



## Scott D. Rechtschaffen

Chief Knowledge Officer  
Shareholder

333 Bush Street  
34th Floor  
San Francisco, CA 94104  
main: (415) 433-1940  
direct: (415) 677-3102  
fax: (415) 399-8490  
srechtschaffen@littler.com



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## Focus Areas

Littler Big Data Initiative  
Littler Knowledge Management

## Overview

As Littler's Chief Knowledge Officer, Scott D. Rechtschaffen leads the firm's effort to provide innovative client services by integrating new technologies and work processes and enabling attorneys and clients to access the collective knowledge and experience of the firm's more than 1,000 attorneys. He combines over 25 years of experience representing companies in every area of labor and employment law with a broad understanding of technology to help the firm's attorneys and their clients in tailoring unique solutions that enhance the firm's ability to deliver legal information and legal services to its clients.

Scott heads the firm's Knowledge Management Department (KM) comprising dedicated, full-time knowledge management attorneys, who are all experienced in employment and labor law, along with technologists, research specialists and administrative support. The KM Team supports the firm's attorneys, practice groups and major firm initiatives. He has been a key member of the multi-disciplinary teams that developed the award-winning Littler CaseSmart® approach to legal case management and Littler Edge, the firm's comprehensive knowledge-centered client portal.

In addition, Scott is responsible for the firm's Executive Employer® Conference, an annual gathering of in-house counsel and human resources professionals representing some of the country's leading organizations. He was the co-creator of *Winning Through Prevention: The Littler Employment Law Challenge*, an innovative teaching tool designed to enhance the training of managers and supervisors.

Scott is the co-founder of ComplianceHR, an innovative joint venture launched in 2015 by Littler and Neota Logic, a legal software company. ComplianceHR leverages Littler's unparalleled experience and knowledge of employment law with the power of Neota Logic's expert systems to provide a transformative suite of online compliance solutions for HR and legal professionals.

Previously, Scott served as Senior Vice President of Learning for ELT, the nation's premier provider of on-line employment law training services. He founded the Littler Learning Group, a division of Littler that provides innovative compliance training solutions worldwide.

Scott has written extensively and has published articles in national publications on human resources management, knowledge management and legal technology. He regularly speaks at knowledge management seminars and legal technology conferences organized by the American Bar Association's Law Practice Management Section, Association of Corporate Counsel, American Lawyer Media, Legal Marketing Association, International Legal Technology Association, ARK Group and other professional organizations.

In 2018, Scott was appointed as an adjunct professor at Cornell Law School where he teaches legal technology at the Cornell Tech campus on Roosevelt Island in New York City.

For his outstanding achievements in the field of knowledge management, Scott has been awarded the Distinguished Peer Award as KM Champion of the Year by International Legal Technology Association, the legal industry's leading voice on technology in law firms. In 2014, he was named to the Fastcase 50, an annual compilation, "honoring the law's smartest, most courageous innovators, techies, visionaries, and leaders" and the *Financial Times* named Scott among the ten most innovative lawyers in North America. In the same year, he was inducted as a Fellow in the College of Law Practice Management, a peer-nominated honor bestowed on law practice management specialists, "who consistently exemplify the highest professional standards and achievements" over at least a 10-year period. In 2020, he was elected to the Board of Trustees of the College of Law Practice Management.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section and Law Practice Management Section, American Bar Association
- Member, Labor Law Section, State Bar of California
- Member, Bar Association of San Francisco

## Recognition

- Named, Ten Most Innovative Individuals, North America Innovative Lawyers Report, *Financial Times*, 2014
- Recipient, Serial Innovator Award, *The Recorder*, 2015
- Recipient, Innovator Award, *The Recorder*, 2014
- Named, Fastcase 50, *Fastcase*, 2014

- Recipient, Distinguished Peer Award, Knowledge Management Champion of the Year, *International Legal Technology Association*, 2011
- Fellow, *College of Law Practice Management*, Inducted 2014

