Scott A. Forman

Shareholder

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Practice Areas

AI and Technology
Litigation and Trials
Discrimination and Harassment
Leave and Accommodation
Class Action
Transportation
Retail

Overview

For more than 30 years, Scott Forman has represented and advised employers across a wide-range of employment matters. He has litigated cases in federal and state courts around the country, including leading more than 30 jury trials, arbitrations and appeals, and regularly defends clients before various governmental agencies.

Scott's extensive litigation experience spans single-plaintiff, multi-plaintiff and class action cases, including matters involving employment discrimination, workplace harassment, retaliation, wrongful termination, breach of contract, public accommodation, and the enforcement and defense of restrictive covenants. He has represented employers in numerous published decisions that provide employer-favorable case law.

Scott regularly manages large case teams for national and global employers. As a relationship partner, he acts as an extension of an organization's in-house team to execute on their strategic vision and litigation philosophy. He also counsels employers on effective strategies for avoiding litigation and for preparing for litigation when unavoidable, as well as on day-to-day personnel matters and practices.

Combining his depth of employment law knowledge and experience with utilizing data-driven insights, Scott has created award-winning solutions that reimagine how the firm delivers legal services and helped establish Littler as one of the industry's

leading innovative law firms. He is the founder of Littler's Littler CaseSmart® (LCS), VirtualBinder and Littler onDemand (LoD) platforms.

Most recently, Scott served as Littler's Chief Data Officer, where he led the firm's data strategy, including how the firm uses data to improve internal business functions and client service delivery. During his tenure, he provided strategic direction on the creation of data-driven solutions that add value for clients and optimize internal processes.

Scott is a founding member of the firm's Innovation Advisory Council and previously served on Littler's Board of Directors. 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 solutions 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®, 2013-2027
- 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

Legal Tech's Predictions for the Business of Law in 2024
Legaltech News
January 17, 2024

Law Firm Data Scientists Are Letting Loose
The American Lawyer
June 7, 2023

Legal Tech's Predictions for the Business of Law in 2023
Legaltech News
January 4, 2023

How the Meaning of Law Firm 'Culture' Evolved in 2022
The American Lawyer
December 16, 2022

A Canary in a Coal Mine: Using Data to Identify Early Indicators of Risk
Corporate Counsel
August 30, 2022

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
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
Press Release
August 19, 2021

Stephanie Sarantopoulos Named Littler onDemand Program Director
Press Release
June 11, 2021

Littler Announces Program Director Elevations Within Littler CaseSmart and Littler onDemand
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
Press Release
December 11, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Press Release
August 20, 2020

Littler CaseSmart® Celebrates 10th Anniversary
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

Littler Launches Holistic Workforce Restructuring Solution
Press Release
May 28, 2020

Lawyering Through Covid-19: What We've Heard From the Practices
Bloomberg Big Law Business
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
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

Introducing Littler onDemand: A Data-Driven Solution for Employment Law Advice and Counsel
Press Release
May 9, 2019

Littler Introduces Littler onDemand: A Data-Driven Tool for Advice and Counsel on Employment Law
HR Technologist
May 9, 2019

Workplace Legal Problems? There's A Law Firm App For That
Law360
May 9, 2019

New Littler 'On Demand' App Has a Human Side: Shift Lawyers
The American Lawyer
May 9, 2019

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

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
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
Press Release
August 17, 2017

Littler Recognized as ACC Value Champion
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
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
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
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
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
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
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
Press Release
January 28, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition
Press Release
August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition
Press Release
September 7, 2012

Scott Forman Takes the Helm of Littler's Miami Office
Press Release
September 15, 2011

Chambers USA Honors Littler And Its Attorneys
Press Release
June 27, 2011

Events & 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