



→ Jonathan E. Clark

Partner

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Jonathan Clark is a partner in the Labor and Employment Practice Group in the firm's Dallas office.

Areas of Practice

Jonathan is an experienced, strategic, and aggressive trial lawyer who specializes in “employee departure” litigation. To that end, Jonathan frequently represents businesses seeking to enforce restrictive covenants against high-level, departing employees who gained access to their former employer’s most valuable confidential information, trade secrets, and customer relationships. Conversely, he also defends companies seeking to hire personnel who may be bound by restrictive covenants with a former employer. These scenarios often require immediate and precise legal maneuvers. Accordingly, Jonathan often spearheads emergency injunction actions in state and federal court designed to halt contractual and legal violations before the damage is done and it’s too late.

Jonathan also defends employers in departure-related litigation filed by current or former employees. And he has successfully handled the defense of single-plaintiff and class-action claims for discrimination, harassment, retaliation, and wage-and-hour violations in state and federal court. These cases often hinge on securing valuable written discovery and deposition testimony for use in summary judgment motions. Jonathan therefore works these cases aggressively, to ensure the employer can put on a complete and vigorous defense.

While court action is often required, Jonathan understands the immense value to clients of preventing litigation altogether. With this in mind, Jonathan helps employers draft iron-clad employment agreements and restrictive covenants that provide businesses clarity and security. Jonathan also counsels employers in such crucial areas as handbook and workplace policy development. In addition, Jonathan frequently oversees highly sensitive internal workplace investigations. In short, Jonathan helps employers navigate the entire life cycle of the employment relationship so that businesses can mitigate risk and are prepared for any scenario.

Over the course of his career, Jonathan has honed his skills in numerous practices areas critical to the labor and employment space, including:

- Restrictive covenant litigation
- Harassment;
- retaliation discrimination on the basis of age, sex, race, orientation, gender identity, national origin and disability;
- FLSA and state-law wage and hour claims;

- Worker Adjustment and Retraining Notification (WARN) Act violations;
- enforcement of non-competition agreements;
- drafting and editing employee handbooks;
- workplace investigations; and
- responses to EEOC charges.

But Jonathan's litigation skills and experience are not limited to labor and employment. Jonathan is deeply versed in business and commercial litigation matters. In these cases, he achieved successful outcomes for clients seeking to enforce contracts, protect confidential business information and trade secrets, enforce fiduciary obligations and minimize liability. Importantly, Jonathan's deep understanding of how complex commercial cases proceed allows him to provide strategic advice to clients at every stage of the litigation process.

And when a resolution is reached, Jonathan understands the absolute necessity of drafting rock-solid settlement agreements that protect the client's interests moving forward in the months and years after litigation has ended.

Honors

Ones to Watch – Labor and Employment, *Best Lawyers*, 2021-2025

Articles

- DOL Gives Extra Leeway for Independent Contractor Classification
Society for Human Resource Management, 05.09.2025
- Fifth Circuit Affirms Dismissal Of 'Anti-Woke' Hiring Bias Suit
The Texas Lawbook, 11.18.2024
- Jones Paternity Case Highlights Parental Contract Rules for Minors
Headnotes, Dallas Bar Association, 11.2024
- By Ditching Chevron Deference, SCOTUS Drastically Changes the Litigation and Compliance Landscape
The Texas Lawbook, 07.17.2024
- Balancing Employe Surveillance and Privacy
Headnotes, Dallas Bar Association, 07.2024
- How SCOTUS 'Shook the Rails' on State Court Jurisdiction
The Texas Lawbook, 07.12.2023
- Justices' Jurisdiction Ruling Could Increase Business Liability
Law360, 06.02.2022
- OSHA Emergency Temporary Standard Survival Guide
12.22.2021

Corporate & Securities Law Blog Posts

- "No Move to Greener Pastures: Texas Business Court Holds Parties May Not Remove Pre-September 1, 2024 Cases to New Court System," December 10, 2024

- "Texas Revolution: State Legislature Creates New Business Court System to Handle Significant Commercial Disputes," July 28, 2023

