

## Matthew S. Brown

Special Counsel

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## Focus Areas

Policies, Procedures and Handbooks

Discrimination and Harassment

Litigation and Trials

## Overview

Management looks to Matt Brown for his distinctive labor and employment experience. With a unique background as a state official and a defense attorney, he provides legal representation that aligns with his clients' business goals.

As an appeals hearing officer for the state of South Carolina, Matt presided over thousands of disputes involving dismissed workers, their former employers and complex unemployment insurance claims. He would hear testimony from both parties, review the facts of each case and issue decisions in compliance with state and federal law.

That quasi-judicial role advanced Matt's tactical litigation skills when he later moved into private practice and defended clients in a range of industries, including governmental entities and municipalities; colleges and universities; and local businesses and international corporations. He has defended clients against an assortment of claims under the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964 and Section 1983 (42 U.S.C. § 1983).

Among the positive results Matt has secured for his clients are the following:

- Obtained summary judgment in federal court on behalf of a municipality that was sued by a former police officer who alleged wrongful termination and failure to accommodate in violation of the ADA.
- Favorably resolved a lawsuit in defending a South Carolina university in a wrongful termination action brought by a former professor.
- Successfully defended a national church in a property dispute involving principles of corporate law with several local congregations in South Carolina.

Matt advises clients on employment policies and procedures related to the Family and Medical Leave Act (FMLA) and the Fair Labor Standards Act (FLSA), among others, and guides employers in preparing legally compliant employee handbooks.

He helped start the Phi Delta Phi chapter at the Charleston School of Law and served as an officer for the fraternity.

## Professional and Community Affiliations

- Member, Employment and Labor Law Section, South Carolina Bar
- Member, Young Lawyers Division, South Carolina Bar
- Member, Board of Trustees, Actor's Theatre of Charlotte, 2019-2020

## Recognition

- Named, Legal Elite of the Upstate, Labor and Employment Law; Workers' Compensation Law, *Greenville Business Magazine*, 2016
- Dean's List, *University of South Carolina and Charleston School of Law*

## Education

J.D., Charleston School of Law, 2009

B.A., University of South Carolina, 2003

## Bar Admissions

North Carolina

South Carolina

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Western District of North Carolina

U.S. District Court, Eastern District of North Carolina

U.S. District Court, Middle District of North Carolina

U.S. District Court, District of South Carolina

## Publications & Press

**The Potential Impact of Justice Ketanji Brown Jackson on Important Issues Facing Employers**

*HR Professionals Magazine*

May 25, 2022

**South Carolina Supreme Court Opens Door to Holding Drug-Testing Companies Liable for Negligence**

*Little ASAP*

March 22, 2019

**Updates in Employment Law: Leave in South Carolina**

*SC Lawyer*

January 1, 2018

**Little Adds Matt Brown to its Columbia and Charlotte Offices**

*Little Press Release*

September 29, 2016

**Speaking Engagements**

**2024 Carolinas Regional Employer Conference**

Charlotte, NC

September 12, 2024

**2023 Carolinas Regional Employer Conference**

Charlotte, NC

September 14, 2023

**Why AI Matters**

Charlotte Area SHRM Legal Update, Charlotte, NC

March 13, 2023

**2022 Carolinas Regional Employer Conference**

Charlotte, NC

September 8, 2022

**Feeling Lucky? Ask Us Your Labor and Employment Related Questions**

March 17, 2022

**The Time is Now to Plan for AI & Robotics to Improve Your Company's Hiring Learning Security Productivity & Morale**

Association of Corporate Counsel South Carolina Annual Meeting, Charleston, SC

September 23, 2019

**None of Your Business? Discrimination and Leave Compliance Issues When Managing Employees with Substance Addictions**

Charlotte, NC

September 12, 2018

**Update Your Status: Current Legal Risks Related to Social Media in the Workplace**

Charlotte, NC

April 27, 2017