

ALAN BUSH

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Professional Experience

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|---|---------------------------------------|
| Bush Mediation, PLLC
<i>Mediator</i> | March 2024 – Present Shenandoah, TX |
| <ul style="list-style-type: none">▪ Mediating full-time.▪ Resolved disputes over employment, contracts, real estate, construction, fraud, probate contests and personal injuries. | |
| Linebarger
<i>Partner</i> | June 2019 – March 2024 Conroe, TX |
| <ul style="list-style-type: none">▪ Represented government units in ad valorem tax collection and litigation.▪ Taught multi-day courses for the Texas Association of Assessing Officers. | |
| Bush Law Firm, PC
<i>Managing Director</i> | 2009 – 2019 The Woodlands, TX |
| <ul style="list-style-type: none">▪ Defended employers against employment claims – including FLSA collective actions and trade secret disputes.▪ Clients and work were commensurate with the thought leadership below.▪ Prosecuted and defended civil lawsuits in commercial matters.▪ Began mediating civil lawsuits in 2018. | |
| Starzyk & Associates, PC
<i>Associate</i> | 2006 – 2009 The Woodlands, TX |
| <ul style="list-style-type: none">▪ Prosecuted claims for employees against employers – including several nationwide FLSA collective actions.▪ Defended employers against claims filed by employees.▪ Prosecuted and defended civil lawsuits in commercial matters. | |
| West, Webb, Albritton & Gentry PC
<i>Associate</i> | 2003 – 2006 College Station, TX |
| <ul style="list-style-type: none">▪ Prosecuted and defended lawsuits in commercial and employment matters. | |

Awards and Recognition

Super Lawyers
Rising Star for Employment Litigation 2012 – 2018

Houston CPA Society
Speaker of the Year 2012

Community Involvement

Association of Attorney-Arbitrators
Member 2025 to Present

Montgomery County Bar Association
President 2023-2024 and 2024-2025

Hope Church
Kids Ministry Teacher 2020 to Present
Deacon 2024 to Present

Montgomery County Dispute Resolution Center
Volunteer Mediator 2024 to Present
Advisory Committee 2025 to Present

Leadership Montgomery County
Graduate 2007

Education

Southern Methodist University
Doctor of Jurisprudence 2003

- SMU Law Review – Articles Editor
- Cum Laude graduate – Top 3%

Texas A&M University
Bachelor of Business Administration 2000

- Fish Camp Counselor
- Cum Laude graduate

Thought Leadership:

Ethics, Overtime Pay, Trade Secrets and Employment Litigation

Ethics

Practicing Law Through Cancer – and Deep Medical Crises
Montgomery County Bar – Law Day
5.2.25

Negotiation Ethics: When You Can't Back Down
Brazoria County Bar Association
4.9.25

Practicing Law Through Cancer – and Deep Medical Crises
Texas Aggie Bar Association – Annual Conference
3.1.25

Negotiation Ethics: When You Can't Back Down
Fort Bend County Bar Association
2.27.25

Negotiation Ethics: When You Can't Back Down
Houston Bar Association – Litigation Section
1.22.25

Practicing Law Through Cancer – and Deep Medical Crises
Woodlands Bar Association
10.9.24

Negotiating When You Can't Back Down
Texas Lawyer
5.22.24

Negotiation Ethics: When You Can't Back Down
Montgomery County Bar Association
6.12.24

Negotiation Ethics: When You Can't Back Down
Woodlands Bar Association
4.26.24

“I Just Strong-Armed a Great Settlement! Can I Get Disbarred?”
Montgomery County Bar Association
5.3.19

What Campaigns Can Teach Lawyers About Negotiating
Texas Lawyer
3.15.19

“I Just Strong-Armed a Great Settlement! Can I Get Disbarred?”
Woodlands Bar Association
2.13.19

Overtime Pay

Personal Injury Lawyers Want You: Overtime Pay
Woodlands Bar Association
11.9.18

Overtime Pay: Sleepless in San Antonio
Texas CPA Society – CPE by the Sea
6.15.18

Overtime Pay: Sleepless in San Antonio
HR Houston
2.14.18

Overtime Pay: Sleepless in San Antonio
Houston Bar Association – Litigation Section
10.18.17

Overtime Pay: Sleepless in San Antonio
Houston CPA Society – Spring Accounting Expo
5.23.17

Off-the-Clock Overtime Pay Class Lawsuits: It Only Takes One (Disgruntled Ex-Employee)
Corporate Counsel Review
11.30.16

