

# JASON BOULETTE

Partner



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## Areas of Practice

### Litigation

- › Employment Litigation
- › Unfair Competition Litigation

### Employment Law

- › Employment Litigation
- › Employment Law Compliance
- › Labor Management Relations

### Corporate Immigration

- › Non-Immigrant Visas
- › Immigrant Visas
- › I-9 Compliance

## Education

University of Texas – J.D. with High Honors

University of Texas – Chancellor

University of Texas – Order of the Coif

University of Virginia – B.A., Dean's List

Jason Boulette is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and the outgoing Chair of the Labor and Employment Section of the State Bar of Texas. Texas Super Lawyers identified Jason as one of the Top 100 lawyers in Texas and one of the Top 50 Attorneys in Central & West Texas for 2023. Jason was also voted a 2022 Austin Monthly Top Attorney and the 2020 Lawyer of the Year in Management Employment Law. He has also been repeatedly recognized as a Texas Super Lawyer (Thomson-Reuters), Texas Rising Star (Thomson-Reuters), and one of the Best Lawyers in America (Woodward/White). Jason is a frequent speaker and has received the W. Page Keeton Award for Excellence in Continuing Legal Education. Previously with Vinson & Elkins L.L.P., Jason founded Boulette & Golden L.L.P. with Mike Golden in 2006. Now known as Boulette Golden & Marin, the firm represents employers in employment, litigation, and corporate immigration matters.

## DISTINCTIONS

- › Top 100 Lawyer in Texas – Texas Super Lawyers 2023
- › Top 50 Attorneys in Central & West Texas – Texas Super Lawyers 2023
- › Chambers USA – Labor & Employment 2022-2023
- › Top Lawyer in Labor & Employment – Austin Monthly 2020 to 2022
- › Texas Bar Foundation, Fellow – 2012; Life Fellow – 2022
- › Best Lawyers in America® – Employment & Labor Law Management, 2006-2024
- › Lawyer of the Year, Employment & Labor Law Management – Best Lawyers in America® 2020 & 2022
- › Texas Super Lawyer – 2013 – 2023
- › Master, Honorable Lee Yeakey IP Inn of Court – 2016
- › W. Page Keeton Award for Excellence in Continuing Legal Education - 2018
- › State Bar of Texas, Labor and Employment Law Section, Chair, Leadership Council
- › State Bar of Texas, Special Task Force – Pro Bono Education Committee Co-Chair
- › Texas Rising Stars – 2004 – 2012
- › Texas Board of Legal Specialization – Certified Labor and Employment Attorney

## MEMBERSHIPS

- › State Bar of Texas, Employment Section – Leadership Council
- › Texas Supreme Court, Special Task Force – Pro-Bono Education Committee Co-Chair
- › American Immigration Lawyers Association – Member

## COMMUNITY

- › Ballet Austin – Supporter
- › Safe Place – Supporter
- › Sonic Guild – Member
- › Austin City Limits – Member
- › HAAM – Pearl Society Member
- › SIMS – Member
- › Kealing Middle School Archery – Co-Coach
- › Scouts of America – Assistant Scout Master

