

Matthew S. Criswell

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Overview

As a member of the Littler CaseSmart – Charges™ team and based in North Carolina, Matthew S. Criswell is responsible for handling charges from investigation to conclusion. He works on client-dedicated service teams, focusing on handling administrative agency charges. He investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, he defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Prior to joining Littler, Matt was internal counsel in the Global Employment Benefits and Labor Group of a Fortune 100 financial planning company, handling all aspects of employment litigation, including:

- Title VII discrimination cases including sex, race, gender, national origin and religious discrimination
- Disability discrimination cases under the ADA
- Disability cases under the ADEA
- Wage and hour cases under the FLSA and/or state wage and hour laws
- Independent contractor disputes
- Compiling and analyzing international employment laws to create a database for compliance in the company's overseas business

Matt's experience further includes:

- Investigating claims
- Interviewing witnesses and drafting Statements of Position with the EEOC and state agencies
- Responding to OSHA complaints
- Overseeing and working with and guiding outside counsel on ongoing litigation
- Reviewing employment policy and procedure changes and updates
- Developing a global database for overseas employment laws

- Negotiating severance packages for exiting employees
- Drafting and enforcing nondisclosure agreements
- Working with nationwide company offices to provide guidance on nuanced state law and local ordinances (including CA), wage and hour matters, and benefit requirements

Previously, Matt was a managing member of a Charleston, West Virginia firm, focused on facilitating employment litigation, drafting pleadings, attending hearings, responding to motions, managing depositions, coordinating mediation and settlement discussions, trial preparation, and guiding trial work. As an associate at a West Virginia firm, Matt coordinated all areas of commercial and employment litigation.

Recognition

- Named, Rising Star, *Super Lawyers*
- Named, Top Ten Best Lawyers in Client Satisfaction, *American Institute of Legal Counsel*

Education

J.D., West Virginia University College of Law, 2000

B.S., Radford University, 1995

Bar Admissions

North Carolina

West Virginia

Courts

U.S. Court of Appeals, 4th Circuit

Supreme Court of Appeals of West Virginia

U.S. District Court, Southern District of West Virginia

U.S. District Court, Northern District of West Virginia