

Scott J. Connolly

Partner

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Scott's broad experience as both in-house and outside counsel to employers allows him to guide clients through the full spectrum of legal issues that arise from the employment relationship. Scott focuses on providing practical advice to quickly achieve clients' business objectives.

Scott helps clients to develop best practices and provides practical and timely advice on employee discipline and terminations, discrimination and harassment, independent contractor classification, wage and hour law compliance, disability accommodation, leaves of absence, unfair competition and trade secret theft, and workforce reductions. He also is skilled at drafting employment agreements, independent contractor agreements, and separation agreements, and regularly conducts workplace training, including anti-harassment training.

When litigation cannot be prevented, he brings to bear his extensive employment litigation experience, which includes successfully trying employment cases through jury verdict. Scott regularly represents clients in court and before federal and state agencies in cases involving claims of employment discrimination, harassment, retaliation, wrongful termination, wage and hour violations, breach of contract, and litigation involving non-competition and trade secret matters.

As part of his litigation practice, Scott advises corporate clients on whistleblower compliance matters and handles the defense of retaliation claims brought by employees for reporting alleged violations of various workplace safety and health, environmental, financial reform, food and drug safety, and securities laws. Scott has helped clients investigate and successfully defend claims raised by whistleblowers under, for example, the Sarbanes-Oxley Act, the Dodd-Frank Act, and the Occupational Safety and Health Act.

He also serves the legal needs of executives, professionals (including physicians and dentists), and consultants as they enter and exit their key employment, partnership, and independent contractor relationships. He regularly advises and negotiates on behalf of executives concerning the terms of their employment, separation, equity, change in control, and other key business agreements.

Services/Industries

- Employment & Labor

Between college and law school, Scott served as an Infantry Officer in the U.S. Marine Corps. He attained the rank of major and was awarded four Marine Corps Achievement Medals, two Marine Corps Commendation Medals, and the General Wheeler Award for Infantry Leadership. He deployed to Mogadishu, Somalia, with 1st Battalion, Ninth Marines, during Operation Restore Hope 1993-1994.

Education

- Harvard College (B.A., *cum laude*)
- Boston College Law School (J.D., *magna cum laude*)

Bar Admissions

- Massachusetts

Memberships

- American Bar Association

Honors

- Selected by peers for inclusion in *New England Super Lawyers*© under Employment & Labor
- Selected by peers for inclusion in *New England Rising Stars*© under Employment & Labor (2009-2010)
- *Massachusetts Lawyers Weekly*,

To learn more about third-party ratings and rankings, and the selection processes used for inclusion, [click here](#).

Court and Other Admissions

- First Circuit Court of Appeals
- Fourth Circuit Court of Appeals