## Education

J.D., Cornell University Law School, 1984

A.B., University of California, Berkeley, 1981

## Bar Admissions

California

## Publications & Press

### **Law School Tech Classes Are Increasingly Important—And Difficult to Teach**

*LegalTech News*

January 21, 2021

### **Littler’s Chief Knowledge Officer and Cornell Law Students Discuss How Hands-on Tech Training Enhances the Practice of Law**

*Littler Podcast*

January 28, 2020

### **Littler, Cornell Tech and Neota Logic to Present Legal Apps Competition on December 6**

*Littler Press Release*

November 26, 2019

### **Finding a Competitive Advantage Through Innovation**

*ACC Docket*

September 1, 2019

### **Law firms are developing their own tools and software to better serve clients**

*ABA Journal*

June 1, 2019

### **Some law schools offer tech programs to help students find jobs, but does it work?**

*ABA Journal*

March 1, 2019

**App-roaching the Bench: Providing Legal Services Through Technology**

*Littler Podcast*

December 12, 2018

**Law, Business Students Develop AI Apps to Aid Nonprofits**

*Cornell Chronicle*

December 6, 2018

**The Future of Knowledge Management in Law Firms - The Answer is Out There**

*CIO Review*

November 20, 2018

**Littler, Neota Logic, Cornell Law School and Cornell Tech Present Legal Apps Competition on December 3**

*Littler Press Release*

November 13, 2018

**Big Law Innovators Tell How To Beat The Status Quo**

*Law360*

August 22, 2018

**Old Problems, New Solutions**

*The Modern Lawyer*

April 26, 2018

**Why Selling Products May Be the Future for Law Firms**

*Law360*

April 5, 2018

**4 Places BigLaw Is Putting Its Tech Budget Dollars**

*Law360*

February 7, 2018

**Firms Offer More Web-Based Legal Tools, But at What Price?**

*The American Lawyer*

October 2, 2017

**ILTACON TV 2017 – Interview with Scott Rechtschaffen**

*ILTA*

August 22, 2017

**Let's Stop with the Robot-Lawyer Memes**

*International Legal Technology Association*

August 1, 2017

**Law Architects: New Legal Jobs Make Technology Part of the Career Path**

*ABA Journal*

May 1, 2017

**4 Ways Firms Can Be More Tech-Forward**

*Law360*

November 14, 2016

**Technology in Legal Industry, a Far Fledged Dream**

*CIO Review*

September 22, 2016

**2015 Innovator Awards: Scott Rechtschaffen**

*The Recorder*

December 4, 2015

**2015 Innovator Awards: ComplianceHR**

*The Recorder*

December 4, 2015

**Knowledge Management's Place in the Legal Department**

*Legaltech News*

October 5, 2015

**HR compliance headaches may have a new tech-driven cure**

*HR Dive*

May 22, 2015

**Littler Leader On HR Venture With Tech Firm**

*Bloomberg BNA*

May 7, 2015

**Littler Launches New Technology Solution for Employment Law Compliance**

*Littler Press Release*

May 6, 2015

**Littler Elects Five New Members to its Board of Directors**

*Littler Press Release*

January 26, 2015

**Two Events - Two Views of Innovation**

*International Legal Technology Association*

December 17, 2014

**Littler Honored for Innovation in the Financial Times 2014 North America Innovative Lawyers Report**

*Littler Press Release*

December 9, 2014

**Innovators: Scott Rechtschaffen, Littler Mendelson**

*The Recorder*

December 8, 2014

**Littler's Scott Rechtschaffen Inducted as a Fellow of the College of Law Practice Management**

*Littler Press Release*

October 23, 2014

**Ahead Of The Curve: Three Big Innovators In Big Law**

*The Legal Whiteboard*

August 24, 2014

**Littler's Scott Rechtschaffen Recognized Among the "Fastcase 50" List for Innovation in Legal Services**

*Littler Press Release*

July 14, 2014

**For Littler Mendelson, a Game Changer**

*The Recorder*

March 11, 2013

**Rethinking workflows: Re-engineering case management processes**

*Managing Partner*

January 22, 2013

**InnovAction Awards Honor Creative Efficient Gains**

*Of Counsel: The Legal Practice and Management Report*

October 1, 2012

**Building a successful knowledge management program**

*InsideCounsel*

September 1, 2012

**KM innovators lead change in the legal field Case management solutions streamline processes, improve client collaboration.**