Labor & Employment Law Blog Posts

- "Texas Enacts Massive Reforms to Healthcare Provider Non-Competes," July 10, 2025
- "DOL Retracts Biden-Era Independent Contractor Classification Rule," May 16, 2025
- "Vax On: Fourth Circuit Reinstates Plaintiff's Religious Bias Suit in COVID Vaccine Mandate Case," February 10, 2025
- "It's Over for Overtime Expansion: Texas Court Axes DOL Rule That Would Have Reclassified Millions of Employees as Overtime Eligible," November 22, 2024
- "In With the 'Old,' Out With the 'New': Second Trump Administration Will Usher in Significant Changes at the EEOC, DOL and NLRB," November 14, 2024
- "Final Word on Final Rule? Texas District Court Eviscerates FTC's Non-Compete Ban," August 21, 2024
- "Not So 'Final'? Texas Federal Court Enjoins Enforcement of FTC's Noncompete Ban, Leaving Future of Commission's Rule in Doubt," July 8, 2024
- "New SCOTUS Case Could Make Fair Labor Standards Act Claims More Difficult for Employers to Defend," June 28, 2024
- "FTC Votes to Ban Noncompete Agreements," April 24, 2024
- "Supreme Court Eases Burden for Title VII Plaintiffs Challenging Transfer Decisions," April 19, 2024
- "Fifth Circuit Upends 30 Years of Title VII Precedent, Making it Easier for Employees to Bring Discrimination Claims," August 21, 2023
- "Missed Assignments: The Importance of Assignability Clauses in Restrictive Covenant Agreements," February 21, 2023
- "What Employers Need to Know in a Post-Dobbs Landscape," August 3, 2022
- "OSHA Emergency Temporary Standard Survival Guide," December 22, 2021
- "COVID Confusion: Texas Governor Issues Executive Order Effectively Banning Vaccine Mandates," October 14, 2021
- "New Texas Law Expands Employee Rights and Employer Liability for Sexual Harassment Claims," September 2, 2021
- "Go Home, Dallas: County Enacts 'Shelter in Place' Order in Wake of Pandemic" March 23, 2020
- "Title VII Reversal: Fifth Circuit Holds No Transgender Protections Under Civil Rights Statute," June 26, 2019
- "EEOC Data Confirms #MeToo's Impact: Six Keys for Employers in the Wake of This Powerful Cultural Moment," October 31, 2018
- "Uber Drivers' Class Action Lawsuit Hits Permanent Red Light," April 24, 2018

- "Texas Federal Court Rules That Anti-Discrimination Statute Protects Transgender Individuals," April 19, 2018

Trade Secrets Law Blog Posts

- "Signed, Sealed, Delivered? Fifth Circuit Finds Sealing of Sensitive Information Requires Far More Than a Protective Order," May 9, 2022
- "Protecting Trade Secrets During An Acquisition: Showing Off The Goods Without Giving Away The Store," June 1, 2020

Media Mentions

Supreme Court: No Raised Standard for Showing a Worker Is Exempt
SHRM, 01.16.2025

Builder Ends EEOC Suit Accusing it of Firing White Worker
Law360, 04.16.2024

Sheppard Mullin Team Receives Litigator of the Week Honor in Falcon Healthcare Case
ALM, 01.12.2024

Speaking Engagements

"What Happened in Hamilton?," Presentation to the Dallas Bar Association Labor and Employment Group, October 2023

"Should I Stay or Should I Go: Drafting and Enforcing Non-Competition and Non-Solicitation Restrictions in Texas," The Virtual HRSouthwest Conference, October 7, 2020

Events

Multigenerational Juries: Trial Strategy Tips for Navigating Differences Without Underestimating Shared Motivators

Communicating, Connecting With, and Presenting Evidence to Baby Boomers, Gen X, Millennials, and Gen Z Webinar, 08.12.2025

The FTC's Rule Banning Noncompetes is Final: What Do We Do Now? Webinar, 05.07.2024

Jury Selection in Employment Litigation: Preparing for Voir Dire, Identifying Bias, Leveraging Strikes Webinar, 06.22.2022

Do We Still Have A Deal? An Overview of Force Majeure and "Impossibility" In Texas Contracts Webinar, 03.26.2020

Cross-Examining the Plaintiff in Employment Harassment and Discrimination Cases
Strafford Webinar
08.21.2019

Jury Selection in Employment Litigation: Preparing for Voir Dire, Identifying Bias, Leveraging Strikes
Strafford Webinar
12.04.2018

Workplace Religious Accommodations: Practical Guidance for Employers
Clear Law Institute Webinar
05.29.2018

Podcasts & Webinars

The FTC's Rule Banning Noncompetes is Final: What Do We Do Now?
05.07.2024

Do We Still Have A Deal? An Overview of Force Majeure and "Impossibility" In Texas Contracts
03.26.2020

Practices

Discrimination, Harassment, and Retaliation

Handbooks and Personnel Policies

Harassment Investigation and Training

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Litigation

Unfair Competition and Trade Secrets

Wage and Hour Class Actions

Wage and Hour Regulations

Education

J.D., Texas A&M University School of Law, 2009, Dean's List

B.A., Southwestern University, 2004

Admissions

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 Eastern District of Texas

U.S. District Court for the Western District of Texas