

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 is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and the former Chair of the Labor and Employment Section of the State Bar of Texas. Jason has been named Lawyer of the Year in Management Employment Law by Best Lawyers in America, Top Attorney by Austin Monthly, a Top 50 Attorney in Central & West Texas and a Top 100 Lawyer by Texas Super Lawyers. 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

- > Best Lawyers in America® – Employment & Labor Law Management, 2006 to Present
- > Lawyer of the Year, Employment & Labor Law Management – Best Lawyers in America® 2020, 2022, & 2025
- > Texas Super Lawyer – 2013 to 2025
- > Top 50 Attorneys in Central & West Texas – Texas Super Lawyers 2023 – 2025
- > Top 100 Lawyer in Texas – Texas Super Lawyers 2023 – 2024
- > Chambers USA – Labor & Employment, 2022 to Present
- > Austin Monthly, Top Attorney, Labor & Employment, 2020 to 2025
- > Texas Bar Foundation, Fellow – 2012; Life Fellow – 2022
- > Master, Honorable Lee Yeakel 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 Star, Super Lawyers – 2004 to 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

- > “Ethics and AI,” UT Labor and Employment Conference, 2025-06-05, Austin, TX
- > “TUTSA Damages,” UT Corporate Counsel Institute Conference, 2025-05-15, Houston, TX
- > “Trade Secret Misappropriation – The Case for Damages,” UT Technology Law Conference, 2025-05-09, Austin, TX
- > “Employment Ins and Outs for Nonprofits,” UT Nonprofit Organizations Institute, 2025-01-24, Austin, TX
- > “Religion at Work: A Conflict of Rights – Part 2: Accommodation Meets Harassment,” Lawline, 2025-01-14, Webinar
- > “Religion at Work: A Conflict of Rights – Part 1: The Scope of Religion,” Lawline, 2024-11-19, Webinar
- > “Ethics: Officer of the Court,” UT Labor and Employment Law Conference, 2024-05-31, Austin, TX
- > “Legal Guardrails for Religion, and Politics and Tech Companies,” UT Technology Law Conference, 2024-05-24, Austin, TX
- > “The Current State of Non-Competes: Are They Still Enforceable?” UT Corporate Counsel Institute Conference, 2024-05-10, Houston, TX
- > “Ethics, The True Cost of Representation,” State Bar of Texas: Advanced Employment Law, Employment Law 101, 2024-01-11, Dallas, TX
- > “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 Counsel 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 Counsel 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 Counsel 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 Counsel, 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

