

Matthew T. Brown

Partner

One Financial Center
Suite 3500
Boston, MA 2111

T 617.217.4644
F 617.217.4710

matthew.brown@nelsonmullins.com



Matt's practice focuses on complex employment and trade secret litigation throughout the United States. He also advises employers and executives on various employment matters, including hiring and termination practices, navigating restrictive covenant issues, protection of intellectual property and trade secrets, worker classification, wage and hour, and discrimination issues. Matt has extensive experience in drafting, negotiating, and enforcing employment, confidentiality, and non-competition agreements.

Experience

The following is a selected sampling of matters and is provided for informational purposes only. Past success does not indicate the likelihood of success in any future matter.

Experience

- Served as key member of litigation team for one of North America's largest fast casual restaurants. Obtained emergency and preliminary injunctive relief against former employees and company started by founder based on misappropriation of trade secrets and confidential information. Assisted in securing the immediate return of company information and obtained restrictions on defendants from engaging in competing activities and using or disclosing confidential information.
- Represented one of the world's largest building material manufacturers in dispute with former employee who resigned and immediately began working for a direct competitor. Successfully enforced restrictions on employee pursuant to non-compete agreement.
- Represented one of the largest health insurance providers in the United States against a competitor that hired a former employee. Successfully prevented former employee from engaging in competitive activities pursuant to restrictive covenants agreement.
- Provided counsel to leading companies regarding drafting and enforcement of non-competition, confidentiality, and employment-related agreements.
- Advised and counseled companies and executives on a variety of employment issues including hiring, termination, transition,

Education

Wake Forest University School of Law,
JD, cum laude (2017)

- CALI Award for Torts, Business Organizations, Debtor/Creditor Law
- *Wake Forest Law Review*

Boston College, BA, History and
American Studies (2014)

Admissions

Massachusetts

North Carolina

U.S. Court of Appeals for the First Circuit

U.S. District Court for the District of
Massachusetts

Practice Areas

[Litigation](#)

[Consumer Financial Services](#)

[Employment & Labor](#)

Industries

[Insurance](#)

non-competition and restrictive covenants, protection of trade secrets, worker classification, and best practices.

- Served as member of litigation team for luxury travel company, which obtained injunctive relief against former employees and competing companies started by founder based on misappropriation of trade secrets and confidential information. Assisted in securing the immediate return of company information and obtained restrictions on defendants from contacting company clients and vendors.

Previous Professional Experience

- Summer associate for the firm (2015, 2016)

Internships

- Trial and Operations Intern, Office of Massachusetts Attorney General Martha Coakley (2013)

Educational Activities

- Wake Forest University School of Law
 - Contracts Teaching Assistant (2016–2017)
 - Legal Writing and Research Teaching Assistant (2015–2016)
 - Phi Alpha Delta Legal Fraternity

Recognitions

The bar rules of some states require that the standards for an attorney's inclusion in certain public accolades or recognitions be provided. When such accolades or recognitions are listed, a hyperlink is provided that leads to a description of the respective selection methodology.

- [Massachusetts Super Lawyers Rising Star](#), Employment & Labor (2021–2025)
- [Best Lawyers in America® Ones to Watch](#)
 - Commercial Litigation (2021–2026)
 - Labor and Employment Law – Management (2024-2026)
 - Litigation - Labor and Employment (2026)

Articles & Speeches

Insights

[U.S. Regional Employment 2022 Global Practice Guide, Massachusetts 'Law and Practice' Chapter, Chambers and Partners- Co-Author \(2022\)](#)

[SJC “Likes” Aspects of Facebook’s Work Product Argument](#), *Boston Bar Journal*- Co-Author (Summer 2021)

Alerts

[FTC’s New Non-Compete Rule: FAQs for Employers](#), Additional Nelson Mullins Alerts (May 10, 2024)

Blogs

[Washington’s Mini WARN Act Expands Business Closing and Mass Layoff Notice Requirements](#), The HR Minute - Co-Author (June 27, 2025)

[MA SJC Upholds Forfeiture for Employee Breaching Non-Solicitation Agreement](#), The HR Minute - Co-Author (June 27, 2025)

[Virginia Expands Law on Non-Compete Covenants](#), The HR Minute - Author (April 10, 2025)

[New Jersey and New York Legislators Introduce Bills Proposing New Restrictions on Employment Agreements](#), The HR Minute - Co-Author (April 9, 2025)

[HR Minute: Wyoming Becomes Latest State to Restrict Non-Competes](#), The HR Minute - Author (March 25, 2025)

[Important Update for Massachusetts Employers: February 1, 2025 Wage Data Reporting Deadline](#), The HR Minute - Author (January 17, 2025)

[Reminder for Massachusetts Employers About Wage Data Report Deadline on Feb. 1, 2025](#), The HR Minute - Co-Author (December 5, 2024)

[Massachusetts Enacts Salary Transparency Law](#), The HR Minute - Author (September 26, 2024)

[Breaking: FTC Non-Compete Rule Set Aside by Texas Court](#), The HR Minute - Co-Author (August 21, 2024)

[FTC Non-Compete Ban to Become Effective in Early September Following Pennsylvania, Texas Rulings](#), The HR Minute - Co-Author (July 25, 2024)

[DOL Announces Rule Increasing Minimum Salary Threshold for Exempt Employees](#), The HR Minute - Co-Author (June 5, 2024)

[Proposed DOL Overtime Rule Increasing the Minimum Salary Threshold for Exempt Employees Likely to Take Effect Later this Year](#), The HR Minute - Author (March 6, 2024)

[Department of Labor Issues New Rule Regarding Classification of Independent Contractors](#), The HR Minute - Author (January 17, 2024)

[Updated Notice Obligations Under Massachusetts Paid Family and Medical Leave Act](#), The HR Minute - Co-Author (December 19, 2023)

[Minnesota Becomes Most Recent State to Ban Noncompete Agreements](#), The HR Minute - Co-Author (July 17, 2023)

[Proposed Broad Non-Compete Ban Looms for New York Employment Sector](#), The HR Minute - Co-Author (June 26, 2023)

[Illinois Enacts Paid Leave Law Guaranteeing Paid Leave for Most Employees for Any Reason](#), The HR Minute - Co-Author (March 30, 2023)

[Massachusetts May Be Next in Line to Enact Pay Transparency Laws](#), The HR Minute - Co-Author (February 21, 2023)

[Multiple States Increase Minimum Wage Thresholds Effective January 1, 2023](#), The HR Minute - Co-Author (January 12, 2023)

[New Law Changes Non-Compete Landscape for D.C. Employers](#), The HR Minute - Co-Author (November 3, 2022)

[State Law Restrictive Covenants Update](#), The HR Minute - Co-Author (June 30, 2022)

[New Jersey Considering Sweeping Non-Compete Legislation](#), The HR Minute - Co-Author (May 16, 2022)

[New Washington Law Bans Nondisclosure and Non-Disparagement Provisions and Applies Retroactively](#), The HR Minute - Co-Chair (March 30, 2022)