



RICHARD L. CLIFTON, JR.

Richard L. Clifton, Jr. is an experienced labor and employment attorney representing management in all aspects of workplace law across Texas. Based in San Antonio, Richard advises and defends employers in both federal and state courts on matters involving discrimination, harassment, wrongful termination, wage and hour disputes, and compliance with employment regulations.

Before joining Fennemore, Richard served as counsel at a San Antonio law firm, where he represented businesses and organizations in employment and labor relations matters. He also clerked for the Honorable D. Gordon Bryant of the Northern District of Texas and the Honorable Henry J. Bemporad of the Western District of Texas, gaining valuable insight into federal court procedures and judicial decision-making.

A proud native of Laredo, Texas, Richard earned his Bachelor of Arts in Political Science from Southern Methodist University in 2009. Before attending law school, he worked in wealth management and as an editor for the Texas STAAR Exam. Richard received a scholarship to attend the University of Mississippi School of Law, graduating *cum laude* in 2016. During law school, he earned the Outstanding Student Award in Contracts and won a national championship at the St. John's Securities Dispute Resolution Triathlon. He was also president of the St. Thomas More Catholic Legal Society and an editor of the Business Law Newsletter.

After graduation, Richard joined the Bexar County District Attorney's Office, where he served on a trial team prosecuting felony sex crimes. He later worked at the Texas Senate Research Center, providing confidential research and bill synopses for use during floor debates. Richard also served as a staff attorney to the Honorable Yvonne T. Rodriguez, Justice for the Eighth Court of Appeals of Texas, where he conducted advanced appellate work and drafted judicial opinions.

EDUCATION

- J.D., University of Mississippi School of Law, *cum laude*
- B.A., Southern Methodist University

AREAS OF PRACTICE

- Labor & Employment

- Business Litigation

AWARDS AND HONORS

- Best Lawyers in America: Ones to Watch®, Labor and Employment Law – Management and Litigation – Labor and Employment, 2023 – 2026
- Top Labor and Employment Attorney, *San Antonio Magazine*, 2025
- San Antonio's Best Labor And Employment Lawyers, Scene in S.A., 2021 – 2024
- Rising Star San Antonio Lawyer, Scene in S.A., 2022 – 2024
- Top Labor and Employment Attorney, *San Antonio Magazine*, 2021 – 2023

ARTICLES AND PRESENTATIONS

- Co-Presenter, "Employment Law for Remote Workers," Texas Young Lawyers Association Western States Regional Summit, May 21, 2022

PROFESSIONAL AND COMMUNITY ACTIVITIES

- President, San Antonio Young Lawyers Association, 2025 – 2026
- Vice Chair, Labor and Employment Law Section, San Antonio Bar Association, 2025 – 2026
- President-Elect, San Antonio Young Lawyers Association, 2024 – 2025
- Vice President, San Antonio Young Lawyers Association, 2023 – 2024
- Secretary, San Antonio Young Lawyers Association, 2022 – 2023
- Secretary, Labor and Employment Law Section, San Antonio Bar Association
- Director, El Paso Young Lawyers Association
- Fellow, Texas Bar Foundation

ADMISSIONS

- Texas
- U.S. District Courts, Eastern District of Texas
- U.S. District Courts, Northern District of Texas
- U.S. District Courts, Southern District of Texas
- U.S. District Courts, Western District of Texas
- U.S. District Court, District of Colorado
- U.S. District Court, Central District of Illinois
- U.S. District Court, Eastern District of Wisconsin
- U.S. Courts of Appeals. 9th Circuit