

**RICHMOND, VIRGINIA**

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PRACTICE AREAS:

[Labor & Employment](#)

[Litigation](#)

STATE ADMISSIONS:

Virginia

COURT ADMISSIONS:

U.S. District Court for the Eastern
District of Virginia

U.S. District Court for the Western
District of Virginia

U.S. Court of Appeals for the
Fourth Circuit.

EDUCATION:

J.D. University of Connecticut
School of Law, 2012

B.A. Wake Forest University, 2006

Brendan C. Horgan

ASSOCIATE

Brendan Horgan focuses his practice on labor and employment law and commercial litigation. As a litigator, he has handled a variety of matters before state and federal courts, the Virginia Workers' Compensation Commission, and military courts-martial. This unique trial experience informs Brendan's advice to clients to avoid litigation where possible and position a company for the best result the moment a dispute arises.

Prior to settling in Richmond with his family and beginning his civil litigation practice, Brendan served for five years on active duty in the U.S. Navy JAG Corps as both a prosecutor and defense counsel. He had the opportunity to try numerous complex courts-martial to verdict, including ten contested jury trials. Brendan currently serves as a Lieutenant Commander in the U.S. Navy Reserve.

PROFESSIONAL AFFILIATIONS

- Richmond Bar Association

AWARDS AND RECOGNITION

- Navy Commendation Medal
- Navy Achievement Medal
- CAPT George T. Smith U.S. Navy Leadership Award
- David H. Neiditz Professional Writing Award

NEWS AND INSIGHTS

PUBLICATIONS

- "[Beware the Pitfalls of Automated Technology in Employment](#)," Eckert Seamans' Labor & Employment Update, October 2022.
- "[Virginia 2022 Legislative Update](#)," Eckert Seamans' Labor & Employment Update, April 12, 2022.
- "[Virginia's New COVID-19 Rules](#)," Eckert Seamans' Legal Update, April 11, 2022.
- "[Comply or Get Swamped: New Virginia Laws That All Businesses Must Understand For July 2021](#)," Eckert Seamans' Legal Update, June 16, 2021.
- "[COVID-19 LEGAL UPDATE: Virginia Governor Ralph Northam's Executive Order No. 72](#)," Eckert Seamans' COVID-19 Legal

Update, December 11, 2020.

- [“Virginia Employment Law: Checklist for 2021,”](#) Eckert Seamans’ Labor & Employment Alert, December 7, 2020.
- [“The New Pitfalls Of Employment Misclassification for Virginia Employers,”](#) co-author, Mealey’s Litigation Report: Employment Law, August 2020.
- [“New Virginia Laws Seek to Convert Independent Contractors to Employees,”](#) Eckert Seamans’ Legal Update, May 18, 2020.
- [“COVID-19 Legal Update: Virginia Executive Order Nos. 53 and 55,”](#) Eckert Seamans’ COVID-19 Legal Update, March 31, 2020.

MEDIA COVERAGE

- [“How the Coronavirus has Impacted the Workplace,”](#) discussed with Emily Chang on Bloomberg Technology Show, February 2020.

SPEAKING ENGAGEMENTS

- “Crafting the Cannabis Policy: Finding the Balance between the Law, Science, and Safety,” co-presenter, Marsh McLennan Insurance Agency program. April 2023.
- “Marijuana at Work” co-presenter, the Richmond SHRM annual legislative update, March 2022.
- “Marijuana at Work,” co-presenter, Marsh McLennan Insurance Agency program, February 8, 2022.
- “Virginia’s Emergency Temporary Standard Infectious Disease Prevention: SARS-COV-2 Virus That Causes COVID-19,” co-presenter, Eckerts Seamans’ webinar presentation, August 2020.
- “Pay Equity Analysis – Understanding the Equal Pay Act and Title VII,” co-presenter at the Richmond SHRM 2020 Legal Update, February 2020.