



## Jacqueline R. Scott

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### JACQUELINE R. SCOTT

#### CO-FOUNDER

Ms. Scott is a co-founder of FortneyScott, where her diverse practice focuses on business, international, and workplace matters. She counsels foreign-based clients on complying with U.S. workplace and tax laws, and assists U.S. employers in expanding outside the U.S. She also advises clients on workplace investigations, worker classification issues, executive compensation, and related tax and employment issues; compliance with the wage and hour requirements of the Fair Labor Standards Act and related state laws; DOL Opinion Letters; and federal contractors' nondiscrimination and affirmative action obligations that are enforced by the U.S. Department of Labor's Office of Federal Contract Compliance Programs.

Ms. Scott is a frequent lecturer on issues of international labor and employment law, including, overtime, minimum wage, data privacy, worker classification status, secondment, expatriate agreements, international tax and human rights. She holds key leadership positions in international professional organizations. Ms. Scott serves as Co-Director of Human Rights and

Protection of Lawyers on the Executive Committee of the Union Internationale des Avocats (the "UIA"), an association of international lawyers. The UIA is committed to the protection of human rights, including workers rights and the defense of their universal nature, including, specifically, the defense of lawyers' human rights in protecting the human rights of others. Ms. Scott is also a member of the ITC Pro-Bono Committee on International Model Contracts for Exporting SME's.

Ms. Scott also has significant experience and expertise in adjudicating both U.S. and international commercial and employment disputes. She served for many years as the United States' Member and the First Vice President of the United Nations Administrative Tribunal, the seven-member, independent appellate forum of last resort that adjudicated claims made by United Nations employees worldwide. Drawing on years of experience in the securities industry as an attorney for an international financial institution, Ms. Scott has served in the United States as an arbitrator for the securities industry with the National Association of Securities Dealers.

Ms. Scott's workplace investigations practice includes conducting workplace investigations for employers in the private, not-for-profit and public sectors. She has investigated sensitive matters involving fraud, harassment, and discrimination.

Ms. Scott's wage and hour practice includes advising and representing clients, including not-for-profit organizations, on matters involving the FLSA, including minimum wage and overtime obligations and exemptions, classification of positions as exempt or non-exempt, overtime requirements for non-exempt employees and compensation strategies and policies for exempt employees. She has also advised clients on matters involving the classification of workers as employees or independent contractors.

Formerly, Ms. Scott was in-house counsel to an international brokerage firm, advising and litigating on matters involving securities and commodities compliance, various broker-dealer issues, and related employment matters. She also has practiced extensively corporate and international tax law, including project and tax-exempt bond finance, and ERISA with Mudge, Rose, Guthrie, Alexander & Ferdon, in New York, NY and Chadbourne & Parke, in Washington, D.C. Ms. Scott has trial and appellate litigation experience in state and federal courts. She served as the General Counsel to the Junior League of Philadelphia from 1992-1996.

Ms. Scott is a co-founder of Global Workplace Compliance Network, a joint project between the firm and ORC – Mercer. The GWCN is a unique source of global workplace compliance information and networking that provides its members—U.S.-based corporate counsel and other senior workplace compliance professionals of major, multinational corporations—with access to vetted international lawyers, as well as a forum of their peers in which they can discuss the recent developments in international labor and employment law. To this end, the GWCN helps members face increasingly complex compliance challenges by putting members in contact with global experts on important issues such as new legislation and court decisions; regulations regarding international layoffs, relocations, redeployments; cross-border compliance; and managing employment issues across multiple jurisdictions.

### **ADMITTED TO PRACTICE:**

**Connecticut District of Columbia New York Pennsylvania (inactive) Virginia**

**Supreme Court of the United States**

**United States Tax Court**

**Various U.S. Courts of Appeals and U.S. District Courts**

### **EDUCATION:**

**Georgetown University Law Center (LL.M., with honors, in International Law, Tax and Arbitration)**

**New York University School of Law (LL.M. in Taxation)**

**Vanderbilt University School of Law (J.D.)**

Vanderbilt University (B.A., cum laude)

## PROFESSIONAL ACTIVITIES:

Co-Director, Human Rights and Protection of Lawyers, Union Internationale des Avocats

Secretary, Labour Commission, Union Internationale des Avocats' Labor and Employment Committee

Former Member, First Vice-President, United Nations Administrative Tribunal (2003-2009)

National Association of Securities Dealers - Arbitrator (Public)