Early Christmas for Plaintiffs Overtime Counsel
Texas Lawyer
11.1.16

Overtime Pay: Sleepless in San Antonio
HR Southwest
10.19.16

HR Legal Lessons from the Oil Patch
Law Day – Montgomery County Bar Association
5.6.16

Overtime Pay Front and Center
Texas Lawyer
4.20.16

DOL Retools Joint Employment
Corporate Counsel Newsletter – Texas Bar
4.4.16

Overtime Pay Nightmares: Don't Lose Sleep
Texas CPA Society Expo
12.3.15

People Problems in Deals
Corporate Counsel Review – Texas Bar
11.2.15

OT Compliance for CPA's and Finance Execs
Houston CPA Society – Spring Accounting Expo
5.18.15

HR Legal Troubles That Spoil M&A
Texas Lawyer
4.20.15

Trade Secret and Overtime Pay Lessons from the Oil Patch
Texas A&M Law Review – Energy Law Symposium
4.2.15

Overtime Pay – Safe to go in the Water?
HR Southwest
10.26.14

Learn From DOL's Audits in the Oil Patch
Texas Lawyer
6.9.14

Overtime Lessons from the Oil Patch
Texas A&M Law Review – Energy Law Symposium
3.3.14

Non-Compete and Overtime Lessons from the Oil Patch
Woodlands Bar Association
10.15.13

Overtime Lessons from the Oil Patch
HR Southwest
10.9.13

How To Survive the Overtime Dog Pile
Texas Lawyer
11.5.12

Overtime Claims: Save Your Company (and your own skin)
HR Southwest
10.17.12

Overtime Claims: Save Your Company (and your own skin)
Gulf Coast Symposium for HR
5.10.12

Strategic Policies to Shield Your Company from Overtime Claims
Texas Workforce Commission
6.28.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Texas CPA Society – CPE by the Sea
6.29.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Houston CPA Society – Spring Accounting Expo
5.23.11

Independent Contractors: More Than You Bargained For
Houston CPA Society – Spring Accounting Expo
5.24.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Houston CPA Society – CFO and Controller Luncheon
1.11.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Houston CPA Society
12.28.10

Employment Law for Business Leaders
MC-SHRM
9.15.10

Employment Law for the Boardroom: Business Secrets and Overtime Pay
Woodlands Bar Association
5.4.10

Trade Secrets and Non-Compete

Open Letter to a Data Thief (Turned Federal Defendant)
Texas Lawyer
6.22.16

HR Legal Lessons from the Oil Patch
Law Day – Montgomery County Bar Association
5.6.16

People Problems in Deals
Corporate Counsel Review – Texas Bar
11.2.15

Digital Damage Control
HR Southwest
10.27.15

HR Legal Troubles That Spoil M&A
Texas Lawyer
4.20.15

Trade Secret and Overtime Pay Lessons from the Oil Patch
Texas A&M Law Review – Energy Law Symposium
4.2.15

Can You Keep A Secret? Protecting Company Resources Under TUTSA
Woodlands Bar Association
11.6.14

Rethink Non-Competes to Keep Them Afloat During Injunctions
Texas Lawyer
9.9.14

Texas Steps Into the Fray on the “Uniform” Trade Secrets Act
Corporate Counsel Review – Texas Bar
11.20.13

Non-Compete and Overtime Lessons from the Oil Patch
Woodlands Bar Association
10.15.13

Tapping A Competitor’s Talent Pool
HR Southwest
10.11.13

5 Things Every Employer Needs to Know About Non-Compete Agreements
Houston Business Journal
7.15.13

Non-Competes, Non-Disclosures and Non-Solicitations: Can Someone Explain It All?
South Texas College of Law – Employment Law Conference
7.2.13

Major Changes in the Texas Uniform Trade Secrets Act
Texas Lawyer
5.27.13

Get Smart About Noncompetes
Texas Lawyer
4.1.13

Trade Secrets: Security for Soft IP
Corporate Counsel Review – Texas Bar
11.6.12

New Day for Non-Competes: Secure Your Investment in Human Capital
HR Southwest
10.16.12

New Day for Non-Competes: Secure Your Investment in Human Capital
MC-SHRM
6.21.12

Marsh v. Cook: Non-Competes Get Even More Teeth
Montgomery County Bar Association
3.30.12

Provisions That Turbocharge a Non-Compete
Texas Lawyer
12.12.11

Non-Compete Agreements: Your Competitive Edge Is At Stake
HR Houston
11.23.11

HR Meets CSI: Nothing Up My Sleeve, But Hands Off My Thumb Drive
Woodlands Bar Association
10.13.11

Non-Compete Agreements: Your Competitive Edge Is At Stake
Woodlands EDP HR Executive Forum
10.4.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Texas CPA Society – CPE by the Sea
6.29.11