*KM World*

February 1, 2012

**Littler Receives Top Honors From the International Legal Technology Association**

*Littler Press Release*

September 12, 2011

**The Commodity vs. Premium Work Debate: Observations on the Transcendent Role of KM**

*International Legal Technology Association*

June 2011

**Are Law Firms Long-Term Greedy Enough?**

*ABA Journal*

February 3, 2011

**The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade**

*Littler Report*

September 30, 2010

**Leveraging Online Systems: Identifying Opportunities To Deliver Legal Services More Effectively**

*Annual Techshow Conference - American Bar Association*

2010

**Speaking Engagements**

**The Coming Disruption of Legal Services: The Role of Knowledge Professionals & Technology**

Northern California Association of Law Libraries 2021 Spring Institute

April 29, 2021

**Best Practices from Pioneers of Innovative and Integrated Law Firm Technologies**

Legal Marketing Association Tech West Conference

April 26, 2021

**Unshackling KM: Supporting Legal Service Delivery or Your Business Model**

Ark Group's Annual Knowledge Management in the Legal Profession Conference  
October 20, 2020

**How a Dynamic KM Infrastructure will Help Future-Proof Your Firm (even in the event of a pandemic)**

Ark Group's Annual Knowledge Management in the Legal Profession Conference  
October 19, 2020

**Legal Apps Competition**

Cornell TechTata Innovation Center11 East Loop RoadRoosevelt IslandNew York, NY 10044  
December 6, 2019

**Innovation Success Stories**

2019 ILTACON International Legal Technology Association, Orlando, FL  
August 21, 2019

**Teaching Attorneys to Fish: The Impact of Expert Systems**

SOLID West, San Francisco, CA  
February 28, 2019

**The Future of Legal Services: Staying Competitive & Collaborative Amidst Growing Client Pressures**

2019 LegalCIO Conference, New York, NY  
January 29, 2019

**Avoid the Shiny Object – Why the Use Case is More Important than the Technology**

Ark Group's Annual Knowledge Management in the Legal Profession Conference, New York, NY  
October 24, 2018

**Keynote Panel: Stories of Innovation – People, Perspective, Persistence**

2018 ILTACON International Legal Technology Association, National Harbor, MD  
August 22, 2018

**Small Projects with Big Impact**

2017 ILTACON International Legal Technology Association, Las Vegas, NV  
August 15, 2017

**Emerging Business Models & Growth Opportunities for Law Firms**

Legalweek West 2017, San Francisco, CA  
June 12, 2017



**Riding the Wave of Change to Meet Client Needs More Efficiently**

Legalweek West 2017, San Francisco, CA  
June 12, 2017

**Identifying What Really Matters: Positioning the IT Department as a Strategic Asset in the Law Firm**

LegalCIO Conference, New York, NY  
February 2, 2017

**Inaugural Canada Conference**

Toronto, ON  
November 21, 2016

**Innovative New Law Firm Products**

2016 Legal Marketing Technology Conference/West  
October 5, 2016

**From the Front Lines: Actual Jobs in “New Law”**

2016 Annual Education Conference, International Legal Technology Association, National Harbor, MD  
August 29, 2016

**The Path Forward: Technology Tools That Work**

Gro Pro 20/20: The Future of Professional Services Strategy  
June 14, 2016

**Convince the Lawyers: How to Make the Case for the Disruptive Impact of New Technology**

12th Annual Law Firm Chief Information & Technology Officers Forum, New York, NY  
February 3, 2016

