

MICHAEL MARIN

Partner



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Areas of Practice

Litigation

- > Business Litigation
- > Employment Litigation
- > Unfair Competition Litigation

Employment Law

- > Employment Litigation
- > Employment Law Compliance

Education

Harvard Law School, J.D.

- > Harvard Journal on Legislation, Editor
- > Harvard Legal Aid Bureau

Golden Gate University, M.B.A. with highest honors

University of Texas at El Paso, B.A. Political Science

Listed in the **Best Lawyers in America in Commercial Litigation** (2009-present), Michael is a former Vinson & Elkins litigation partner representing clients in business, technology, trade secrets, non-compete, and employment litigation matters. In addition, his practice includes internal investigations, employment contracts, non-compete and non-disclosure agreements, federal and state agency compliance, counseling, and training. Michael also maintains an active local counsel practice for national law firms in high-stakes litigation in the Texas Business Court, the Western District of Texas, and in Travis and surrounding Central Texas counties.

In 2026, Michael served as lead trial counsel for the plaintiff in the first trade secret case tried to a jury verdict in Third Division of the Business Court of Texas. The jury unanimously found that the defendants misappropriated the plaintiff's trade secrets — its proprietary software, sales methodology, buyer compilation, and historical pricing data — and that the misappropriation was willful and malicious. The jury also found breach of fiduciary duty, civil conspiracy, and fraudulent transfers under the Texas Uniform Fraudulent Transfer Act. The court rendered judgment on the verdict totaling more than \$61 million, including \$44.3 million in actual damages and \$9 million in exemplary damages, and entered a permanent injunction barring further use of the misappropriated software and trade secrets, avoiding the defendants' fraudulent transfers, and requiring a court-supervised forensic protocol to log, return, and destroy plaintiff's materials. Post-judgment and appellate proceedings pending.

As a trial lawyer, Michael has first or second chaired over a dozen jury and bench trials, secured and defeated motions for injunctive relief, argued dozens of dispositive and other significant motions, presented oral argument and assisted in appellate matters, and resolved numerous high exposure litigation matters. His litigation experience includes business and technology, healthcare and managed care, covenants not to compete, trade secrets, oil, gas, and mineral interests, construction and real estate, personal injury, public finance, and employment litigation.

Michael's clients come from a broad spectrum of industries, including e-commerce, media, biotechnology, healthcare, medical, pharmaceutical, semiconductor, retail, computer, telecommunications, government contracts, public finance, finance, construction, insurance, real estate, energy, oil and gas, and professional services.

In addition to being listed in **Best Lawyers in America** for more than a decade, Michael is recognized as a **Texas Super Lawyer** by Law & Politics Magazine (2007-present) in Business Litigation, and he is rated **AV® Preeminent™** (2005-present) by the Martindale-Hubbell Peer Review Ratings system. A well-respected leader in the legal profession, Michael has held prominent positions in local, state, and national bar associations, and he has lectured and authored numerous articles on the American Jury System, litigation, and employment law. In 2001, Michael was presented the **Outstanding Young Lawyer Award** by the Austin Young Lawyer's Association, and in 2006, Michael was honored by the American Bar Association with its prestigious **Spirit of Excellence Award**.

DISTINCTIONS

- › Texas Bar Foundation, Life Fellow
- › Best Lawyers in America® Commercial Litigation, 2009-present
- › Texas Super Lawyer – Business Litigation, 2007-2026
- › AV® Preeminent Peer Review Rating, 2005-present
- › Top Rated Lawyer in Intellectual Property, Martindale-Hubbell, 2012, 2013
- › Top Rated Lawyer in Commercial Litigation, American Lawyer Media, 2012
- › Top 25 Extraordinary Minorities in Texas Law, selected by Texas Lawyer – 2009
- › Spirit of Excellence Award, American Bar Association, 2006
- › Excellence in Public Interest Award, Texas Law Fellowships, University of Texas School of Law, 2005
- › Texas Rising Star, Texas Monthly, 2004, 2005, 2006, 2007
- › Austin Under 40 Award (Legal Category), Austin Young Men’s and Women’s Business Alliance, 2002
- › Outstanding Young Lawyer Award, Austin Young Lawyers Association, 2001
- › President’s Award for Outstanding Community Service, Hispanic Bar Association of Austin, 2001 and 2002
- › President’s Award for Most Outstanding Director, Austin Bar Association, 2000

