

Jason T. Weber

SHAREHOLDER

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Jason Weber is an attorney in the Employment Litigation practice and is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. He focuses his practice on business disputes and employment-related consulting and litigation. He 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.

Jason's experience includes 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.

Education

- Baylor University School of Law (J.D., 2010)
 - Baylor Law Review
- Baylor University (B.A., 2007)
 - Political Science

Bar Admissions

- Texas, 2010

Court Admissions

- U.S. Court of Appeals, Fifth Circuit
- U.S. District Court, Northern District of Texas
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Western District of Texas

Memberships

- State Bar of Texas

Capabilities

- Labor & Employment
- Employment Litigation, Arbitration & Dispute Resolution
- Restrictive Covenants & Trade Secrets Litigation

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

Recognition

- Selected for inclusion in *Best Lawyers in America*® for Litigation - Labor and Employment, 2025-2026
- Named one of *Best Lawyers: Ones to Watch*® in America in:
 - Commercial Litigation, 2021-2024
 - Labor and Employment Law - Management, 2021-2024
 - Litigation - Labor and Employment, 2022-2024
- Named to the Super Lawyers Up-and-Coming 100: 2022 Texas Rising Stars List
- Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization
- "Best Lawyers Under 40 in Dallas" by *D Magazine*, 2020, 2021
- "Top 100 Lawyers Under 40" by *Texas Super Lawyers Magazine* and *Texas Monthly*, 2019, 2020
- "Rising Star" by *Texas Super Lawyers Magazine* and *Texas Monthly*, 2016-2022
- "Litigator of the Week" by *Texas Lawyer*, 2015

Matters

- 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 summary judgment dismissal of restrictive covenants that did not comply with Texas' Covenants Not to Compete Act.
- 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.
- 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.
- Represented physician-owned professional limited liability corporation in business divorce that resulted in the ouster of minority owner on extremely favorable terms.