

Littler Names Shareholder Scott Forman as First Chief Data Officer

Littler, the world's largest employment and labor law practice representing management, is pleased to announce that shareholder Scott Forman will become the firm's first Chief Data Officer.

Forman will lead how Littler identifies, captures, classifies, maintains and applies data and information to improve internal business functions, client service delivery and firm-wide strategy. In driving the firm's data strategy, he will create data-driven solutions to add value for clients, define and oversee the use of data to optimize internal operations, lead a cross-functional data governance program, and manage the firm's team of data scientists.

"Scott has been a key leader of our efforts to develop groundbreaking technology solutions and redesigned processes to enhance the way we serve clients and manage our internal operations," said Erin Webber, Littler's managing director and president. "His dedication and passion for leveraging data-driven insights to help the firm make better decisions and to strengthen our clients' legal and business strategies have fortified Littler's position as an innovative law firm. In so many ways, this is a natural evolution of the path Scott has been on for more than a decade and I can't think of anyone more fitting to take our data strategy to the next level."

In founding the award-winning Littler CaseSmart® (LCS) platform in 2010, Forman reengineered the process of managing employment litigation by combining proprietary technology, innovative staffing models and project management. LCS has proven to provide cost efficiencies while enhancing quality

and consistency, and also delivering data-driven insights that give clients a competitive edge. Having an aggregate view of their employment matters and access to valuable benchmarking information – including how their matters compare to similar companies in settlement amount and transition-to-litigation rate – helps clients spot patterns of potential business risk and guides legal strategy.

Forman's work developing data-related solutions didn't stop at the launch and subsequent expansion of LCS. He applied the same combination of technology, staffing and project management to launch Littler onDemand (LoD) in 2019 as a data-driven solution for employment law advice and counsel. Forman also created VirtualBinder as a first-of-its-kind case management and data collection system that has also supported the continued expansion of Littler's data ecosystem, while streamlining internal processes for managing litigation.

"Given the vast scope and depth of our work on employment-related matters, we have a unique ability to deliver data-driven insights to employers that they cannot receive elsewhere," Forman said. "Further investing in the organization and mapping of all our data will more deeply embed data into the fabric of how we operate and make decisions, ultimately transforming the market's expectation of the actionable insights they can and should receive from their legal service providers. I am honored to take on this role and work with our talented leadership team in advancing our strategic plan to position the firm for continued long-term success."

A founding member of Littler's Innovation Advisory Council and a member of the firm's Board of Directors, Forman is widely regarded as a leading authority on data analytics and innovation in the legal industry. 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. He is regularly quoted and published on data analytics, legal operations and related issues, and was featured in a case study developed by Harvard Law School highlighting the impact of LCS on the firm and the legal industry.

Forman is transitioning leadership of LCS and LoD to shareholder Erik Johnson, who has been part of the LCS team since 2014. In his current management role for LCS and LoD, Johnson has been working closely with Forman to oversee the legal operations of these platforms and will take over full leadership by end of 2022.

About Littler

With more than 1,600 labor and employment attorneys in offices around the world, Littler provides workplace solutions that are local, everywhere. Our diverse global team and proprietary technology foster a culture that celebrates original thinking, delivering groundbreaking innovation that prepares employers for what's happening today, and what's likely to happen tomorrow. For more information, visit www.littler.com.