



Scott A. Forman

Chief Data Officer
Shareholder

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Focus Areas

Littler CaseSmart
Littler onDemand
Littler Restructuring Assessment Solution

Overview

As Chief Data Officer, Scott Forman leads Littler’s data strategy, including how the firm uses data to improve internal business functions and client service delivery. He provides strategic direction on the creation of data-driven solutions that add value for clients and optimize internal processes. Scott also leads a cross-functional data governance program, manages a team of data scientists, and directs how the firm identifies, captures, classifies, maintains and applies data and information.

Scott’s forward-thinking and innovative approach to developing data-driven solutions and leveraging data assets internally and externally is shaped by his nearly 30 years of experience as a litigator and advisor. He has successfully represented clients in jury trials, class actions, appeals, and arbitrations and provided counsel across a wide-range of employment matters. Combining his depth of knowledge and experience managing large case teams with a data-driven approach, Scott has created award-winning solutions and processes that enhance legal strategies, identify potential problems before they escalate into larger issues and help companies better manage their workforces. His contributions have helped position Littler as one of the industry’s leading innovative law firms.

Prior to serving as Chief Data Officer, Scott’s role focused on guiding Littler’s innovation strategy and developing technology and data-driven solutions that improve the delivery of legal services and enhance operational efficiency. He is the founder of Littler’s Littler CaseSmart® (LCS), VirtualBinder, and Littler onDemand (LoD) platforms.

LCS uses proprietary technology, innovative staffing models and reengineered legal processes to better manage employment litigation. LoD leverages a similar combination of data-driven tools and optimized processes for delivering employment law advice and counsel. In addition to providing greater value and high-quality legal services, both solutions deliver critical data analytics and insights to help clients identify trends, manage risk and drive stronger business decisions.

VirtualBinder is a first-of-its-kind case management and data collection system that has also supported the continued expansion of Littler's data ecosystem. The technology platform streamlines internal processes for managing litigation matters and provides data-driven insights, while increasing consistency and maximizing efficiency through automated workflows.

Scott is a member of Littler's Board of Directors and a founding member of the firm's Innovation Advisory Council. Additionally, he is a founding member of Littler's Miami office and its former office managing shareholder. He is also a former co-chair of the firm's Retail Practice Group.

He has received numerous awards for his innovative approach and the data-driven platforms he has created, including from the Association of Corporate Counsel, College of Law Practice Management, *Financial Times*, International Legal Technology Association, *Law360* and *National Law Journal*. Widely regarded as a leading authority on data analytics and innovation in the legal industry, Scott is regularly quoted and published on data analytics, legal operations and related issues.

Professional and Community Affiliations

- Member, National Association of Professional Employer Organizations
- Member, Labor and Employment Law Section, Florida Bar

Recognition

- Named, Employment Law Trailblazer, *The National Law Journal*, 2020
- Winner, Digitising the Practice of Law Award (Littler onDemand), *North America Innovative Lawyers Report*, *Financial Times*, 2020
- Named, Data-Driven Lawyer, *Law360*, 2018
- Winner, ACC Value Champion Award (Littler CaseSmart), *Association of Corporate Counsel*, 2017
- Commended, Data, Knowledge and Intelligence sub-category (VirtualBinder) | Highly Commended, New Products and Services sub-category (Littler CaseSmart), *North America Innovative Lawyers Report*, *Financial Times*, 2017
- Finalist, Leadership Award | Finalist, Innovative Project of the Year - Internal/Firm-Facing Category (VirtualBinder), *Distinguished Peer Awards*, *International Legal Technology Association*, 2017
- Named, *Fastcase 50*, 2015
- Named, 10 Most Innovative Individuals, *North American Innovative Lawyers Report*, *Financial Times*, 2015
- Named, Litigation Trailblazer, *The National Law Journal*, 2015

- Winner, InnovAction Award (Littler CaseSmart), *College of Law Practice Management*, 2012
- Named, The Best Lawyers in America®, 2013-2022
- Named, Top Attorney, *South Florida Legal Guide*, 2012-2021
- Named, Top Lawyer, Labor & Employment, *South Florida Business Journal*, 2010-2014
- Named, Up & Comer, Labor & Employment, *South Florida Business Journal*, 2004-2009
- Recipient, Leo Goodwin Legal Scholarship for Academic Performance

