



**Scott T. Baken** is a partner in the firm's White Plains office. Mr. Baken received a B.S. degree in Industrial and Labor Relations from Cornell University in 1981, and a J.D. degree from the Fordham University School of Law in 1984.

A member of the Bar of New York State, Mr. Baken is also admitted to practice before the United States District Courts for the Southern, Eastern, Western and Northern Districts of New York, the Eastern District of Michigan, the Western District of Texas, the Northern District of Illinois and the United States Courts of Appeals for the Second, Fifth, Sixth, Seventh and Eleventh Circuits.

Mr. Baken has participated in numerous wrongful discharge and employment discrimination trials and appellate proceedings in both state and federal court. He also defends employers in administrative proceedings before fair employment practice agencies, lectures and advises clients on subjects such as sexual harassment, reductions in force and the implementation of preventive personnel practices designed to increase productivity, enhance morale and ensure compliance with the many federal, state and local laws that impact

the workplace. Mr. Baken is a Fellow of the Litigation Counsel of America, a trial lawyer honorary society whose members are selected on the basis of their effectiveness, accomplishment in litigation and trial work, and ethical reputation.

Mr. Baken is also the coordinator of Jackson Lewis' Reduction in Force practice. In this capacity, Mr. Baken works with experienced Jackson Lewis attorneys situated throughout the country who utilize an interdisciplinary approach to providing advice and counsel on the cutting edge of the reduction in force and workplace reorganization issues facing employers today. These attorneys specialize in: (1) disciplines such as employee benefits, employment and benefits-related litigation, labor relations and immigration law; (2) compliance with the Older Workers Benefit Protection Act ("OWBPA"), the Worker Adjustment Retraining and Notification Act ("WARN") and similar state laws; and (3) conducting statistical disparate impact analyses.

Jackson Lewis regularly assists both union and non-union employers in managing their staffing needs in a professional and empathetic manner designed to ease the transition of departing employees and enhance the morale and productivity of remaining employees. Our firm experts partner with clients in planning and implementing reductions in force and workforce reorganizations occasioned by corporate transactions, cost-saving programs and other business initiatives. Fully cognizant of the confidential and time-sensitive nature of these programs, Mr. Baken and his team draw on the breadth of their expertise and experience to respond rapidly and effectively to the multiplicity of issues confronting the employers they serve.