



M. Scott LeBlanc

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Practice Areas

Data Privacy & Cybersecurity

Health Care

Labor, Employment & Immigration

Admissions

Wisconsin

Illinois

Education

Juris Doctor, Duke University School of Law, *cum laude*

Bachelor of Science, Northwestern University, Journalism and Political Science



Scott helps a wide range of organizations, including health systems, hospitals, physician groups, and health technology companies, navigate the complexities of employment, privacy, and health care regulatory laws. A former TV journalist, Scott approaches legal issues much like a good news story: get the facts, do the research, consider the practical implications, separate the essential from the unessential, and communicate in a clear, concise manner without the use of unnecessary jargon.

Scott assists employers during the hiring process, through employment terminations, and at all points in-between. Scott advises clients on the complexities of day-to-day employment issues such as:

- Disability accommodation
- Family and medical leave administration
- Wage and hour compliance
- Avoiding and responding to claims of harassment and employment discrimination

In addition to the above, Scott regularly provides guidance on labor and employment issues arising out of business sales, mergers and acquisitions, and other forms of corporate restructuring, including the planning and implementation of workforce reductions. Scott's practice also routinely includes advising on the recruitment, retention, and termination of executive-level employees, and drafting and reviewing employment, severance, confidentiality, and non-competition agreements for such individuals.

Scott frequently works with clients in the health care industry, particularly on health care privacy issues arising under the Health Insurance Portability and Accountability Act (HIPAA) and related federal and state laws. Scott helps clients investigate large and small-scale data breaches, comply with breach notification requirements, and respond to investigations initiated by the U.S. Department of Health and Human Services Office for Civil Rights (OCR) and other government agencies.

Scott is a frequent speaker on various employment and health care law topics. Prior to joining Godfrey & Kahn, Scott worked as a news producer and reporter for CBS and FOX affiliate television stations in Cedar Rapids and Des Moines, Iowa, and helped produce and promote the Mission Creek Midwest Festival, an annual independent music, art, and literature festival based in Iowa City.

Court Admissions

United States District Court, Eastern District of Wisconsin

United States District Court, Western District of Wisconsin

Professional Association Memberships

Milwaukee Bar Association
Society for Human Resource Management
American Health Lawyers Association
HIPAA Collaborative of Wisconsin