

Allen Vaught



Allen Vaught has been a licensed attorney for over 21 years. His practice primarily focuses on employment law and includes wage payment requirements (FLSA), medical leave (FMLA), and military service leave (USERRA). Vaught has tried many cases in state and federal court and has the distinction of having won every FLSA case taken to trial.

Vaught served in the Texas House of Representatives from 2007 to 2011 where he was appointed as Vice Chair of the Committee on Defense and Veterans Affairs, Vice Chair of the Criminal Jurisprudence Committee, Chair of the Subcommittee on Violent Crimes, and Chair of the Subcommittee on Border, Health, and School Centered Emergencies. Vaught was also a member of the Family Law committee. He introduced and helped pass the Veteran's Court Bill making Texas the second state in the United States to address mental health needs of our Veterans in the state judicial system. He received top legislator awards from many

non-partisan groups, including the Texas Police Chiefs Association, Texas PTA, Children's Hospital Association of Texas, and Texas District and County Attorneys Association.

Vaught served as a U.S. Army captain in Iraq from April 2003 until March 2004 and led the first Civil Affairs/PSYOPS team to enter Fallujah. After eventually being transferred to Sadr City, Vaught was injured by an IED. He was honorably discharged from the Army as a result of his injuries. Vaught's awards include the Purple Heart, Combat Action Badge, and Order of the Spur. His unit also received the Valorous Unit Award for their Fallujah operations.

EDUCATION

Baylor University (B.B.A. – Accounting, 1995).

- Member, Baylor football team.
- Vice President, Sigma Alpha Epsilon.

South Texas College of Law (J.D., 1997).

- Mock trial championship team 1997.
- Phi Delta Phi.

LAW PRACTICE

Vaught Firm, LLC, 1910 Pacific Avenue, Suite 9150, Dallas, Texas 75201. Litigation practice primarily focused on federal and state employment law. Significant trial and appellate experience and many published federal cases.

LAW PRACTICE (cont.)

Licensed Attorney:

Texas, 1998, Mississippi, 2005.

Admitted to practice before the:

- United States Courts of Appeal for the Fifth Circuit, Ninth Circuit, and Armed Forces;
- United States District Courts for the following Districts: Eastern and Western Districts of Arkansas; District of Colorado; Southern District of Indiana; Southern District of Mississippi; District of New Mexico; Northern District of Ohio; Western District of Oklahoma; Northern, Eastern, Southern, and Western Districts of Texas; and the Eastern and Western Districts of Wisconsin; and
- United States Court of Federal Claims.

Legal Awards/Distinctions:

Named 2012, 2013, 2014, 2015, 2016, 2017, 2018, & 2019 “Super Lawyer” by Thomson Reuters Super Lawyers publication (Employment and Labor Law emphasis – limited to top 5% of Texas lawyers).

Texas Lawyer “Litigator of the Week” Award (Sep. 10, 2012) (relative to jury verdict for unpaid overtime wages for employees misclassified as independent contractors).

Member of National Employment Lawyers Association (“NELA”).

ELECTED OFFICE

Texas House of Representatives, Texas House District 107 - Dallas, 2007 to 2011.

Texas House Committee Leadership Positions:

- Vice Chairperson, Committee on Defense and Veterans Affairs, 2009 to 2011.
- Chairperson, Interim Subcommittee on Border Security, Health, and School Centered Emergencies, 2010 to 2011.
- Chairperson, Subcommittee on Violent Crimes, 2009.
- Vice Chairperson, Committee on Criminal Jurisprudence, 2007 to 2009.

Top Legislator/Legislator of the Year Awards:

- Golden Bootie Award, Children’s Hospital Association of Texas (2010).
- Law and Order Award, Texas District and County Attorneys Association (2009).
- Legislative Award, Texas Police Chiefs Association (2009).
- Children’s Advocacy Award, Texas Pediatric Society (2009).
- Legislative Advocate of the Year, Texas PTA (2009).
- Legislative Initiatives Nurturing Children Award, Children’s Medical Center of Dallas (2009).
- Legislator of the Year, Association of Texas Professional Educators, Region 10 (2009).
- Friends of Veterans Award, Texas Criminal Justice Coalition (2009).