



MATTHEW F. NIEMAN is a Principal in Jackson Lewis P.C.'s Washington, D.C. Region office, as well as the Litigation Manager for the office.

Mr. Nieman represents employers in a broad spectrum of labor and employment law matters, including discrimination, retaliation, wage and hour, whistleblower claims (including Dodd-Frank, the False Claims Act, and Sarbanes-Oxley), questions related to the Uniformed Services Employment and Re-employment Rights Act of 1994 ("USERRA"), and workplace drug-testing issues. He is actively involved in all phases of the litigation process on the full range of employment discrimination, retaliation, and employment-related tort and contract claims, including the representation of employers in actions before the Department of Labor, the Equal Employment Opportunity Commission, the National Labor Relations Board, the Occupational Safety and Health Administration, the Mine Safety and Health Administration, and various state and local agencies. As part of his litigation practice, he has concluded many employment-related adversarial proceedings, including solo trials and multiple jury trial defense-verdicts. He has additionally drafted numerous successful dispositive and summary judgment motions in state and federal courts throughout the Mid-Atlantic region.

Mr. Nieman is a frequent writer on substance-abuse-prevention topics, including as co-author of the Guide to State and Federal Drug-Testing Laws. He also speaks to and provides training to employer groups on various workplace-related topics, including sexual harassment, discrimination, substance-abuse prevention, and litigation avoidance.

Prior to entering private practice, Mr. Nieman was in public service as an active-duty U.S. Army Judge Advocate ("JAG") at Fort Benning, Georgia and at Camp Liberty, Baghdad, Iraq. During his service as an Army JAG, Mr. Nieman enjoyed unique opportunities to interact with state and local governments in both the criminal and civil arenas as well as to develop trial experience. These opportunities include two years as a prosecutor in both military and federal courts (concluding over 40 separate trials) and over a year of responsibility for handling all tort claims filed against Fort Benning, its hospital, and other Department of the Army personnel in a region covering large portions of Alabama, Georgia, and Florida. Tort claim issues covered include general negligence, medical malpractice, and the subrogation and collection of TRICARE expenses incurred by service members, retirees and their dependents in otherwise unrelated tort actions.

Mr. Nieman received a Bachelor of Science in Industrial & Labor Relations from Cornell University. After clerking for the Williamsburg/James City County, Virginia Commonwealth Attorney's Office throughout law school, he earned his Juris Doctor degree from the William & Mary School of Law.

Mr. Nieman is a member of the state and federal bars of Maryland, Virginia, the District of Columbia, and the First, Fourth, and D.C. Circuit Courts of Appeal. He is a past President and current Legislative Liaison of the Dulles Chapter of the Society for Human Resources Management (SHRM) and a member of the Boards of the Loudoun Literacy Council and the Cornell Club of Washington. He was selected for inclusion in *Virginia Super Lawyers* magazine as a "Rising Star" each year since 2010 and recognized in the *Washington Post Magazine* as a Washington D.C. Metro Area Outstanding Young Lawyer each year since 2013.