



**Matthew W. Ray, Partner | Email: [mattr@fdslaw.com](mailto:mattr@fdslaw.com) | Phone: 214-572-1716**

Consistently recognized as one of the top employment lawyers by his peers, Matt has been helping employers and employees litigate all types of employment disputes in courts and arbitrations across the country for over 20 years. Prior to starting Simon, Ray & Winikka with two of his former law partners, Matt was the head of the Dallas labor and employment group for one of the largest international law firms in the world. He has handled lawsuits related to all aspects of the employment relationship, including discrimination, wrongful discharge, breach of contract, and wage and hour litigation involving individual, class, and collective claims. In addition, Matt has litigated many cases involving alleged misappropriation of trade secrets and confidential information, employee raiding, and violations of noncompete agreements.

Matt's talents and track record have earned him many awards, including being recognized as one of the top 100 lawyers in Texas by *Super Lawyers* and being named in multiple years as a "Best Lawyer" by *D Magazine*.

Matt has written and spoken extensively on all aspects of the employment relationship. In addition to co-authoring chapters on employment litigation and law in Professor William Dorsaneo's *Texas Litigation Guide*, Matt has taught at Southern Methodist University's Dedman School of Law.

He is well versed in federal and state anti-discrimination laws (including Title VII, the ADEA, and the ADA), the Fair Labor Standards Act, the Family and Medical Leave Act, the WARN Act, and the Employee Retirement Income Security Act. He also advises clients on employee noncompete agreements, employment contracts, and independent contractor classification issues, in addition to developing arbitration and other alternative dispute resolution programs.

Matt also has extensive experience handling all types of commercial litigation matters, including disputes involving breach of contract, fraud, and tortious interference.

## Representative Cases

- Obtained injunctive relief in action alleging violations of non-compete agreements by two former employees of a large medical devices company.
- Obtained injunctive relief in action alleging former president of sourcing company violated non-compete covenants.
- Part of team that successfully represented multinational technology and consulting corporation in nationwide FLSA action.
- Obtained take-nothing judgment in arbitration against international tire manufacturer and retailer brought by former employee alleging race discrimination.
- Obtained take-nothing judgment in arbitration against international tire manufacturer and retailer brought by former employee alleging retaliation and breach of contract.
- Along with partner Katie Colopy, resolved ERISA action brought by independent contractors who alleged that they were common law employees entitled to benefits under client's benefit plan.
- Along with partner Katie Colopy, obtained over \$800,000 in sanctions against a former CEO and COO for conspiring to use fabricated evidence to pursue lawsuit against client.
- Part of team that obtained injunction preventing ex-partners from unfairly competing with client — including soliciting employees and violating a 5-year non-compete agreement ancillary to the sale of partnership interests.
- Won injunction to compel former employee to return misappropriated confidential information and to enjoin unfair competition by multiple former employees who left en masse to start a competing division against international construction company.
- Part of team that defeated class certification in case filed by former employees of international semiconductor and computer technology company who alleged breach of contract with respect to compensation.
- Part of trial team obtaining a \$50 million judgment in breach of contract case.

## Honors

- PLC's Cross-border Handbook for Labour and Employee Benefits
- *D Magazine* "Best Lawyers in Dallas" (2011, 2012, 2013, 2014, 2015, 2016)
- Adjunct Professor, SMU School of Law, "Employment Discrimination," Spring 2008

- Selected to *Texas Super Lawyers* list – 2013, 2014 and 2015
- Top 100 Lawyers in Texas – *Texas Super Lawyers* – 2014 and 2015
- Top 100 Lawyers in DFW – *Texas Super Lawyers* – 2014 and 2015

## Professional Memberships

- U.S. District Courts for the Northern, Southern, Eastern and Western Districts of Texas and Districts of Colorado
- U.S. Courts of Appeal for the Fifth, Eighth and Tenth Circuits

## Publications and Presentations

- “From Guiding to Enforcing: DOL Drops Opinion Letters” *Law 360*, April 2010
- “Preparing for Increased Wage and Hour Litigation and DOL Enforcement: A Primer for Texas Employers.” April 2010
- “Reductions in Force, the ADEA and the WARN ACT: Tips for Avoiding Pitfalls.” Co-author, March 2009
- “Defending Lawsuits: An Inevitable Part of Doing Business.” *Dallas Bar Journal*, 2009
- “Employer-Employee Relations, Chapter 203.” Co-author, *Texas Litigation Guide*, 2009
- “Employment Litigation, Chapter 203A.” Co-author, *Texas Litigation Guide*, 2009
- **Speaker** – AT&T In-house Counsel, “Trade Secrets: Recent Developments and Strategies,” October 17, 2013
- **Speaker** – Dallas Human Resources Management Association, “Trade Secrets and Confidential Information, A Human Resources Guide to Best Practices,” September 10, 2013
- **Speaker** – Dallas Human Resources Management Association, “Preemployment Agreements, Legal Trends and Practical Tips,” November 13, 2012
- **Speaker** – “Unionization in Texas and Beyond – Coming to a Company Near You,” April 2012
- **Speaker** – Dallas-Fort Worth Ethics and Compliance Roundtable, “Compliance Issues with Social Media,” November 2011
- **Speaker** – Jones Day Dallas MCLE University, “Twitterpation: Social Media in the Workplace,” October 2011
- **Panelist** – Dallas Human Resource Management Association, “Legislative Roundtable Panel,” April 2011
- **Speaker** – CLE Teleconference & Webinar, “FLSA Litigation and Enforcement: Latest Challenges,” December 2010
- **Speaker** – 2009-2010 Federal Legislative Regulatory Briefing, November 2009

- **Speaker** – Jones Day Dallas MCLE University, “Current Ethics Issues for In-House Counsel,” November 2009
- **Speaker** – State Bar of Texas 13th Annual Conference and Retreat, Austin, Texas, “Reductions in Force the ADEA and the WARN Act: Tips for Avoiding the Pitfalls,” March 2009
- **Speaker** – Dallas Business Journal Conference, “China: An Evolving Battlefield in the War for Talent,” October 2008
- **Speaker** – American Electronics Association, Dallas, Texas, “Independent Contractors...Employees or Not?” April 2000

## Education

- Southern Methodist University (J.D., 1993, magna cum laude; Order of the Coif; Lead Articles Editor, SMU Law Review)
- Texas Tech University (B.B.A., 1988, cum laude)