

Jennifer Larson Ryback

PARTNER

P 214.855.3012
E jryback@ccsb.com



Inspired by the Good, Better, Best poem she learned from her grandmother growing up, Jennifer is focused on helping her clients be the “good, better, best” they can be, whether that’s thinking ahead to prevent an issue, negotiating a resolution to a dispute, or bringing or defending a lawsuit.

Jennifer’s clients think of her as a problem solver, and she excels at helping clients navigate complicated issues, avoiding litigation when possible and guiding them through court or arbitration when necessary. Throughout her career, Jennifer has handled a broad range of business and employment litigation, including defending employers against wrongful termination and wage claims; pursuing and defending breach of contract disputes; litigating construction defect and construction payment claims; and handling a variety of disputes arising from commercial real estate transactions. She also represents companies in disputes involving departing executives and employees, including claims for breaches of fiduciary duty, restrictive covenant disputes involving noncompetition, nonsolicitation, and confidentiality obligations, and other business torts arising from executive departures. In addition, Jennifer has experience litigating disputes involving the advancement and indemnification rights of current and former executives.

Jennifer also routinely advises clients on employment law matters outside of litigation, including developing and updating employee handbooks, conducting workplace investigations involving alleged employee misconduct, providing training to prevent discrimination and harassment, and negotiating executive compensation and severance agreements.

AREAS OF PRACTICE

- Employment
- Litigation, Disputes, Appeals

EDUCATION & ADMISSIONS

Education

- SMU Dedman School of Law, J.D., *cum laude*, 2010; Dean’s List; Phi Alpha Delta; Student Attorney, SMU

Civil Clinic, Spring 2010; Student Member, William "Mac" Taylor Inn of Court, 2009-10; National Hispanic Moot Court Team, Fall 2009; National Entertainment Law Moot Court Team, Fall 2008; President, Student Bar Association

- The University of Texas at Austin, B.A., Government, with honors, 2007; Phi Beta Kappa; President, Order of Omega

Bar + Court Admissions

- Licensed in Texas
- U.S. District Court, Eastern District, Texas
- U.S. District Court, Northern District, Texas
- U.S. Supreme Court

HONORS & AWARDS

- Best Lawyers in Dallas, Labor & Employment, *D Magazine*, 2021-2026
- Leading Dealmakers in America, Real Estate, Construction, *Lawdragon 500*, 2025
- Leading Litigators in America, Commercial Litigation, Employment, *Lawdragon 500*, 2025
- *The Best Lawyers in America*® (BL Rankings), Commercial Litigation, 2024-2025
- Best Lawyers Under 40, *D Magazine*, 2019-2022
- Texas Super Lawyers, Employment Litigation: Defense, *Super Lawyers* by Thomson Reuters, 2022-2026
- Texas Rising Stars, *Super Lawyers* by Thomson Reuters, 2014-2022
- Rising List, National Association of Women Lawyers, 2023
- Brenda Tso Rising Young Lawyer Award, Texas Women Lawyers, 2022
- Outstanding Young Lawyer Award, Dallas Association of Young Lawyers, 2021
- Presidential Citation, Dallas Bar Association, 2018
- Rising Raggio Award, Dallas Women Lawyers Association, 2016
- Outstanding Director Award, Dallas Association of Young Lawyers, 2014

PROFESSIONAL & COMMUNITY INVOLVEMENT

Dallas Women Lawyers Association, 2015-present

- VP Member Recognition, 2026-present
- VP Attorney Development, 2022-2025
 - Planned and executed The Pitch, a business development experience
 - Launched the Dallas LEAD Job Board
- VP Programming, 2021; VP Reception, 2020; Director at Large, 2019; Mentoring Circles, Mentor, 2018-22

Dallas Bar Association, 2010-present

- Board of Directors, Member, 2017-18
- DBA WE LEAD, Inaugural Class Member, 2018; DBA WE LEAD, Alumnae Mentor, 2021

- Business Litigation Section, Construction Law Section, and Labor & Employment Law Section

