



**SEBRIS  
BUSTO  
JAMES**

**Matthew Coughlan**  
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**Matthew Coughlan** is an associate with SEBRIS BUSTO JAMES. His practice includes general employment litigation, wage and hour claims, retaliation claims, discrimination and harassment claims, noncompetition and non-solicitation covenants, and trade secrets. In addition to his litigation practice, Matthew advises clients on employment agreements and restrictive covenants.

### **PRACTICE FOCUS**

- Employment Litigation
- Retaliation
- Wage and Hour
- Employment Contracts and Restrictive Covenants
- Class Actions
- Discrimination and Harassment Charges
- Trade Secrets
- Hiring/Firing

### **ADMISSIONS AND PROFESSIONAL ACTIVITIES**

- Washington State Bar Association
- The Florida Bar
- Washington State Bar Association- Labor and Employment Section.

### **EDUCATIONAL & PROFESSIONAL BACKGROUND**

Matthew received his undergraduate degree at Florida State University in 2012, where he graduated *cum laude* with a double major in economics and international relations. After obtaining his undergraduate degree, Matthew remained at Florida State University through 2013, earning a Master's in Applied Politics and Public Policy. Matthew then received his J.D. in 2016 from the University of Texas School of Law, where he was a member of the trial advocacy program.

Matthew began his legal career at the Office of the Public Defender-15<sup>th</sup> Judicial Circuit in West Palm Beach, Florida. As a public defender, Matthew first or second chaired over 25 jury trials involving various misdemeanors and felonies. Prior to joining Sebris Busto James, Matthew worked at a boutique business law firm, where his practice included wage and hour claims, retaliation and discrimination claims, business disputes, and real estate litigation.

Outside the office, Matthew's hobbies include snowboarding, hiking, and boxing. He lives with his wife in downtown Seattle.