



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 laws and regulations.

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 public and private company executives and other individuals in the financial services, healthcare, sports, and entertainment industries.

Scott understands that global companies require a multi-national workforce, and that employment laws and regulations across different countries can often be worlds apart. Scott is highly experienced in dealing with the complexities of international workforces. He regularly oversees labor and employment due diligence work for cross-border corporate transactions, translating foreign legal concepts into terms that U.S.-based clients can easily understand. He has also served

Industry

Financial Services & Capital Markets

Services

Asia

Canada, Mexico, Central, & South America

Digital Health

Europe, the Middle East, & Africa

Healthcare Labor & Employment and Immigration

HR Consultation & Training

International

International Labor & Employment

Labor & Employment

Mergers & Acquisitions

Non-Competes & Restrictive Covenants

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as U.S. counsel for foreign companies when acquiring or transitioning U.S.-based workers. In addition, Scott provides counsel on both employment agreements for U.S. employees working overseas and foreign employees working in the U.S.

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. He is a trusted advisor on day-to-day employment issues such as hiring, disciplining, and firing employees; avoiding and responding to harassment and discrimination claims; disability accommodation; family and medical leave administration; and wage and hour compliance.

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.

Experience

- Represented Community Care, Inc. in an affiliation with CareSource to address the critical long-term care needs for Wisconsinites by combining the strengths of two established, mission-driven organizations to enhance the delivery of care and improve health outcomes for individuals with complex health needs.
- Represented First Citizens Bancshares, Inc. in its all-stock merger with Park National Corporation.

Recognition

- *The Legal 500 United States*
 - Labor and employment: Workplace and employment counseling, Recommended lawyer, 2025

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



The Legal 500 United States.