Education

J.D., Nova Southeastern University, 1995

B.S., University of Florida, 1991

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, District of Colorado

Publications & Press

As Demand for Data Scientists Grows, the Legal Market May Have an Advantage

Legaltech News

July 12, 2022

Littler's First Chief Data Officer Discusses Firm's Data Evolution, Future Development Plans

Legaltech News

May 23, 2022

Littler Names Shareholder Scott Forman as First Chief Data Officer

Littler Press Release

May 19, 2022

Why Littler Launched Alternative Staffing Models for Attorneys

Law.com

April 8, 2022

LegalTech's Predictions for Business of Law and ALSPs in 2022

LegalTech News

January 7, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Stephanie Sarantopoulos Named Littler onDemand Program Director

Littler Press Release

June 11, 2021

Littler Announces Program Director Elevations Within Littler CaseSmart and Littler onDemand

Littler Press Release

May 24, 2021

Data-Driven Insights: Taking Collaboration to the Next Level

Corporate Counsel

April 19, 2021

Legal Tech's Predictions for Business of Law and ALSPs in 2021

LegalTech News

January 7, 2021

Littler Recognized as Top Digital Law Firm in Financial Times 2020 North America Innovative Lawyers Report

Littler Press Release

December 11, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Littler CaseSmart® Celebrates 10th Anniversary

Littler Press Release

August 12, 2020

Is The Pandemic Ushering In A New Normal For The Legal Profession?

Above the Law

July 30, 2020

Will the COVID-19 pandemic fundamentally remake the legal industry?

ABA Journal

July 28, 2020

Amid Belt-Tightening, More Firms Rely on Analytics to Manage Clients' Restructuring Risk

LegalTech News

June 10, 2020

Lawyering Through Covid-19: What We've Heard From the Practices

Bloomberg Big Law Business

May 28, 2020

Littler Launches Holistic Workforce Restructuring Solution

Littler Press Release

May 28, 2020

Employment Firms Forced to Scale Legal Advice Amid Jobs Crisis

Bloomberg Big Law Business

April 9, 2020

Managing Workplace Issues Amid Declining Budgets and Resources

Today's General Counsel

March 30, 2020

The Skills Every Future Lawyer Needs

Law360

February 10, 2020

How to Use Data to Make Better Workplace Decisions

HR Technologist

February 6, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

New Littler 'On Demand' App Has a Human Side: Shift Lawyers

Missouri Lawyers Weekly

May 22, 2019

Littler launches new data-driven app

Legal IT Insider

May 14, 2019

BigLaw firm's new app for clients generates answers from database and on-demand lawyers

ABA Journal

May 10, 2019

New Littler 'On Demand' App Has a Human Side: Shift Lawyers

The American Lawyer

May 9, 2019

Workplace Legal Problems? There's A Law Firm App For That

Law360

May 9, 2019

Littler Introduces Littler onDemand: A Data-Driven Tool for Advice and Counsel on Employment Law

HR Technologist

May 9, 2019

Introducing Littler onDemand: A Data-Driven Solution for Employment Law Advice and Counsel

Littler Press Release

May 9, 2019

Littler Survey Finds Employers Responding to Robust Federal Enforcement, Active State Legislatures and Ongoing #MeToo Movement

Littler Press Release

May 8, 2019

Algorithms Fall Short in Predicting Litigation Outcomes

ABA Journal

September 1, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Q&A With Hearst's Legal Operations Director

Corporate Counsel

June 11, 2018

How to Foster An Innovative Law Firm Environment

Law360

April 11, 2018

Building Consensus and Driving Change

Peer to Peer

February 1, 2018

Three Ways Data Can Improve Legal Operations

Today's General Counsel

December 1, 2017

Rolling Out New Technology? Don't Forget About Internal Buy-in

LinkedIn Pulse

November 28, 2017

How Unbundling is Reshaping the Legal Industry

LinkedIn Pulse

August 22, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler Recognized as ACC Value Champion

