


## Nate Brignon

Shareholder

**Location:** Midland, Texas  
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Nate practices in the firm's Litigation Section. He is licensed to practice before all Texas state courts and the United States District Courts for the Western, Northern and Eastern Districts of Texas. He is also licensed to practice in the United States Court of Appeals for the Fifth Circuit.

### AREAS OF CONCENTRATION

#### Labor & Employment Law

Nate is experienced in resolving employment, confidential information, and trade secrets disputes through his representation of employers and employees. He has successfully represented clients before the EEOC, the Texas Workforce Commission, and in state and federal courts. Nate represents employers in connection with disputes arising under Title VII, the Americans with Disabilities Act ("ADA"), the Age Discrimination in Employment Act ("ADEA"), the Fair Labor Standards Act ("FLSA"), the Family Medical Leave Act ("FMLA"), and the Occupational Safety and Health Administration ("OSHA"). Nate also has experience investigating and defending claims, lawsuits and collective actions regarding overtime issues. In addition, Nate has drafted employment handbooks and policies, employment contracts, master service agreements, severance agreements, confidentiality agreements, covenants not to compete and other transactional/contractual matters arising in the employment context. Nate has also generally advised clients in hiring, termination and employee counseling situations, including the classification of individuals as employees or independent contractors, for both new and established businesses.

#### Oil and Gas Litigation

Nate represents clients involved in oil and gas related disputes. On behalf of corporate and individual clients, he both prosecutes and defends suits involving operating agreements, area of mutual interest contracts, master service agreements, oil and gas leases and royalty payments.

#### General Civil Litigation

Nate has experience litigating commercial and contractual disputes. He has successfully resolved lawsuits through trial, summary judgment and voluntary settlement for individuals, corporations, and governmental entities in cases involving contract disputes, breach of fiduciary duty, collection matters, products liability, commercial tort/DTPA lawsuits, fraud, misrepresentation and oil and gas lease termination. Nate also has a broad range of litigation experience involving private and public employment disputes, civil rights claims and defending governmental entities. He also has a wide array of experience with family and marital property law issues involving extensive and complex marital estates

## Areas of Practice

Commercial Litigation  
General Civil Litigation  
Govt Entity  
Labor and Employment Law  
Oil & Gas Litigation

## Bar Admissions

Texas, 2006  
U.S. District Court Eastern District of Texas, 2006  
U.S. District Court Northern District of Texas, 2006  
U.S. District Court Western District of Texas, 2010  
U.S. Court of Appeals 5th Circuit, 2015

## Education

### **Texas Tech University School of Law, Lubbock, Texas**

J.D. *cum laude* - 2006

Honors: American Jurisprudence Superior Academic Achievement - Commercial Law

Honors: American Jurisprudence Superior Academic Achievement - Texas Criminal Procedure

### **Texas A&M University**

B. S. Journalism - 2003

## Published Works

Americans with Disabilities Act and Family Medical Leave Act Update,, Sterling Education Employment Law Update Seminar, Midland, Texas, 2009  
Critical Issues in FLSA/Wage and Hour Laws, Sterling Education 10th Annual Essentials of Employment Law Seminar, 2016  
Speaker, Privacy and Today's Technology in the Workplace, Sterling Education 10th Annual Essentials of Employment Law Seminar, 2016

## Representative Cases

*Nieto v. Permian Basin Cmty. Centers for MHMR*, 11-13-00012-CV, 2014 WL 358394 (*Tex. App.—Eastland Jan. 30, 2014, no. pet. h.*)  
*Walton v. City of Midland*, 409 S.W.3d 926, 928 (*Tex. App.—Eastland 2013, pet. denied*)

## Classes/Seminars

Speaker, Americans with Disabilities Act and Family Medical Leave Act Update, Sterling Education Employment Law Update Seminar, Midland, Texas, 2009 - Present  
Speaker, Critical Issues in FLSA/Wage and Hour Laws, Sterling Education 10th Annual Essentials of Employment Law Seminar, 2016 - Present  
Speaker, Privacy and Today's Technology in the Workplace, Sterling Education 10th Annual Essentials of Employment Law Seminar, 2016 - Present

## Professional Associations and Memberships

Midland County Young Lawyers Association, Member  
Midland County Bar Association, Member

State Bar of Texas, Member

Americans with Diabetes Association of Midland, Board Member

Midland College Paralegal Advisory Committee, Board Member

Texas Bar Foundation, Fellow

TallTownes Entertainment