AFFILIATIONS

CHAIR

- › Corporate Counsel Section, State Bar of Texas (Chair, 2013-2014, Chair-Elect, 2012-2013; Vice-Chair, 2011-2012; Secretary, 2010-2011; Council Member, 2009-present; SBOT Board Advisor, 2007-2009)
- › SBOT Corporate Counsel Section Pro Bono & Grants Committee, (Chair, 2015-present; Member 2009-present)
- › Special Standing Committee on Ethics and Professionalism, ABA TIPS Section, 2008-2009 (Chair-Elect, 2007-2008; Liaison to CPR-SOC Joint Committee on Ethics and Professionalism and ABA Standing Committee on Professionalism)
- › Austin Bar Foundation, 2005-2006 (Founding Chair)
- › Hispanic Bar Association of Austin Charitable Foundation, (Founding Chair, 1998-2001; Director, 2009-2012)

PRESIDENT

- › Austin Bar Association, 2004-2005
- › Hispanic Bar Association of Austin, 1997-1998

DIRECTOR

- › State Bar of Texas, District 9, Place 1, 2005-2008 (Executive Committee, 2006-2007)

FELLOWSHIPS

- › American Bar Foundation (Life Fellow, 2012-present; Fellow, 2005-2012)
- › Austin Bar Foundation (Founding Life Fellow, 2005-present)
- › Texas Bar Foundation (Life Fellow, 2012-present; Fellow, 2002-2012)

APPOINTMENTS

- › Attorney Admissions Committee, U.S. Western District of Texas, Austin Division, 2004-present
- › U.S. Magistrate Reappointment Committee, U.S. Western District of Texas, Austin Division, 2007
- › ABA Commission on The American Jury Project, 2008-2011
- › ABA Standing Committee on The Delivery of Legal Services, 2006-2008
- › ABA Tort, Trial, And Insurance Practice Section CLE Committee, 2007-2008; Long Range Planning Committee, 2006-2007
- › Texas Supreme Court Task Force on Jury Assembly and Administration, 2006-2008

MEMBERSHIPS

- › American Bar Association
- › American Inn of Court, Robert Calvert Inn (Master of the Bench)
- › Austin Bar Association
- › Austin Young Lawyers Association (Sustaining Member)

- > College of the State Bar of Texas
- > Defense Research Institute
- > El Paso Bar Association
- > Federal Bar Association (Austin Chapter)
- > Harvard Club of Austin
- > Hispanic National Bar Association
- > Leadership Austin
- > San Antonio Bar Association
- > State Bar of Texas
- > Supreme Court Historical Society
- > Vinson & Elkins Diversity Committee
- > Vinson & Elkins Pro Bono Committee

**Includes past memberships*

ADMISSIONS

- > Texas; U.S. District Court for the Western District of Texas; U.S. District Court for the Southern District of Texas; U.S District Court for the Eastern District of Texas; U.S. District Court for the Northern District of Texas; U.S. Fifth Circuit Court of Appeals; U.S. Supreme Court

COMMUNITY

- > **The Trail Conservancy** (formerly “The Trail Foundation”), Director, 2020-present (Executive Committee, 2021-present; Chair-Elect, 2024-present; Governance Committee Chair, 2022-present)
- > **Austin PBS** (formerly KLRU-TV, Capital of Texas Public Communication Council), Director, 2004-2017; (Executive Committee, 2006-2007, 2008-2009, 2011-2012, 2012-2013, 2013-2014, 2014-2015; Chair of KLRU-TV Endowment Committee, 2012-2017)
- > **Leadership Austin**, Director, 2008-2011 (Secretary 2010-2011)
- > **CASA of Travis County**, Director, 2003-2005
- > **Anti-Defamation League Jurisprudence Award Luncheon**, Steering Committee, Austin, TX, Spring 2009