## PUBLICATIONS

- "Chat GPT, Trade Secrets, and Terms of Service," State Bar of Texas: Labor and Employment Law Institute, 2023-08-26, San Antonio, TX
- "Enforcing Non-Competes," State Bar of Texas Annual Meeting: Business & Corporate Counsel, 2023-06-22, Austin, TX
- "Ethics: Can We Talk?" UT Labor and Employment Law Conference, 2023-06-02, Austin, TX
- "Terms of Service: A Litigator's Perspective," UT Technology Law Conference, 2023-05-25, Austin, TX
- "Approaches to Privilege During Deposition Breaks," UT Law CLE First Friday Ethics Conference, 2023-05-05, Online
- "Non-Competes, Trade Secrets and Injunctions: How Do You Show Irreparable Harm?," UT Corporate Counsel Institute Conference, 2023-05-04, Online
- "Non-Competes and Trade Secrets – Mock Hearing," State Bar of Texas: Annual Advanced Employment Law, 2023-01-13, Dallas, TX
- "Managing Your Workforce in an Age of Mobility, Flexibility and Generational Shifts," UT Nonprofit Organizations Institute Conference, 2023-01-20, Austin, TX
- "Approaches to Privilege During Deposition Breaks," UT Law CLE First Friday Ethics Conference, 2022-09-07, Online
- "What Do You Mean I'm a Witness?," UT Law CLE First Friday Ethics Conference, 2022-08-05, Online
- "Employee Raiding: The Evolving Standard," University of Texas Technology Conference, 2022-05-26, Austin, TX
- "What Do You Mean I'm a Witness?," UT Labor and Employment Law Conference, 2022-05-06, Austin, Texas
- "Non-Competes and Trade Secrets: It's Not Just Tech Anymore!," University of Texas Corporate Counsel Institute, 2022-04-28, Houston, Texas
- "Am I Your Lawyer?," University of Texas Labor and Employment Law Conference, 2021-05-07, webcast, Austin, Texas
- "Practical Tips for Protecting Trade Secrets in Texas," University of Texas Corporate Counsel Conference, 2021-04-30, webcast
- "COVID-19 Related Leave Laws," TexasBarCLE Advanced Employment Law, 2021-01-14, webcast
- "Ethics in Time of a Pandemic," Texas Health Law Conference, 2020-10-06, webcast
- "The Use of Data Analytics in Employment Decision-Making," University of Texas Technology Conference, 2019-05-23, Austin, TX
- "The Use of Data Analytics in Employment Decision-Making," University of Texas Corporate Council Conference, 2019-05-16, Austin, TX
- "The Gig Economy," University of Texas Taxation Conference, 2018-11-15, Austin, TX
- "Social Media: Employee Ideology v. Company Values," University of Texas Technology Law Conference, 2018-05-25, Austin, TX
- "Employee Ideology vs. Company Policy/Rights," University of Texas Corporate Council Institute, 2018-05-17, Dallas, TX
- "The Boundaries of Employee Free Speech," University of Texas Labor and Employment Law Conference, 2018-05-11, Austin, TX
- "Misbehavior in the C-Suite," University of Texas Labor and Employment Law Conference, 2018-05-11, Austin, TX
- "Athletes and Controversy: Making a Stand or Taking a Knee," Webcast, University of Texas Sports and the Law, 2018-05-04, Austin, TX
- "From Hollywood to Healthcare: Sexual Harassment Revisited," University of Texas Health Law Conference, 2018-04-06, Houston, TX
- "Social Media: Employee Ideology v. Company Values," University of Texas Technology Law Conference, 2018-05-25, Austin, TX
- "Employee Ideology vs. Company Policy/Rights," University of Texas Corporate Council Institute, 2018-05-17, Dallas, TX
- "The Boundaries of Employee Free Speech," University of Texas Labor and Employment Law Conference, 2018-05-11, Austin, TX
- "Misbehavior in the C-Suite," University of Texas Labor and Employment Law Conference, 2018-05-11, Austin, TX
- "Athletes and Controversy: Making a Stand or Taking a Knee," Webcast, University of Texas Sports and the Law, 2018-05-04, Austin, TX
- "From Hollywood to Healthcare: Sexual Harassment Revisited," University of Texas Health Law Conference, 2018-04-06, Houston, TX
- "Online Evidence of Intent: Social Media Use by Decision-Makers," TexasBarCLE Advanced Employment Law, 2018-01-19, Dallas, TX
- "From Parties to Presidents: Dealing with Decision-Makers," University of Texas Paige Keeton Civil Litigation Conference, 2017-11-02, Austin, TX
- "From Parties to Presidents: Dealing with Compromised Decision-Makers," State Bar of Texas Labor Law Institute, 2017-08-26, San Antonio, TX
- "From Parties to Presidents: The Use of Social Media to Prove Animus," University of Texas Labor and Employment Law Conference, 2017-05-26, Austin, TX
- "Immigration Update," University of Texas Technology Law Conference, 2017-05-26, Austin, TX
- "Trade Secrets – Protecting and Defending," University of Texas Corporate Council, 2017-05-12, Houston, TX
- "Employment Law: The Modern Mobile Workforce," University of Texas Health Law Conference, 2017-04-07, Houston, TX
- "Social Media: Internet to Evidence," TexasBarCLE Damages in Civil Litigation, February 17, 2017
- "Ethics in Negotiation: The True Cost of Representation," University of Texas Renewable Energy Law Conference, January 31, 2017

