



## M. SCOTT LEBLANC

### Partner

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### Overview

**A labor & employment attorney with significant healthcare and transactional experience, Scott helps clients navigate the complexities of employment, privacy and healthcare regulation.**

A former journalist, Scott approaches legal challenges like he would a good news story: get the facts, do the research, consider practical implications, identify what is essential and then communicate clearly without unnecessary jargon. Scott assists a wide range of sectors – with a focus on health systems, physician groups and health technology companies – during the hiring process, through terminations and at all points in between. Scott advises employers on day-to-day employment issues such as:

- Disability accommodation
- Family and medical leave administration
- Wage and hour compliance
- Hiring, disciplining and firing employees
- Avoiding and responding to harassment and discrimination claims

Scott has deep experience with the unique labor and employment issues that arise when buying and selling companies, including the planning and implementing of workforce reductions. He routinely

### Industry

Financial Services & Capital Markets

### Services

Digital Health

Healthcare Labor & Employment and Immigration

HR Consultation & Training

Labor & Employment

Mergers & Acquisitions

Non-Competes & Restrictive Covenants

advises on the recruitment, retention and termination of executive-level employees, and the drafting and reviewing of C-suite employment, severance, confidentiality and noncompetition agreements.

Scott frequently counsels clients on healthcare privacy issues arising under the Health Insurance Portability and Accountability Act (HIPAA) and related federal and state laws. Scott helps employers 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 (HHS) Office for Civil Rights (OCR) and other government agencies.

## Education

- J.D., Duke University School of Law
  - *cum laude*
  - *Duke Journal of Constitutional Law and Public Policy*, Executive Editor
  - *Duke Environmental Law and Policy Forum*, Staff Editor
- B.S.J., Northwestern University
  - Journalism, Political Science

## Admissions

- Wisconsin
- Illinois
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Western District of Wisconsin

## Community Leadership

- America SCORES Milwaukee, Board
- IndependenceFirst, HR Advisory Board



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