PUBLICATIONS & PRESENTATIONS

- > **Business Court: A Trial Lawyers Perspective**, Labor & Employment Law Conference, *University of Texas School of Law CLE*, June 2026
- > **Texas Business Court: A Forum of Choice**, 39th Annual Technology Law Conference, *University of Texas School of Law CLE*, May 2026 (co-presenter)
- > **Texas Business Court: Everything You Want to Know**, 48th Annual Corporate Counsel Institute, *University of Texas School of Law CLE*, April 2026 (co-presenter)
- > **TUTSA Damages**, 47th Annual Corporate Counsel Institute, *University of Texas School of Law CLE*, May 2025 (co-author and co-presenter)
- > **The Current State of Non-Competes: Are They Still Enforceable?**, 46th Annual Corporate Counsel Institute, *University of Texas School of Law CLE*, May 2025 (co-author and co-presenter)
- > **Banned? The FTC Ban of Non-Competition Agreements**, 46th Annual Corporate Counsel Institute, The University of Texas School of Law CLE, May 2024, (co-author)
- > **Non-Competes, Trade Secrets and Injunctions: How Do You Show Irreparable Harm?**, 45th Annual Corporate Counsel Institute, University of Texas School of Law CLE, May 2023 (co-author and co-presenter)
- > **Employee Ideology v. Company Values**, 40th Annual Corporate Counsel Institute, University of Texas School of Law CLE, April 2018 (co-presenter)
- > **Practical Considerations for Protecting Trade Secrets in Texas**, 39th Annual Corporate Counsel Institute, University of Texas School of Law CLE, April 2017 (co-author and co-presenter)
- > **So You’ve Been Sued and There’s a TRO**, 37th Annual Corporate Counsel Institute, University of Texas School of Law CLE, May 2016 (co-author and co-presenter)
- > **Internal Investigations: Workplace Investigation of Current Employees**, 35th Annual Corporate Counsel Institute, University of Texas School of Law CLE, April 2013 (co-author and co-presenter)
- > **Employment: Hiring from the Competition**, 33rd Corporate Counsel Institute, University of Texas School of Law CLE, April 2011 (co-author and co-presenter)
- > **The Practical Implications of Twombly, Iqbal, and the New Federal Pleadings Standards**, 33rd Annual Advanced Civil Trial Course, TexasBaR CLE, June 2010 (co-author and presenter)

- > **Discovery in the Western District**, Federal Practice Seminar, Federal Bar Association – Austin Chapter, November 2008 (presenter)
- > **The Texas Decision to Increase Jury Pay, Bill of Rights**, TexasBarCLE, May 2008 (co-author and presenter)
- > **Doe v. MySpace, Inc.: Liability for Third Party Content on Social Networking Sites**, The Communications Lawyer, Spring, 2007 (co-author)
- > **Doe v. MySpace, Inc: Defining the Limits of Liability for Third Party Content**, 20th Annual University of Texas Technology Law Conference, University of Texas School of Law CLE May 2007 (co-author)
- > **MySpace Wins Dismissal in ‘Sexual Predator’ Suit**, MediaLawLetter, February 2007 (co-author)
- > **Insights from the Inside: What Every Lawyer Should Know Before Appearing in Federal Court**, A Day in Federal Court, Travis County Women Lawyers Association, June 2005 (moderator)
- > **Are We Getting a Jury of Our Peers**, 68 Texas Bar Journal No. 2, February 2005 (co-author)
- > **Jury of Our Peers: An Unfulfilled Constitutional Promise**, 58 SMU Law Review 319, 2005 (co-author)
- > **Management of Product Liability Litigation**, 4th Annual UT/IEEE Central Texas Engineering Management Workshop, August 2003 (panelist)
- > **Trade Secrets-Protecting Your Company’s Confidential Business and Technical Information**, MCCA CLE Expo, Minority Corporate Counsel Association, Chicago, May 2003 (panelist)

