

## Scott A. Forman

Chief Data Officer  
Shareholder

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## Focus Areas

Littler CaseSmart  
Littler onDemand

## Overview

As Chief Data Officer, Scott Forman leads Littler’s data strategy, including how the firm uses data to improve internal business functions and client service delivery. He provides strategic direction on the creation of data-driven solutions that add value for clients and optimize internal processes. Scott also leads a cross-functional data governance program, manages a team of data scientists, and directs how the firm identifies, captures, classifies, maintains and applies data and information.

Scott’s forward-thinking and innovative approach to developing data-driven solutions and leveraging data assets internally and externally is shaped by his nearly 30 years of experience as a litigator and advisor. He has successfully represented clients in jury trials, class actions, appeals, and arbitrations and provided counsel across a wide-range of employment matters. Combining his depth of knowledge and experience managing large case teams with a data-driven approach, Scott has created award-winning solutions and processes that enhance legal strategies, identify potential problems before they escalate into larger issues and help companies better manage their workforces. His contributions have helped position Littler as one of the industry’s leading innovative law firms.

Prior to serving as Chief Data Officer, Scott’s role focused on guiding Littler’s innovation strategy and developing technology and data-driven solutions that improve the delivery of legal services and enhance operational efficiency. He is the founder of Littler’s Littler CaseSmart® (LCS), VirtualBinder, and Littler onDemand (LoD) platforms.

LCS uses proprietary technology, innovative staffing models and reengineered legal processes to better manage employment litigation. LoD leverages a similar combination of data-driven tools and optimized processes for delivering employment law advice and counsel. In addition to providing greater value and high-quality legal services, both solutions deliver critical data analytics and insights to help clients identify trends, manage risk and drive stronger business decisions.

VirtualBinder is a first-of-its-kind case management and data collection system that has also supported the continued expansion of Littler's data ecosystem. The technology platform streamlines internal processes for managing litigation matters and provides data-driven insights, while increasing consistency and maximizing efficiency through automated workflows.

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 platforms 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®, 2013-2025
- 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**

*Littler 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**

*Littler Press Release*

August 19, 2021

**Stephanie Sarantopoulos Named Littler onDemand Program Director**

*Littler Press Release*

June 11, 2021

**Littler Announces Program Director Elevations Within Littler CaseSmart and Littler onDemand**

*Littler 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**

*Littler Press Release*

December 11, 2020

**Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Littler CaseSmart® Celebrates 10th Anniversary**

*Littler 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**

*Littler 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**

*Littler 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

**Workplace Legal Problems? There's A Law Firm App For That**

*Law360*

May 9, 2019

**Littler Introduces Littler onDemand: A Data-Driven Tool for Advice and Counsel on Employment Law**

*HR Technologist*

May 9, 2019

**New Littler 'On Demand' App Has a Human Side: Shift Lawyers**

*The American Lawyer*

May 9, 2019

**Introducing Littler onDemand: A Data-Driven Solution for Employment Law Advice and Counsel**

*Littler Press Release*

May 9, 2019

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

*Littler 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**

*Littler 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**

*Littler Press Release*

August 17, 2017

**Littler Recognized as ACC Value Champion**

*Littler 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**

*Littler 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**

*Littler 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**

*Littler 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**

*Littler 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**

*Littler 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**

*Littler Press Release*

August 18, 2014

**Cautious Endorsement of Legal Project Management**

*Today's General Counsel*

April 1, 2014

**Advantages of Case Management Platform Shared by Clients**

*Today's General Counsel*

April 1, 2014

**Littler Names Lisa "Lee" Schreter as Chair of Board of Directors**

*Littler Press Release*

January 28, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Scott Forman Takes the Helm of Littler's Miami Office**

*Littler Press Release*

September 15, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Littler Press Release*

June 27, 2011

## **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