Littler Press Release

May 19, 2017

Why Law Firms Can (and Should) Offer Alternative Career Tracks

LinkedIn Pulse

April 26, 2017

Lagging in E-Discovery Metrics, but Beating Firms in Business Intelligence Tech Adoption

Legaltech News

January 30, 2017

Legal Tech Download: New Startup Lab And Robot Ethics

Law360

January 18, 2017

Littler CaseSmart® Expands to Class and Collective Action Litigation

Littler Press Release

January 17, 2017

Managing Litigation and Benchmarking Through Big Data

Corporate Counsel

January 5, 2017

Data Can Help Hotel Executives Manage Workforce

Hotel News Now

October 29, 2016

Pricing Technology Innovation Yields Further Collaboration Among Clients & Law Firms

Thomson Reuters Legal Executive Institute

October 24, 2016

Lawyers Want Flexible Work Too

Working Mother

October 17, 2016

Sharing Knowledge and Producing Innovative Solutions

Thomson Reuters Forum Magazine

September 26, 2016

Lawyers Raise Doubts About Peter Thiel-funded Legalist's Algorithmic Risk Assessment Tool

Daily Journal

September 14, 2016

Putting Products into Services

Harvard Business Review

September 1, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Controlling Escalating Legal Costs through People, Process and Technology

Corporate Counsel

June 30, 2016

Perspective: How Law Firms Can Embrace Unbundling

Bloomberg BNA

May 4, 2016

Big Data in Employment

Today's General Counsel

February 26, 2016

Cognitive Computing on the Rise

Law Week Colorado

February 1, 2016

Predator Not Prey: Why You Should Disrupt Your Own Company

Forbes

December 29, 2015

Littler Recognized as a Top Law Firm for Innovation by the Financial Times

Littler Press Release

December 11, 2015

Innovative Lawyers Award Winner Catches the Mood of an Age

Financial Times

December 8, 2015

Litigation Trailblazers: Scott A. Forman

National Law Journal

December 7, 2015

Some Big Firms are Finding Profit in Commoditized Work

ABA Journal

November 1, 2015

Benefit of Counsel: Optimizing Big Data

Staffing Industry Review

November 1, 2015

Using Big Data to Manage a Supermarket's Workforce

Progressive Grocer

October 21, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Data Analytics Gaining Ground, But Bold Promises Need Validation

Bloomberg BNA

July 20, 2015

Littler Shareholders Scott Forman and Garry Mathiason Recognized as “Fastcase 50” Legal Innovators

Littler Press Release

July 16, 2015

In lean times, a lean approach to legal work

Chicago Lawyer

June 1, 2015

The Future of Compliance

InsideCounsel

May 1, 2015

Technology Digest

Legaltech news

April 1, 2015

Littler’s CaseSmart Platform Drives Efficiency, Work/Life Balance

Legaltech News

March 13, 2015

Law Firm Programs Cater to Working Moms

Daily Business Review

January 30, 2015

Ahead Of The Curve: Three Big Innovators In Big Law

The Legal Whiteboard

August 24, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Advantages of Case Management Platform Shared by Clients

Today's General Counsel

April 1, 2014

Cautious Endorsement of Legal Project Management

Today's General Counsel

April 1, 2014

Littler Names Lisa "Lee" Schreter as Chair of Board of Directors

Littler Press Release

January 28, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Scott Forman Takes the Helm of Littler's Miami Office

Littler Press Release

September 15, 2011

Chambers USA Honors Littler And Its Attorneys

Littler Press Release

June 27, 2011

Speaking Engagements

Trends in Profitability, Pricing and Using Data from the Client and Advisors' Viewpoint

Sandpiper Partners Fourth Annual Managing Law Firm Profitability, Pricing and Data Analytics Conference

June 9, 2021

Using Data Analytics in a Pandemic Landscape and Beyond COVID

Sandpiper Partners Fourth Annual Managing Law Firm Profitability, Pricing and Data Analytics Conference
June 9, 2021

Restructuring Your Workforce: Proactive Planning to Safeguard Your Business

June 15, 2020

Disruption in the Delivery of Legal Services Conference

Sandpiper Partners, LLC
February 26, 2016