

DALLAS BUSINESS JOURNAL

40 Under 40: Russ Brown, 39, Brown Fox Law

MICHELLE SAUNDERS
Dallas Business Journal

Russ Brown 39, @russ_brownfox
Managing Partner, Brown Fox

As founder of his namesake law firm, Russ Brown also finds time to lead Dallas Justice, a religious-based non-profit that helps citizens with legal issues find pro bono attorneys who can help.

Russ has trained lawyers and judges on leadership and conflict resolution in the Democratic Republic of Congo and India.

That work led Brown to meet a Congolese attorney and human rights activist who after facing death threats and being imprisoned for speaking out against abuses had to flee Africa without his family because of an assassination attempt.

Dallas Justice helped bring his wife and children to the states and Brown hired him to be a paralegal at his firm.

► **Describe yourself:** I'm an advocate who loves helping people; an ordinary guy changed by the gospel; a loving husband and dad; former baseball player and current fisherman with tall tales about both.

► **The details:** Married with children ages 7 and 4, and a third on the way. Lives in University Park. Born in Lubbock; 13-year DFW resident.

► **About his job:** I'm a labor and employment attorney, and I focus on representing executives in negotiations and disputes involving employment agreements, non-compete agreements, severance offers, and breaches of contract.

► **Song that captures your professional personality:** My job is to be a fierce advocate, listen well, and give my client confidence in the face of great stress and difficult circumstances. A good fit is James Taylor's "You've Got a Friend."

► **Most surprising fact about you:** I was a high school baseball coach between college and law school. I had the great pleasure of coaching former Ranger Ian Kinsler and other future big leaguers at my high school alma mater.

► **Describe a moment that shaped your future:** When I was 14, my dad gave me the option to take a Disneyland trip or buy a new



Russ Brown, 2015 40 Under 40 honoree

baseball glove. We only could afford one at the time and I wanted both desperately. I chose the glove and became laser-focused on becoming a great baseball player. I worked my tail off from that point forward to achieve some big goals, including high school All-American honors and the opportunity to play college baseball at the University of Arizona alongside some great teammates. Hard work, delayed gratification and willingness to risk failure pays off. It did then and does now.

► **His hero:** I have several, but William Wilberforce stands out. Based upon his faith, the British parliamentarian proclaimed "God Almighty has set before me two great objects, the suppression of the slave trade and the reformation of manners." He faced great odds, opposition, and sacrifice, but he ultimately achieved both goals. I admire people willing to go against the grain for what is right and true, even when the crowd disagrees.

► **Where were you born:** Lubbock

► **Educational degrees and schools:** Bachelor's degree, University of Arizona; law degree, St. Mary's University

► **How many years have you worked for your current employer:** 5 years, 2 months

► **Favorite sports team:** Anything Arizona Wildcats.

► **Favorite movie:** Shawshank Redemption

► **Last good book you read:** Bonhoeffer: Pastor, Martyr, Prophet, Spy, by Eric Metaxas

► **Best vacation you've ever taken and why:** Moments are far better than places. My favorite vacation is when my wife and I are sitting

next to each other watching our boys play in the sand on 30A in Florida or catching trout on the Mountain Fork River in Oklahoma.

► **How do you release stress or escape from work and life demands?** My new love of fly fishing. Check back with me in five years to see if I'm hooked.

► **Guilty pleasure:** A New York strip and a great glass of wine.

► **First job:** Bellman and valet attendant at the Arizona Inn in Tucson, Arizona.

► **As a child, what did you want to be when you grew up?** Baseball player.

► **Favorite community organization you are involved in:** Advocates for Community Transformation (www.actdallas.org).

► **Proudest accomplishment:** Seeking wise counsel on a regular basis and surrounding myself with talented, trustworthy folks who get the job done.

► **What else do you plan to accomplish by 40?** This question reads like a cruel joke considering I have mere months left under 40! After the arrival of our baby girl this summer, I'd like to take my wife on a relaxing long weekend in Napa Valley while the grandparents watch the kids.

► **Describe your responsibilities in your current position:** I'm a labor and employment attorney. I represent companies from small DFW based companies to publicly traded companies. I focus a large portion of my practice on representing executives in negotiations and disputes involving employment agreements, non-compete agreements, severance offers, and breaches of contract.