



MATTHEW R. KORN

Partner

Columbia

803.740.7652

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Service Focus

- AI, Data, and Analytics
- Class and Collective Actions
- FCRA and Background Screening
- Labor Relations
- Litigation and Trials
- Mine Safety & Health
- Reductions in Force (RIFs)
- Wage and Hour
- Workplace Safety

Industry Focus

- Healthcare
- Hospitality

OVERVIEW

Matthew Korn is passionate about partnering with employers to tackle their most pressing and complex employment law issues. Matthew's experience working as in-house counsel at a multinational, publicly traded company has provided him with the unique ability to view employment law problems from the client's perspective so that

he can offer practical business advice and solutions to firm clients. He leverages that experience to help his clients achieve their business goals.

Matthew has substantial experience working with employers in many industries, including the healthcare, hospitality and restaurant, construction and heavy equipment, mining, pharmaceutical, and manufacturing industries. He has a special interest in working with ABA providers to develop compliant employment law policies, minimize risk, and get ahead of litigation.

Matthew focuses his law practice on defending employers across the nation in complex class and collective action litigation, primarily involving wage and hour issues under the Fair Labor Standards Act (FLSA) and state wage and hour laws, mass layoffs and plant closings under the Worker Adjustment and Retraining Notification Act (WARN), and background check documentation under the Fair Credit Reporting Act (FCRA). Matthew also regularly advises clients on day-to-day employment issues arising under federal and state employment laws such as Title VII, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA). Matthew represents employers in government audits and investigations, including EEOC investigations, USDOL audits, and OSHA/MSHA investigations. Additionally, he assists employers with traditional labor matters, including union avoidance campaigns, unfair labor practice charges, grievance arbitrations, and collective bargaining negotiations. Matthew regularly provides interactive training for supervisors and managers on employment and labor law compliance.

Credentials

Education

- Georgetown University, J.D., 2010
- Providence College, B.A., magna cum laude, 2007

Bar Admissions

- South Carolina
- New York

Court Admissions

- U.S. Court of Appeals for the Fourth Circuit

- U.S. Court of Appeals for the Sixth Circuit
 - U.S. District Court for the District of South Carolina
 - U.S. District Court for the Eastern District of Michigan
 - U.S. District Court for the Eastern District of Wisconsin
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Recognitions

- Awarded the CASP Non-Member Mission Award (2023)
 - Recognized in *The Best Lawyers in America, Ones to Watch* (2021 - 2025)
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Affiliations

Professional Activities

Fisher Phillips is proud to be a Council of Autism Service Providers (CASP) Business Affiliate and Matthew enjoys sharing legal updates on a variety of employment law topics with CASP Member organizations.

Matthew was previously appointed by the South Carolina Supreme Court to serve on the Lawyers Fund for Client Protection. Matthew was also previously appointed by South Carolina Governor Henry McMaster to the South Carolina Mining Council and to serve as the Governor's representative to the Interstate Mining Compact Commission.

Community Activities

Matthew is an active community volunteer advocate of the United Way of the Midlands. He is currently serving as a member of the Community Impact Committee and the Campaign Committee, and he is also a member of the Tocqueville Society and Young Leaders Society (YLS). Matthew also serves on the Board of the Unumb Center for Neurodevelopment, a non-profit organization dedicated to providing high-quality, evidence-based diagnostic and therapeutic services to people with autism spectrum disorder. Matthew previously served as a member of the Glenforest School Board, a K-12 independent non-profit day school that provides high quality instruction to increase the academic skills and social competence of students with disabilities.

Matthew, his wife Haylee, and their four children, MJ (Matthew Jr.), Joshua, Caleb, and Madison live in Lexington, South Carolina and are members at Mt. Horeb Church.

INSIGHTS

Insights

Jan 27, 2026

Warning! The Warn Act is More Complicated Than You Think: 4 Steps for Employers Facing Layoffs

Insights

Oct 30, 2025

Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2025 Edition

News

Jul 22, 2025

Reductions in Force Co-Chair Shares Best Practices for Navigating Terminations

News

Jul 1, 2025

Partners Provide Tips for Navigating Complexities of Wage and Hour Laws

Event

May 21, 2025

Planning, Communicating, and Executing an Effective Reduction-in-Force: Key Employment Law Considerations

Podcasts

Aug 30, 2024

Navigating Compliance in the Healthcare Industry