MATTHEW ZARLEY

Counsel

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Service Focus

- Counseling and Advice
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Bridging in-house and private practice, Matthew Zarley defends and counsels employers on the full spectrum of labor and employment matters. He has advised HR and leadership on workplace investigations, employee relations, employment disputes, litigation, and compliance — guiding employers through decisions involving leave and accommodation, discipline, terminations, classification, and workplace disputes.

His litigation career spans pleadings, discovery, motion practice, depositions, mediations, and trial. Matthew has independently managed employment matters from inception through resolution, argued motions in court, served on trial teams, and led mediations and settlement negotiations. His contract drafting and negotiating experience has included everything from standard employment and

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independent contractor agreements to software licenses, master services agreements, sales, and SaaS agreements. He has served as outside counsel to businesses and nonprofit organizations, providing ongoing advice on employment and organizational compliance. In his in-house role, Matthew conducted internal workplace investigations involving alleged legal and policy violations, drafted and revised employment policies, and advised executive leadership on remediation strategies and legal exposure.

Before joining Fisher Phillips, Matthew served as Associate Corporate Counsel at a technology company, where he advised clients on employment matters across multiple U.S. jurisdictions and managed litigation strategy alongside outside counsel. Previously, he was a senior associate at a regional employment law firm, where he provided litigation and counseling support for a variety of clients.

Matthew works remotely and is licensed in California. You may contact him by email or by phone. Please use our Woodland Hills address for mailing purposes only.

Credentials

Education

- University of San Diego School of Law, J.D., 2019
- Temple University, B.A., *cum laude*, 2015

Admissions

- California

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