**Pioneering Law Firms: Breakthroughs and Efficiencies in Service Delivery**

2016 New York Conference – LegalTech  
February 2, 2016

**KM & Marketing: True Partnership or Marriage of Convenience**

Ark Group’s Annual Knowledge Management in the Legal Profession Conference, New York, NY  
October 21, 2015

**Fail Forward: Failure As A Foundation for Success**

2015 Annual Education Conference – International Legal Technology Association, Las Vegas, NV  
September 2, 2015

**Careers in Legal Technology**

From Revolution to Evolution: Digital Tools in Law Practice - Georgetown University Law Center, Washington, DC  
April 23, 2015

**The Legal Industry Inflection Point: The Time for Innovation is Now!**

2014 Annual Education Conference – International Legal Technology Association, Nashville, TN  
August 20, 2014

**The Rise of Expert Systems: Threat or Opportunity to Traditional Legal Services**

2014 Annual Education Conference – International Legal Technology Association, Nashville, TN  
August 18, 2014

**It's a Failure Party! How to Celebrate These Learning Opportunities**

2014 Annual Education Conference – International Legal Technology Association, Nashville, TN  
August 18, 2014

**IT: The Catalyst**

2014 New York Conference - LegalTech  
February 4, 2014

**Should You Create Innovative Online Legal Products for Clients**

2013 Annual Educational Conference - International Legal Technology Association, Las Vegas, NV  
August 22, 2013

**IT: The Catalyst**

2013 Annual Educational Conference - International Legal Technology Association, Las Vegas, NV  
August 19, 2013

**If We Could Build it From Scratch, What Would We Do?**

Annual Knowledge Management for the Legal Profession Conference - Managing Partner Magazine  
October 24, 2012

**Beyond Extranets! What Clients Really Want**

2012 Annual Conference - International Legal Technology Association  
August 27, 2012

**Projects Furthering Innovation: A Follow Up With Two 2011 Distinguished Peer Award Winners**

International Legal Technology Association Webinar  
March 29, 2012

**IT & Knowledge Management Working Together: Greenfield Perspectives**

Legal IT Forum 2011  
October 13, 2011

**How KM Supports Innovative Service Delivery**

2011 Annual Conference - International Legal Technology Association  
August 24, 2011

**How Can Law Firms (and KM) Profit from the Commoditization of Legal Services and an Increased Client Demand for Value**

Annual Knowledge Management for the Legal Profession Conference - Managing Partner Magazine  
October 22, 2009

**Self-Service Contract Creation: Providing Better Service in a World of Frozen Budgets**

2009 Annual Meeting - Association of Corporate Counsel  
October 19, 2009

**KM from a Practicing Attorney Perspective**

LegalTech New York 2009  
February 2, 2009

**Online Social Networking – A Virtual Cocktail Party**

10th Annual Legal Marketing Association Technology Program: Back to the Future  
September 10, 2008

**An Expansive View of Knowledge Management**

Annual Knowledge Management for the Legal Profession Conference - Managing Partner Magazine  
October 25, 2007

**KM – Beyond Document Management**

Knowledge Management for the Modern Law Firm Conference - ARK Group  
February 22, 2006

**What's really in your information systems? Various approaches to effectively mine, aggregate and understand our intellectual capital**

KM for the Legal Profession Conference - ARK Group  
October 5, 2005

**Books & Book Chapters**

- A History of Knowledge Management at Littler Mendelson, *Legal Informatics*, Cambridge University Press, 2021

- Innovation as a Business Development Strategy, *Strategic Innovation as an Emerging Firm Function*, ARK Group, 2018
- Innovation as a Business Development Strategy, *Law Firm KM: Driving Practice Innovation and Redefining Service Delivery*, ARK Group, co-authored with Jim Durham, 2016
- *Employee Handbook: Expert Legal Software*, Lawgic Publishing Company, contributor, 1997
- *Employee Handbooks: How To Write One For Your Company*, California Chamber of Commerce, primary author, 1994