

# Jason T. Weber

## Partner

Jason Weber is a trial attorney who focuses his practice on business disputes and employment-related consulting and litigation. Jason has represented Fortune 500 companies, middle market firms, small businesses, and individuals in Texas state courts, federal courts, administrative tribunals, and alternative dispute resolution forums.

Within the commercial arena, Jason's representation entails the litigation of complex—and often high-stakes—business disputes between shareholders, partners, and enterprises. Such disputes often involve the defense or prosecution of a variety of claims including fraud, breach of fiduciary duties, intellectual theft, and various contractual issues.

Within the employment arena, Jason's representation entails defending management and providing guidance on a variety of employment issues including age, disability and Title VII discrimination, family and medical leave, unfair competition, privacy and data protection, workplace torts, wage and hour claims, whistleblower claims and general contract disputes.

### Distinctions

- Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization.
- Super Lawyer – Rising Star by *Texas Super Lawyers Magazine* and *Texas Monthly* (2016 – 2018)
- Honored by *Texas Lawyer* as "Litigator of the Week" (April 2015).

### Representative Experience

#### Commercial Litigation

- Represented high profile public servant in complex multi-party litigation involving billion-dollar Dallas Police and Fire Pension Fund and successfully preserved corpus of the funds pending legislative reform.
- Represented former member of oil and gas company in complex multi-party business divorce resulting in highly favorable outcome for client.
- Represented closely-held corporation in successful ouster of shareholder/officer in litigation involving allegations of numerous breaches of fiduciary duties.
- Obtained dismissal of fraud and breach of contract claims brought by former student against private university.



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### Practice Areas

**Commercial  
Employment**

### Education

Baylor University School of Law,  
J.D., 2010

Baylor Law Review

Baylor University, B.A., Political  
Science, 2007

Baylor Ambassadors

### Admissions

Texas, 2010

U.S. Court of Appeals, Fifth  
Circuit

U.S. District Courts – Northern,  
Southern, Western and Eastern  
Districts of Texas

- Represented physician-owned professional limited liability corporation in business divorce that resulted in the ouster of minority owner on extremely favorable terms.

### **Labor & Employment Litigation**

- Successfully obtained and defended against TROs and injunctions in both state and federal court regarding non-competition, non-solicitation, and trade secrets.
- Successfully defeated conditional class certification of wage and hour lawsuit involving individuals working in the oil and gas industry.
- Obtained dismissal of breach of contract and defamation claims brought by former student/employee against private Texas university.
- Obtained summary judgment for west Texas healthcare organization on age and disability discrimination claims brought by former employee.
- Obtained dismissal of sexual harassment and retaliation claims brought by former employee against east Texas manufacturer.
- Obtained summary judgment for national security staffing firm on age discrimination claim brought by former employee.
- Obtained summary judgment for east Texas hospital and healthcare organization on disability discrimination and “reasonable accommodation” claims by former maintenance employee.
- Obtained summary judgment on claims of sexual harassment and breach of employment contract claims brought by former employee against Dallas-based sports clothing distributor.
- Obtained summary judgment on workers compensation retaliation claim brought by former employee against El Paso-based employment staffing company.
- Obtained summary judgment on hostile work environment claim brought by former physician against west Texas healthcare clinic.
- Obtained declaratory judgment that the president of a Dallas-based chemical sales company was not subject to arbitration in his individual capacity, including a judgment awarding attorney fees.
- Obtained summary judgment for east Texas hospital and healthcare organization on sexual harassment and retaliation claims by former clinic medical assistant.
- Obtained Rule 91a dismissal of whistleblower claims against El Paso-based non-profit employer, including a judgment awarding substantial attorney fees.

- Obtained favorable results on behalf of numerous employers before the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, the National Labor Relations Board, and the Texas Workforce Commission.

## Awards / Recognition

- Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization
- Super Lawyer – Rising Star by *Texas Super Lawyers Magazine* and *Texas Monthly*, 2016, 2017, 2018
- Honored by *Texas Lawyer* as “Litigator of the Week” in April 2015

## Professional / Community

### Professional:

- Member, State Bar of Texas
- Member, Dallas Bar Association
- Member, Dallas Association of Young Lawyers

### Community:

- William “Mac” Taylor, Jr. American Inn of Court
- Bar Association of the Fifth Federal Circuit
- Employment Law Section, State Bar of Texas
- Dallas Bar Association
- Dallas Association of Young Lawyers
- Texas Young Lawyers Association

## Publications

Employee Handbooks are in the Crosshairs of the NLRB  
**11.01.15**

Compensation is Confidential? Think Twice . . .  
**04.04.14**

Fifth Circuit Expands Scope of Same-Sex-Harassment Claims  
**03.03.14**

## Speeches / Events

Managing Workplace Concerns about Ebola, Influenza, and Airborne Illnesses  
**04.16.15**

Third Party Discovery with Administrative Agencies  
**05.22.14**

Are LGBTs a Protected Class?  
**02.21.13**