



**Matthew J. Pearce**

Shareholder

Phone: 407-425-7010 x 151

[mpearce@zkslaw.com](mailto:mpearce@zkslaw.com)

Matt Pearce represents businesses and individuals across a range of commercial litigation, labor and employment, and government investigation matters. In recent years, Matt has represented leading companies in industries such as banking, technology, medicine, energy, retail, and environmental services. He serves as trusted outside counsel to companies, advising on litigation prevention, relevant changes in the law, and corporate governance matters. When litigation is unavoidable, Matt uses his substantial experience in state and federal courts to vigorously defend his clients' interests and achieve their desired outcomes.

Matt's labor and employment practice centers on helping employers navigate complex workplace challenges. He advises on compliance with federal and state employment statutes, leads workplace investigations, and develops strategies to address employee issues before they escalate into disputes. He is also aware of the significant disruption caused by litigation and devotes a substantial amount of his time to helping employers remain compliant with the numerous laws, rules, and regulations related to their business to avoid litigation and government enforcement actions. Matt also has significant experience representing employees in lawsuits involving employment discrimination, retaliation, FLSA violations, and restrictive covenants.

Matt also advises clients facing white-collar investigations and government enforcement actions, including investigations by the U.S. Department of Justice, Department of Labor, and the Securities and Exchange Commission. His work in this area often includes internal investigations and communications with government authorities, with a focus on minimizing disruption and avoiding formal charges when possible.

Before joining Zimmerman Kiser Sutcliffe, Matt practiced for more than a decade with a law firm in Atlanta. He later returned to Central Florida to be closer to family and continued representing business clients across a wide range of industries. Matt joined Zimmerman Kiser Sutcliffe in December 2025.

As a shareholder at ZKS, Matt values the firm's collaborative culture and commitment to professionalism. He appreciates practicing in an environment where attorneys work together, share knowledge freely, and support one another in delivering thoughtful, strategic counsel to clients.

Matt is deeply committed to community service and has devoted significant time to pro bono work for more than two decades. He serves as a Guardian ad Litem and represents victims of domestic violence through Orlando Legal Aid. He is also a board member of SixDegrees.org, a nonprofit organization founded to support and elevate smaller charitable organizations.

Outside of his legal practice, Matt enjoys spending time with his family, including supporting his children in their academic and extracurricular activities. He also enjoys mountain biking, gardening, and reading both fiction and nonfiction, and values time outdoors whenever possible.

**Practice Areas**

Commercial Litigation | Labor & Employment

**Education**

University of North Carolina at Chapel Hill School of Law, J.D. | Florida State University, B.A., History

**Bar & Court Admissions**

The Florida Bar | State Bar of Georgia