



Jason Elliott

Partner

Dallas

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PRACTICES Labor and Employment, Trade Secret Litigation, Mergers and Acquisitions, Litigation

Jason Elliott is a partner in the Labor and Employment Practice Group at Haynes Boone's Dallas office. Jason advises on a wide range of employment-related matters and serves as a trusted resource for companies across industries, including finance, manufacturing, technology, retail, food and beverage, and defense and aerospace. His work includes negotiating and preparing executive employment, compensation and restrictive covenant agreements, as well as guiding clients through compliance audits and investigations by agencies such as the Equal Employment Opportunity Commission and the U.S. Department of Labor.

Jason also helps employers navigate complex labor and employment matters, such as executive employment agreements and disputes, unfair competition litigation – including numerous TRO actions involving claims of breach of noncompete agreements, misappropriation of trade secrets and tortious interference. He has guided clients through numerous wage-and-hour class and collective actions and defended against all forms of employment discrimination claims. He has gained a depth of industry knowledge representing clients across a broad range of sectors, including finance, software and technology, retail, manufacturing, food and beverage, oil and gas, and defense and aerospace, among others. Jason is a veteran courtroom attorney with trial experience and who has defended employers facing a multitude of claims, such as those arising under the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Credit Reporting Act (FCRA), Title VII, the Federal Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Worker Adjustment and Retraining Notification Act (WARN), the Equal Pay Act, Sarbanes-Oxley, as well as state statutes, and common law doctrines.

He has helped ERISA plan sponsors and fiduciaries obtain favorable outcomes in disputes involving claims for breach of fiduciary duty and allegations of wrongful denial of benefits under health, retirement and other employee benefit plans. This includes representation in disputes alleging noncompliance under the Mental Health Parity and Addiction Equity Act.

In addition to his litigation and dispute resolution practice, Jason provides tailored employment guidance to parties involved in M&A matters, particularly private equity transactions. He has served as a key employment law advisor on hundreds of business matters involving due diligence, valuation of identified compliance risks, negotiation of terms, workforce integration, reduction, and employment transition programs, executive employment agreements and restrictive covenants, implementation of post-closing compliance initiatives, and related compliance issues. In conjunction with these efforts, Jason helps clients develop and amend employee plans for sales commissions, bonuses and other

forms of variable compensation. He also leverages his experience in litigation throughout the country to help employers strategically craft their use of restrictive covenants, ensuring consistency with the varied requirements for enforceability that are critical for managing multistate workforces.

Jason maintains an active pro bono practice and has provided legal services, focusing on employment advice, for various nonprofit organizations.

QUALIFICATIONS

EDUCATION

- J.D., Southern Methodist University Dedman School of Law, 2005, cum laude; *SMU Law Review Association*, Associate Managing Editor
- B.B.A., Finance, The University of Texas at Austin, 1999, with honors

ADMISSIONS

- Texas

COURT ADMISSIONS

- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. District Court for the Western District of Tennessee
- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the Western District of Arkansas
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Western District of Michigan

AWARDS AND RECOGNITIONS

- Recognized in *Super Lawyers* as a "Rising Star," 2015