



## Matthew W. Kurlinski

Senior Counsel

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### Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Hiring, Performance Management and Termination  
Unfair Competition and Trade Secrets  
Investigations

### Overview

Matthew W. Kurlinski advises and represents employers in a broad range of employment law matters arising under state and federal law, including claims involving:

- The Wisconsin Fair Employment Act
- Wisconsin's Statute Regulating Restrictive Covenants in Employment Contracts
- The Wisconsin Business Closing and Mass Layoff Notification Law
- Title VII
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act

Additionally, Matt regularly counsels clients on such issues as:

- Employment terminations and disciplinary actions
- Discrimination and harassment complaints
- Unfair competition and trade secret protection
- Workplace investigations
- State and federal mass layoff and business closing notification requirements

Matt is a regular speaker at national and local conferences and presents on a wide range of employment-related issues including workplace investigations, advanced elicitation and interviewing skills, and tactics for assessing employee truthfulness.

Prior to joining Littler, Matt was an attorney in the labor and employment relations practice group at a large regional law firm. In addition, he spent almost ten years with the U.S. federal government working predominantly overseas in a variety of roles related to national security and transnational issues. In law school, he was the executive notes editor of the *Case Western Reserve Journal of International Law*.

## Professional and Community Affiliations

- Member, Board of Directors, College Possible Milwaukee, 2009-2020
- Member, American Bar Association
- Member, State Bar of Wisconsin
- Member, Milwaukee Bar Association
- Member, Ohio State Bar Association
- Member, Labor and Employment Relations Association, Wisconsin Chapter
- Volunteer, The Milwaukee Justice Center

## Recognition

- Recipient, Banks-Baldwin Clinical Program Award, *Case Western Reserve University School of Law*

## Education

J.D., Case Western Reserve University School of Law, 1997

B.A., Miami University, 1994, *Phi Beta Kappa*

## Bar Admissions

Wisconsin

Ohio

## Courts

U.S. Court of Appeals, 7th Circuit

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

## **Publications & Press**

### **New Wisconsin Law Provides Immunity from COVID-19 Liability, With Limited Exceptions**

*Little ASAP*

March 1, 2021

### **Wisconsin Supreme Court Holds That Employee Non-Solicitation Agreements are Subject to a Strict Enforcement Standard**

*Little ASAP*

January 22, 2018

### **Benefit of Counsel**

*SI Review*

February 2012

### **Anything but Simple – Determining Contingents’ Exemption Status is Tricky Business**

*Contingent Workforce Strategies*

Winter 2010

### **Legal Liability – Recent Cases Address Contingent Workforce Issues**

*Contingent Workforce Strategies*

Spring 2010

### **Conducting Background Checks**

*Contingent Workforce Strategies*

May/June 2009

### **Overtime for Temps**

*Contingent Workforce Strategies*

March/April 2009

### **Coming Together**

*Contingent Workforce Strategies*

January/February 2009

### **Clarifying Disability: New Legislation Expands the ADA’s Reach**

*Contingent Workforce Strategies*

November/December 2008

## Speaking Engagements

### **“Spy” Tactics: Advanced Elicitation and Interviewing Skills**

2019 ACC Annual Meeting, Phoenix, AZ

October 28, 2019

### **Privacy Concerns in Today’s Technology-Based Workplace**

2019 Wisconsin State SHRM Conference, Wisconsin Dells, WI

October 17, 2019

### **“Spy” Tactics 2 for Human Resources Professionals – Advanced Elicitation and Interviewing Skills**

2018 Wisconsin State SHRM Conference, Wisconsin Dells, WI

October 11, 2018

### **Spy Tactics for HR Professionals: Advanced Elicitation and Interviewing Skills**

Little Executive Employer, Phoenix, AZ

May 4, 2018

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

Milwaukee, WI

July 26, 2017

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

May 12, 2017

### **The Interactive Process Under Wisconsin Law**

2016 Wisconsin State SHRM Conference, Wisconsin Dells, WI

October 7, 2016

### **Becoming a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

Rocky Mountain Employer Conference

September 21, 2016

### **2016 Rocky Mountain Employer Conference**

Denver, CO

September 21, 2016

### **Little’s 6th Annual Brewers Briefing 2016**

Milwaukee, WI

September 7, 2016

**Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

The 2016 Executive Employer® Conference, Scottsdale, AZ  
May 6, 2016

**“Spy” Tactics for Human Resource Professionals-Assessing Employee Truthfulness**

2014 Fall Conference - Wisconsin Association of School Personnel Administrators, Elkhart Lake, WI  
November 2014

**“Spy” Tactics for Human Resource Professionals-Assessing Employee Truthfulness**

2014 State Conference - Wisconsin State Council SHRM, Madison, WI  
October 2014

**The Rewards and Costs of Enforcing Employee Non-Compete and Non-Solicitation Agreements**

Annual Conference, Association of Corporate Counsel - Wisconsin Chapter, Elkhart Lake, WI  
May 2013

**The New Era of Hiring and Investigating Employees: What You Need to Know and When You Need to Know It**

Association of Corporate Counsel, Milwaukee, WI  
February 2013

**Retaliation and Whistleblower Claims**

Labor and Employment Relations Seminar, Milwaukee, WI  
2012

**Books & Book Chapters**

- Employment at Will: A State-by-State Survey, *Labor and Employment Law Section - American Bar Association and Bloomberg BNA*, Wisconsin, Chapter Co-Author, 2011