

Matthew I. Penfield

Principal

Birmingham

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Matthew Penfield advises and represents clients in the areas of immigration, labor and employment, and general litigation. He assists employers and individuals with employment-based visas and also guides employers through the maze of federal and state immigration law compliance. He counsels and represents employers with all their labor and employment needs. His litigation experience includes trying cases in federal and state courts and arbitration forums.

Matthew's labor and employment practice includes representing management and advising clients in a wide variety of employment matters, including discrimination and retaliation cases arising under the Family and Medical Leave Act, the Fair Labor Standards Act, Title VII of the Civil Rights Act, Section 1981, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Alabama Workers' Compensation Act, and other analogous state discrimination and tort laws. He has experience defending both individual and class and collective action lawsuits brought by or on behalf of current and former employees.

Matthew has significant experience in litigating and providing advice relating to the enforceability of employment agreements and non-compete agreements in state and federal courts, as well as actions filed with the Financial Industry Regulatory Authority (FINRA). He also helps clients draft employment agreements and non-compete agreements. He has also litigated business disputes in state and federal court.

Matthew's immigration practice includes immigration compliance issues and visa related needs. He assists employers with state and federal immigration compliance, including the Form I-9 process and the E-Verify program, and has represented employers in U.S. Immigration and Customs Enforcement (ICE) proceedings and Department of Labor audits. He advises employers and individuals regarding all business immigration needs, including visa waivers, temporary worker visas, permanent employment-based visas, training visas, exchange visitor visas and the naturalization

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AREAS OF PRACTICE

Employment Strategic Advice
& Counseling

Executive Compensation &
Employee Benefits

FINRA Employment
Arbitrations

General Litigation

Immigration

Immigration

Labor & Employment Law

Labor & Employment Litigation

Trade Secrets & Unfair
Competition

Wage and Hour Law

EDUCATION

- Cumberland School of Law,
J.D., *summa cum laude*,
2009
- Saint Paul School of
Theology, D. Min, 2007
- Emory University, Candler
School of Theology, M.Div.,
1997
- Birmingham-Southern
College, B.A., 1992

process. He regularly files visa petitions on behalf of employers with USCIS.

Awards & Accolades

- Included in the list of the *Best Lawyers in America*®, 2021-2023
- Recognized in the *Chambers USA Guide to "America's Leading Lawyers for Business"* for Labor and Employment, 2018-2022
- Selected to the list of the *Mid-South Super Lawyers, Employment & Labor*, 2022
- Selected to the list of *Mid-South Super Lawyers*, 2021
- Recognized on the *Mid-South Super Lawyers, "Rising Stars" List*, 2014-2019

No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. A description of the award methodologies can be found [here](#).

News & Alerts

Three Bressler Attorneys Recognized as 2022 Mid-South Super Lawyers®
Firm News, 12.05.2022

50 Bressler Attorneys Recognized By Best Lawyers in America 2023,
Including 1 "Lawyer of the Year" and 17 "Ones to Watch"
Firm News, 08.18.2022

Chambers USA 2022 Recognizes 12 Bressler Attorneys and Five Practice
Areas
Firm News, 06.01.2022

Speaking Engagements & Events

Big Changes to Noncompete Agreements and What You Need to Know to
Protect Your Business
Webinar, 03.08.2023

Civic Involvement

- Board of Directors, Opera Birmingham
- Norton Advisory Board, Birmingham-Southern College
- Board of Directors, Workshops Empowerment, Inc.
- Member, Class of 2022, Leadership Birmingham

ADMISSIONS

Alabama

U.S. District Court for the
Northern, Middle and Southern
Districts of Alabama

U.S. Bankruptcy Court,
Northern District of Alabama

U.S. District Court, Northern
District of Florida

U.S. District Court, Southern
District of Texas

U.S. Court of Appeals, Eleventh
Circuit

U.S. Court of Appeals, Ninth
Circuit

Professional Affiliations

- Member, Alabama State Bar Association
- Member, American Bar Association
- Member, Birmingham Bar Association
- Member, American Immigration Lawyers Association