

Parker Graham

PARTNER

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Sweating the small stuff. Thinking ahead. Answering quickly and correctly. I try to treat the client's problem like it's mine, with less talk and more action.

Parker Graham practices business litigation and employment law throughout the United States. From routine discovery disputes to high-stakes appeals, his experience includes an array of complex business disputes, agency investigations, and discrimination and retaliation cases across the country.

Parker specializes in federal practice and procedure. And he has extensive experience handling emergency injunctive relief, especially involving non-competition and non-solicitation agreements. Beyond litigation, Parker routinely counsels clients on regulatory and compliance issues.

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AREAS OF PRACTICE

- Employment
- Litigation, Disputes, Appeals
- Technology & Innovation

REPRESENTATIVE MATTERS

Business Litigation

- Routinely represented parties pursuing or opposing emergency injunctive relief in state and federal court.
- Won an eight-figure arbitration award in a complex contract dispute between business partners.
- Obtained a seven-figure arbitration award and permanent injunction against independent distributors for breach of contract and tortious interference.

Employment Litigation / Agency Investigations

- Routinely defended employers and management in discrimination and retaliation cases across the country,

including state and federal courts in Texas, Louisiana, Colorado, Georgia, Florida, Iowa, Oklahoma, South Carolina, and Virginia.

- Represented an automotive-engineering firm in an OSHA investigation alleging whistleblower retaliation.
- Represented an oil-and-gas company in a Department of Labor investigation alleging unpaid overtime and off-the-clock work for large groups of employees in three states.

Representative Cases

- *Dobbs v. Martin Marietta*, 2022 WL 4232792 (11th Cir. 2022).
 - *Williams v. Martin Marietta*, 2020 WL 4433314 (W.D. La. 2020), affirmed, 851 F. App'x 475 (5th Cir. 2021).
 - *Oransky v. Martin Marietta*, 400 F. Supp. 3d 1143 (D. Colo. 2019).
 - *Rome v. HCC Life Insurance Co.*, 323 F. Supp. 3d 862 (N.D. Tex. 2018), appeal dismissed, 2018 WL 4233705 (5th Cir. 2018).
 - *Nerium Skincare v. Nerium International*, 2017 WL 177651 (N.D. Tex. 2017).
 - *Dyhre v. Hinman*, 2017 WL 1075614 (Tex. App.—Dallas 2017, pet. denied).
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EDUCATION & ADMISSIONS

Education

- SMU Dedman School of Law, J.D., *magna cum laude*, 2013; Order of the Coif; Articles Editor, *SMU Law Review*
- Sewanee: The University of the South, B.A., *magna cum laude*, 2010

Bar + Court Admissions

- Licensed in Texas
 - U.S. Court of Appeals, Fifth Circuit
 - U.S. District Court, District of Colorado, Colorado
 - U.S. District Court, Eastern District, Texas
 - U.S. District Court, Northern District, Texas
 - U.S. District Court, Southern District, Texas
 - U.S. District Court, Western District, Texas
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HONORS & AWARDS

- Best Lawyers Under 40, *D Magazine*, 2026
 - Best Lawyers: Ones to Watch, Commercial Litigation; Labor and Employment Law – Management; Labor and Employment Litigation, 2021-2025
 - Leading Litigators in America, Commercial Litigation, *Lawdragon 500*, 2023-2025
 - Texas Rising Stars, Employment & Labor, *Super Lawyers* by Thomson Reuters, 2019-2023
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PUBLICATIONS & PRESENTATIONS

- Speaker, NLRB and Employee Handbooks: Complying with Agency Guidance, Dallas Bar Association, 2016
- Co-Author, "An Overview of Federal Employment Law Practice and Procedure," Texas Bar Association's Federal Court Practice CLE, 2015
- Co-Author, Texas Chapter of "How to Hire and Fire: A Global Guide," Multilaw 2015
- Author, "Neglect the Registered Agent, Risk Losing a Lawsuit," *Carrington Coleman Capital Newsletter*, 2014
- Author, "Whistleblowers in the Workplace: The Government Employee's "Official Duty" to Tell the Truth," 65 *SMU L. REV.* 685, 2012