Non-Compete Agreements Help Business Owners Call The Shots
Houston Business Journal
6.3.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Houston CPA Society – Spring Accounting Expo
5.23.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Houston CPA Society – CFO and Controller Luncheon
1.11.11

Employment Law for Business Leaders: Combat Data Theft and Overtime Claims
Houston CPA Society
12.28.10

Employment Law for Business Leaders
MC-SHRM
9.15.10

Employment Law for the Boardroom: Business Secrets and Overtime Pay
Woodlands Bar Association
5.4.10

Employment Disputes

Employing People in a Trump Era
Texas CPA Society – Expo
11.29.18

So You've Got an EEOC Charge?
HR Southwest
10.17.18

Zip It! The Boss' Words Can Bite You.
HR Southwest
10.15.18

Trump and #MeToo
Texas Lawyer
8.29.18

27 Things Plaintiff's Counsel is Begging You To Do
Gulf Coast Symposium on HR
5.10.18

Are You Smarter Than a Plaintiff's Lawyer?
Gulf Coast Symposium on HR
5.10.18

Main Street HR
Texas CPA Society Expo
11.30.17

Gender Wage Gap: All Over the Media – and coming soon to a courtroom near you
Woodlands Bar Association
11.3.17

HR Arbitration and Eggs: Ditching the Bad Rap
Texas Lawyer
10.31.17

HR in the Trump Administration
HR Southwest
10.4.17

Living With the Complaining Employee
HR Southwest
10.3.17

HR in the Hot Seat: 20/20 Hindsight
HR Southwest
10.2.17

HR Legal Needs Heart
Texas Lawyer
9.29.17

Gender Wage Gap: All Over the Media – and coming soon to a courtroom near you
Coastal Bend SHRM
9.21.17

Escargot and Employee Lawsuits: Best Gulped Down Fast
Coastal Bend SHRM
9.21.17

HR Optics
Gulf Coast Symposium for HR
5.12.17

Living With the Complaining Employee
Gulf Coast Symposium for HR
5.11.17

Escargot and Employee Lawsuits: Best Gulped Down Fast
Texas Lawyer
12.12.16

When The Other Guy's Employees Are Yours Too
HR Southwest
10.18.16

When The Other Guy's Employees Are Yours Too
Woodlands EDP HR Executive Forum
7.14.16

If Tolerance for Religious Expression in Public is Waning, What Does That Mean for the Workplace?
Texas Lawyer
5.10.16

Investigation Report – Lights Out
HR Houston
4.21.16

Longer Reach Has Its Advantages in Venue Selection
Texas Lawyer
12.21.15

Investigation Report – Lights Out
HR Southwest
10.27.15

Love Gone Sour – HR Legal Issues That Spoil M&A
HR Southwest
10.26.15

Emmy Red Carpets and Investigation Reports
Texas Lawyer
10.12.15

When The Other Guy's Employees Are Yours Too
Corporate Counsel Newsletter – Texas Bar
9.9.15

Avoid Costly Litigation by Staying Up to Date on Slurs
Texas Lawyer
9.7.15

Love Gone Sour – HR Legal Issues That Spoil M&A
M&A Forum Houston
4.28.15

Trial Lessons from Running a Campaign
Texas Lawyer
12.15.14

Investigations on the Record (Strictly)
HR Southwest
10.27.14

Three Things Effective HR Compliance Teams Do
MC-SHRM
10.7.14

Forward HR Intelligence: Get There First
Texas CPA Society – CPE by the Sea
6.18.14

Make Forum Selection Like BBQ
Texas Lawyer
3.17.14

Use These Tips to Cut Defense Costs
Texas Lawyer
1.20.14

Tales From the Dark Side
Woodlands Bar Association
10.17.13

Work Boots, Not Wing Tips: Lessons from the Oil Rig
Texas Lawyer
10.14.13

Top 5 Mistakes Made by New In-House Counsel
Texas Lawyer
8.5.13

Forward HR Intelligence: Get There First
HR Houston
6.5.13

Forward HR Intelligence: Get There First
MC-SHRM
3.13.13

Forward HR Intelligence: Get There First
Woodlands Bar Association
2.12.13

Out of the Boxing Ring, Into the Courtroom
Texas Lawyer
10.15.12

The Defenders
South Texas College of Law – Employment Law Conference
6.24.12

Behind Enemy Lines: Employee-Side Lawyer Tactics
Texas Lawyer
5.12.12

Employment Law for Business Leaders
MC-SHRM
9.7.10

Employee Handbooks: Get An Edge
MC-SHRM
8.16.11