Dallas Association of Young Lawyers, 2010-present

- President, 2018; President-Elect, 2017; Vice President and Chair of the DAYL Foundation, 2016; Treasurer, 2015; Board of Directors, 2013-16
- Chair, DAYL Charity Ball, 2013-2014; Committee Member, Trial Skills Boot Camp, 2015-17; Co-Chair, Judiciary Committee, 2013-16; Co-Chair/Board Liaison, CLE Committee, 2014-16; Co-Chair, DAYL Charity Ball, 2014-16; Board Liaison, Attorneys for Career Advancement, 2015; Finance Committee, 2015; Co-Chair, Membership Committee, 2014; Co-Chair, Inroads Committee, 2013-14; Committee Member, A Walk Through the Courts CLE, 2013-14
- Leadership Class, 2013-14
- Fellow, DAYL Foundation, 2013-present

Other Bar and Community Involvement

- LEAD YP Class, Dallas Regional Chamber, 2022
- Inaugural Board Member, SMU Dedman School of Law Emerging Leaders Board, 2017-present
- Fellow, American Bar Foundation, 2019-present
- William "Mac" Taylor Inn of Court, 2017-present
- Fellow, Texas Bar Foundation, 2016-present
- Member, Attorneys Serving the Community, 2014-present
- Member, American Bar Association, 2010-present
- Member, Federal Bar Association, 2010-present
- Alpha Phi – Collegiate Chapter Manager for South Quadrant, 2014-present; Collegiate Chapter Strategy Committee Member, 2018-2020; Legal Advisory Committee Chair, 2018
- Member, Junior League of Dallas, 2011-2015
- Board of Directors, The Family Place Partners, 2014

PUBLICATIONS & PRESENTATIONS

- Moderator, Dallas Women Lawyers Association CLE: "Judges Table Talk", July 2024
- Featured Panelist, Go-Getting: Putting You in the Driver's Seat for Professional Success, Dallas Bar Association, May 14, 2024
- Speaker, Who's Left Holding the Bag? A Closer Look at Indemnification Provisions, National Real Estate Client, May 9, 2024
- Article Profile, "Good, Better, Best," *Texas Lawbook*, February 2024
- Featured Lecturer, SMU Dedman School of Law, Law Practice Management Course, January 23, 2023
- Speaker, Hot Topics Facing Employers, Dallas Women Lawyers Association, July 14, 2022
- Speaker, DallasHR Legal Panel, February Education Event, February 16, 2022
- Panel Moderator, Fear of Federal Court: Demystifying Federal Court for Young Lawyers, February 15, 2022
- Speaker, Mechanics' and Materialmen's Liens, Dallas Bar Association, April 12, 2021
- Author, "Employee Leave Laws Impacted by Latest COVID Package," *MCS Firm News*, March 18, 2021

- Author, "COVID-19 Vaccinations from the Employer Perspective," *MCS Firm News*, March 15, 2021
- Speaker, Land the Job You Want, SMU Law Program, February 2021
- Speaker, COVID: The Latest Employment Law Developments, Dallas Bar Association, April 2020
- Author, "Continuing the Conversation," *Texas Bar Journal*, March 2020
- Author, DAYL President's Column, The Weekly Brief, January 2018-December 2018
- Speaker, Commercial Landlord's Remedies for Tenant's Breach, UT CLE Leasing Institute, November 9, 2018
- Speaker, Challenges Facing Women in Leadership, Amarillo Area Women's Bar Association, May 11, 2018
- Author, "Never Miss a Deadline (Again)," *DAYL Dicta*, July 2017
- Panel Moderator, Dealing with Combative Attorneys, June 9, 2016
- Author, "Asserting and Defending Privilege," *DAYL Dicta*, December 2015
- Panel Member, What to Expect When You're Expecting...Bar Results: Being a Happy Lawyer, September 29, 2015
- Author, "Proposed Amendments to the Federal Rules of Civil Procedure," *DAYL Dicta*, July 2014
- Panel Moderator, Business Development: How Do I Get Started?, January 23, 2014
- Author, "Don't Fall Into the Traps of the New Rules," *DAYL Dicta*, May 2013
- Author, Northern District of Texas Case Updates, published by the SMU Science and Technology Law Review (<http://studentorgs.law.smu.edu/Science-and-Technology-Law-Review/N-D-Texas-Update.aspx>), for *Ceramic Performance Worldwide, LLC v. Motor Works, LLC, et al.* (2010 WL 234804); *EsNtion Records, Inc v. JonesTM, Inc. et al.* (2009 WL 3805827); and *Chevron Intellectual Property, L.L.C. v. Allen* (2009 WL 2596610)
- Challenges under OCSLA and the Future of Offshore Drilling under the Obama Administration