



Matthew W. Ray, Partner | Email: mattr@fdslaw.com | Phone: 214-572-1716

Matt is an accomplished trial lawyer who has helped clients ranging from large public companies to executives achieve significant victories in high stakes commercial and employment litigation on both sides of the docket. His talents and track record have earned him many awards, including being recognized as one of the top 100 lawyers in Texas by Super Lawyers every year since 2014, being selected by his peers as among the Best Lawyers in Dallas as published in D Magazine every year since 2011, and being listed in Best Lawyers in America.

Prior to co-founding Simon, Ray & Winikka (one of LFDS's predecessor firms) in 2012, Matt was the head of the Dallas Labor and employment group for one of the largest international law firms in the world. In addition to handling litigation and counseling involving all aspects of the employment relationship, Matt routinely litigates significant and complex commercial litigation matters. Matt's practice involves litigating a wide variety of cases in state and federal courts around the country. He also has extensive experience with arbitration and has successfully arbitrated both commercial and employment cases before single and multiple arbitrator panels.

Before attending law school, Matt was an accountant with a Big 4 accounting firm. After graduating magna cum laude from SMU's Dedman School of Law in 1993, Matt clerked for one year as a briefing attorney for Judge Craig Enoch on the Texas Supreme Court. In addition to co-authoring chapters on employment litigation and law in Professor William Dorsaneo's Texas Litigation Guide, Matt has taught as an adjunct professor at SMU's Dedman School of Law.

Representative Cases

- Obtained \$45 million settlement for Navajo-owned coal mining company in arbitration against public utilities alleging that utilities breached coal supply agreement by relying on force majeure clause as excuse for failing to pay for minimum coal quantities
- Represented senior creditors of iHeart Media in challenge to investment bankers in Chapter 11 case; obtained approximately \$6 million reduction in fees
- Successfully represented publicly traded company in a contentious dispute in multiple forums involving alleged theft of trade secrets and violations of non-compete agreements
- 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
- Represented multinational technology and consulting corporation in successful defense of nationwide FLSA action
- Obtained take-nothing judgments in arbitrations against international tire manufacturer and retailer brought in separate actions by former employees alleging unlawful terminations
- 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
- Selected to The Best Lawyers in America by Best Lawyers/Woodward White, Inc. – 2018 and 2019 (Employment Law)
- D Magazine's Best Lawyers in Dallas (2011, 2012, 2013, 2014, 2015, 2016, 2017, and 2018)
- Adjunct Professor, SMU School of Law, "Employment Discrimination," Spring 2008
- Selected to Texas Super Lawyers list – 2013, 2014, 2015, 2016, and 2017
- Top 100 Lawyers in Texas – Texas Super Lawyers – 2014, 2015, 2016, and 2017
- Top 100 Lawyers in DFW – Texas Super Lawyers – 2014, 2015, 2016, and 2017

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)