience means he can readily spot potential issues before disputes arise.

Prior to earning his J.D., Ryan accepted a role as a paralegal with an international law firm's labor and employment team. He quickly realized that law was the right field for him and went on to enroll in law school with the plan of remaining in the labor and employment practice area. Ryan continued working as a paralegal while

Industries

Manufacturing
Technology
Transportation

Services

Employment Class & Collective Actions
Employment Litigation Defense
Labor & Employment

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attending law courses in the evenings, giving him over six years of experience in the legal world before beginning to practice himself. Combined with several years as an associate, Ryan has extensive experience for an early-career attorney.

In addition to the breadth of his experience, clients appreciate that Ryan understands the complexity of managing a business while maintaining compliance with a wide array of laws. Known for his ready responsiveness, Ryan prides himself on learning as much as he can about client organizations so that he can deliver the best results possible.

Experience

- Drafted answers, dispositive motions, discovery requests and responses, position statements in response to EEOC and local agency charges, meet and confer letters, litigation hold and document retention memoranda, responses to demand letters, employment and settlement agreements, workplace policies, and employee handbooks.
- Counseled employers on a variety of workplace issues including EEO compliance, ADA and other workplace accommodations, wage and hour, wage garnishments, employment contracts, leaves of absence, separation agreements, employee complaints, discipline, and discharge.
- Conducted workplace investigations and advised employers concerning discrimination, harassment, and other issues.
- Managed and reviewed class-wide data and created damages analyses.
- Prepared witnesses for and defended depositions and local agency investigations.

Recognition

- Illinois Super Lawyers, Rising Star, 2025-2027

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Education

- J.D., DePaul University College of Law
  - *DePaul Journal of Sports Law*, Editor-in-Chief
- Litigation Paralegal Practice Certificate, Loyola University Chicago, Institute of Paralegal Studies
- B.A., University of Iowa

Admissions

- Illinois
- U.S. District Court, Northern District of Illinois
- U.S. District Court, Central District of Illinois
- U.S. District Court, Southern District of Illinois
- U.S. District Court, Southern District of Indiana
- U.S. District Court, Eastern District of Michigan
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Tennessee
- U.S. District Court, Middle District of Tennessee



2025 Pro Bono Contributor

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