



M. Scott LeBlanc

PARTNER

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OVERVIEW

A former journalist, Scott approaches client challenges like a good news story: gather facts, understand context, consider practical implications, identify key points, and then communicate clearly so that complex concepts can be easily understood.

Scott's practice focuses on the intersection of business and employment law. With significant transactional and healthcare experience, Scott helps clients negotiate the complexities of employment, privacy, and healthcare regulation.

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 advises employers on the recruitment, retention, and termination of executive-level employees, as well as the drafting and reviewing of C-suite employment, severance, confidentiality, and noncompetition agreements. Scott also regularly negotiates agreements on behalf of individuals in the financial services, healthcare, sports, and entertainment industries.

Clients trust Scott to lead them through their most difficult legal and business challenges with creativity, empathy, and a keen understanding of what makes employees tick. Scott assists employers across various industries on employment issues arising during the hiring process, terminations, and all points in between. Scott is a trusted advisor on day-to-day employment issues such as:

- Disability accommodation

Industry

Financial Services & Capital Markets

Services

Digital Health

Healthcare Labor & Employment and Immigration

HR Consultation & Training

International

Labor & Employment

Mergers & Acquisitions

Non-Competes & Restrictive Covenants

HUSCH BLACKWELL

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

Scott is also highly knowledgeable and frequently counsels clients regarding 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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