



**James M. Cleary, Jr.**  
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Martin, Disiere, Jefferson & Wisdom  
ATTORNEYS AT LAW

**PRACTICE AREAS:**

- Labor and Employment Litigation
- Commercial Litigation (including Insurance Litigation)
- Corporate Counseling

Jim represents employers on all issues concerning the relationship between employee and employer, including discrimination, retaliation, and harassment; covenants not to compete and misappropriation of trade secrets; wrongful termination; wage and hour issues, including failure to pay overtime and misclassification of employees; breach of fiduciary duty and confidence; and breach of employment agreements and contracts. He actively represents employers in federal and state court, arbitration proceedings, and before administrative agencies. In addition, Jim provides counseling to his clients on these issues, including drafting policies, procedures, and agreements relating to all phases of employment. He also handles other forms of complex commercial disputes, both in state and federal courts and in arbitration, as well as prior to the initiation of litigation. Jim also provides corporate assistance to clients, including counseling and drafting relating to company formation and all types of commercial agreements.

Jim is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

**EDUCATION:**

- University of Virginia School of Law, J.D., 1992; Member, Virginia Law Review
- Texas A&M University, B.A., 1987

**PROFESSIONAL ASSOCIATIONS:**

- State Bar of Texas
- Houston Bar Association

**BAR ADMISSIONS:**

- All Texas Courts
- United States Court of Appeals, Fifth Circuit
- United States District Court for the Northern, Southern, Eastern and Western Districts of Texas