Practice Areas

Labor & Employment

Immigration

Health Care

International Services

Sports & Entertainment

Bar Memberships

Ohio

Matthew W. Hoyt

Partner

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Matt is a member of the firm's Labor and Employment Practice Group and serves as the leader of the Immigration Service Team. With a background in employment law and trial work, and over 20 years of business immigration experience, Matt offers clients a unique, comprehensive approach to global workplace and migration issues. His practice focuses on employment-based immigration, which includes temporary work visas, green cards, I-9 compliance, and work site enforcement, with an emphasis in the health care and sports and entertainment industries. Matt has dedicated his entire career to representing corporate clients in sophisticated legal matters with an efficient, strategic, and proactive approach that ensures business decisions are well-informed, timely, and cost-effective.

Matt's Relevant Experience

Health Care Immigration

Represents regional healthcare organizations and physician practices in visa matters, green card sponsorships, and J-1 physician waivers.

Strategic focus in international nurse immigration, including success with H-1B visas, TN visas, and Schedule A EB-3 green cards.

Conducts leading-edge work with cap-exempt H-1B visa petitions for hospitals, nonprofit healthcare organizations, and for-profit physician practices.

Assists foreign national physicians in obtaining O-1 extraordinary ability work visas, J-1 visa waivers, H-1B visas, and green cards

(PERM, NIW, EB-1). Also assists healthcare providers and business professionals with O-1s, H-1Bs, TNs, and green cards.

Sports and Entertainment Immigration

P-1 visas for athletes and essential support personnel in the IndyCar and NASCAR auto racing series and in e-sports.

O-1 and P-1 visas for world-renowned competitive sailors and coaches, including for the U.S. Olympic team.

O-1 visas and green cards for artists and entertainers.

Other Business Immigration

L-1, H-1B, and O-1 visas and green cards for business executives and multinational managers.

E-2 visas for foreign investors and their employees.

H-1B, E-3, and L-1 work visas for specialized knowledge workers in information technology, consulting, hospitality, manufacturing, and many other industries.

Immigration Appeals & Litigation

Handles administrative appeals and federal court litigation in cases where government agencies (e.g. U.S. Department of Labor, U.S. Citizenship and Immigration Services) have wrongfully denied an immigration benefit.

I-9 and E-Verify Compliance

Provides day-to-day counseling for employers with difficult I-9 and E-Verify scenarios, trains HR staff on I-9 law and procedures, and assists with internal audits and remediation.

Worksite Investigations

Defends companies in government I-9 investigations and enforcement proceedings, against allegations of citizenship status discrimination, and in wage and hour investigations.

Employment Litigation Background

Obtained temporary restraining orders, preliminary injunctions, and favorable settlements for companies victimized by departing employees' misappropriation of trade secrets and violations of noncompetition, non-solicitation, and other restrictive covenants.

First-chaired jury trials and administrative hearings against alleged violations of the Americans with Disabilities Act (ADA), accusations of workplace defamation, and alleged race and sex discrimination, including a defense verdict in one of the first jury trials under the ADA to involve the "cat's paw" theory of liability after the U.S. Supreme Court's 2011 decision in *Staub v. Proctor Hospital*.

Other Info About Matt

Education

University of Notre Dame Law School, J.D., 2000

Michigan State University, B.A., 1996

Courts

U.S. Court of Appeals, Sixth Circuit, 2004

U.S. District Court, Northern District of Ohio, 2002

U.S. District Court, Southern District of Ohio, 2002

Recognition

Chambers USA, Immigration, 2023-2026

Selected to *Columbus CEO*'s Top Lawyers list, Immigration, 2022, 2025

The Legal 500 US, Recommended in Immigration, 2017-2022

Professional Affiliations

American Immigration Lawyers Association

American Bar Association

Columbus Bar Association

Civic Activities

Advocating Opportunity: Pro Bono Legal Services Provider for Victims of Human Trafficking

Worthington Youth Boosters: Recreational Soccer League Commissioner

Southeast Health Care Services: Former Board President

Featured Articles

USCIS Policy on Adjustment of Status: Practical and Strategic Considerations

The Night Before Christmas: Santa's Jolly Immigration Journey

USCIS Clarifies the New $100,000 H-1B Fee Proclamation

H-1B Proclamation "Restriction on Entry of Certain Nonimmigrant Workers": What We Do and Don't Know

Caught in the Crossfire: Recent Immigration Raids Expose Legal Risks in Subcontractor Labor

Immigration Update: The New H-1B Modernization Rule

November 2024 Immigration Update

May 2024 Immigration Updates

April 2024 Immigration Updates

October 2023 Immigration Update

USCIS to Permit Certain E-Verify Employers to Conduct Remote I-9 Document Examination

The End of Temporary Form I-9 Flexibilities

February 2023 Immigration Update

Unionized Employers Must Bargain Over the 'Finer Points' of Completing I-9 Forms

January 2023 Immigration Update

December 2022 Immigration Legal Update

October 2022 Immigration Legal Update

September 2022 Immigration Legal Update

May 2022 Immigration Legal Update

April 2022 Immigration Legal Update

March Immigration Updates Employers Need to Know

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