



## Matthew T. Anderson

### Senior Associate

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Matt Anderson is an experienced corporate employment attorney, with a particular focus on defending businesses in employment litigation matters. In addition, Matt represents companies and insurers in employee benefits claims litigation under ERISA. Matt also advises clients on compliance with employment laws and regulations such as Title VII, the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the American with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA), as well as providing general employment guidance and counselling to businesses on human resources best practices.

Matt is also adept at advising employers on a variety of compliance issues. He uses his knowledge of worker classification, state and federal overtime pay, biometric data privacy, and restrictive covenants to create handbooks, policies, and employment agreements for clients across the country.

Matt is also an experienced litigator, having litigated dozens of employment law cases in state and federal court. He has represented employers defending actions for discrimination, wage and hour claims, and leave law violations. Matt has also represented employers seeking to enforce various restrictive covenants against former employees. Matt also has significant experience defending employers before the EEOC and state offices responsible for the enforcement of civil rights of employees.

Matt has been named to *Best Lawyers*® Richmond "Ones to Watch" for Commercial Litigation; Labor & Employment Law - Management; Litigation - Labor & Employment (2021, 2022), listed in *Virginia Super Lawyers* as a "Rising Star" for Labor & Employment Law (2021-present) and named among Virginia's "Legal Elite" by *Virginia Business* (2020, 2022).

Matt supports his community by serving as a board member for Sports Backers as well as the chair of its young professional's board, with the mission of promoting an active lifestyle in the Richmond Metro area.

He earned his Juris Doctor from the University of Richmond School of Law and his Bachelor of Arts in history from W&L University.

## Practice Areas

- Labor, Employment & Immigration

## Experience

- Represented a nationwide staffing agency in state drug testing compliance lawsuit
- Created biometric data privacy policy for large, national employer
- Advised client on state-by-state requirements for expanding remote workforce
- Assisted government contractor to enforce various non-competition, non-disclosure, and non-solicitation provisions
- Guided medical practice client through internal investigation of alleged employee misconduct
- Defended FLSA wage and hour collective action for multi-state employer
- Represented numerous clients in discrimination claims before the EEOC
- Assisted small business in rewriting employment contracts to conform with changing landscape on worker classification
- Drafted and revised employee handbooks for multiple start-up companies
- Negotiated contracts for various employee benefits such as earned wage access and professional employer organization (PEO) relationships

## Education

- University of Richmond School of Law (J.D.), 2013
- Washington and Lee University (B.A.), 2009

## Awards

- Best Lawyers® Richmond - "Ones to Watch" for Commercial Litigation; Labor & Employment Law - Management; Litigation - Labor & Employment (2021-present))
- Virginia Super Lawyers magazine - "Rising Star" for Labor & Employment Law (2021-present)
- Virginia Business magazine - "Legal Elite" as a "Young Lawyer" (2020), Labor Employment (2022)