



## Jennifer Larson Ryback

### Partner

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**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 helping her clients navigate in court or arbitration when necessary. Throughout the course of her career, Jennifer has handled many types of litigation, including defending employers against wrongful termination and wage claims, pursuing and defending breach of contract cases, bringing and defending claims related to construction defects and construction project payment issues, and handling a variety of disputes related to commercial real estate transactions. She also routinely advises clients on non-litigation employment law issues, including developing and updating employee handbooks, conducting investigations related to alleged employee misconduct, providing training to prevent discrimination and harassment in the workplace, and negotiating executive compensation and severance agreements.

### Areas of Focus

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#### Services

- Employment
- Litigation and Disputes

## Education

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- Southern Methodist University, Dedman School of Law, J.D., 2010, cum laude
  - 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
  - Student Bar Association, President
- University of Texas at Austin, B.A., Government, 2006, with honors
  - Phi Beta Kappa
  - President, Order of Omega

## Admissions

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- Texas
- U.S. Supreme Court
- U.S. District Court Eastern District Texas
- U.S. District Court Northern District Texas

## Leadership

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### **Dallas Women Lawyers Association, 2015-present**

- VP Attorney Development, 2022-Present
  - 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
- DAYL Charity Ball Chair, 2013-2014; Trial Skills Boot Camp Committee Member, 2015-17; Judiciary Committee, Co-Chair, 2013-16; CLE Committee, Co-Chair/Board Liaison, 2014-16; DAYL Charity Ball, Co-Chair, 2014-16; Attorneys for Career Advancement, Board Liaison, 2015; Finance Committee, 2015; Membership Committee, Co-Chair, 2014; Inroads Committee, Co-Chair, 2013-14; A Walk Through the Courts CLE Committee Member, 2013-14
- Leadership Class, 2013-14
- DAYL Foundation, Fellow, 2013-present

### Other Bar and Community Involvement

- Dallas Regional Chamber LEAD YP Class, 2022
- SMU Dedman School of Law Emerging Leaders Board, Inaugural Board Member, 2017-present
- American Bar Foundation, Fellow, 2019-present
- William “Mac” Taylor Inn of Court, 2017-present
- Texas Bar Foundation, Fellow, 2016-present
- Attorneys Serving the Community, 2014-present
- American Bar Association, 2010-present
- 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
- Junior League of Dallas, 2011-2015
- The Family Place Partners, Board of Directors, 2014

### Recognition

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- *D Magazine* Best Lawyers, 2021-2024
- *D Magazine* Best Lawyers Under 40, 2019-2024
- Texas Super Lawyers, *Thomson Reuters*, published in Texas Monthly, 2022-2023
- Texas Rising Stars, *Thomson Reuters*, published in Texas Monthly, 2014-2022
- National Association of Women Lawyers, Rising List, 2023
- Texas Women Lawyers, Brenda Tso Rising Young Lawyer Award, 2022
- Dallas Association of Young Lawyers, Outstanding Young Lawyer Award, 2021
- Dallas Bar Association, Presidential Citation, 2018
- Dallas Women Lawyers Association, Rising Raggio Award, 2016
- Dallas Association of Young Lawyers, Outstanding Director Award, 2014



## Speeches/Publications

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- *SMU Dedman School of Law*, Featured Lecturer for Law Practice Management Course, January 23, 2023
- *Hot Topics Facing Employers*, Speaker for Dallas Women Lawyers Association, July 14, 2022
- *DallasHR Legal Panel*, Speaker at February Education Event, February 16, 2022
- *Fear of Federal Court: Demystifying Federal Court for Young Lawyers*, Panel Moderator, February 15, 2022
- *Mechanics' and Materialmen's Liens*, Speaker for the Dallas Bar Association, April 12, 2021
- *Employee Leave Laws Impacted by Latest COVID Package*, MCS Firm News, March 18, 2021
- *COVID-19 Vaccinations from the Employer Perspective*, MCS Firm News, March 15, 2021
- *Land the Job You Want*, Speaker for SMU Law Program, February 2021
- *COVID: The Latest Employment Law Developments*, Speaker for the Dallas Bar Association, April 2020
- *Continuing the Conversation*, Texas Bar Journal, March 2020 Issue
- *DAYL President's Column*, The Weekly Brief, January 2018-December 2018
- *Commercial Landlord's Remedies for Tenant's Breach*, Speech for UT CLE Leasing Institute, November 9, 2018
- *Challenges Facing Women in Leadership*, Speech for the Amarillo Area Women's Bar Association, May 11, 2018
- *Never Miss a Deadline (Again)*, DAYL Dicta, July 2017
- *Dealing with Combative Attorneys*, Panel Moderator, June 9, 2016
- *Asserting and Defending Privilege*, DAYL Dicta, December 2015
- *What to Expect When You're Expecting...Bar Results: Being a Happy Lawyer*, Panel Member, September 29, 2015
- *Proposed Amendments to the Federal Rules of Civil Procedure*, DAYL Dicta, July 2014
- *Business Development: How Do I Get Started?*, Panel Moderator, January 23, 2014
- *Don't Fall Into the Traps of the New Rules*, DAYL Dicta, May 2013
- Author of *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*