

## SCOTT G. GRUBIN

### Partner



Scott G. Grubin has built an exceptional career in employment law, as both outside and in-house counsel, that benefits Barton clients. He spent nearly 20 years in leadership positions as the head of human resources and talent management at major financial institutions such as Knight Capital, Bank of America and Merrill Lynch as well as multinational corporations such as Omnicom and GAF.

Scott is well-versed in the employment laws and business issues that face management on a daily basis. He counsels institutions regarding reductions in force and M&A workforce integration, complex performance management, leave and disability issues, and compliance with discrimination laws. Scott also represents employers in investigations, mediations, and litigation involving all aspects of the employment life cycle. His practice includes executive employment, discrimination and related litigation with a specific focus on those in financial services.

Scott also provides management with assistance in day-to-day counseling, employment training, preparation of policy and procedures manuals, and the integration of multistate and multinational workforces.

Scott has served as trial counsel for both employers and employees in both federal and state courts as well as various arbitration forums including FINRA. He has represented clients before the DOL, EEOC, OSHA and various state and local fair employment practices agencies. Scott has extensive experience representing clients in mediations.

Scott is often relied upon by senior executives and managers for representation in connection with their employment contracts, equity incentive plans, change of control provisions and severance negotiations.

Immediately prior to joining Barton, Scott was at Wigdor LLP; and was a Managing Director at Knight Capital Group, Inc. where he was head of Human Resources for Global Fixed Income. Scott's financial services industry experience also includes 11 years at Merrill Lynch & Co., Inc. where his roles included Head of Human Resources for Global Research as well as Head of Human Resources for the combined Bank of America Merrill Lynch Legal Department.

Before moving into human resources, Scott was an in-house employment lawyer at Merrill Lynch and global manufacturer GAF Corporation. Scott began his career as a litigator with a Connecticut law firm.

# BARTON

## Contact

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## Education

Syracuse University College of Law, J.D.,  
*Syracuse Law Review* – Executive Editor  
Clark University, B.A., Government

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## Bar & Court Admissions

State of New York, Connecticut  
U.S. Court of Appeals, 2<sup>nd</sup> Circuit  
U.S. District Court, Southern District of New York  
U.S. District Court, Eastern District of New York  
U.S. District Court, District of Connecticut

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## Practice Areas

Employment  
Litigation and Dispute Resolution  
M & A Workforce Integration

## Industry Experience

Communications  
Digital Marketing  
Financial Services  
Investment Banking  
Manufacturing  
Telecommunications  
Technology

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## Key Capabilities

Complex Performance Management Counseling  
Compliance with Discrimination  
Director and Officer Counseling  
Employment and Executive Compensation  
Employee and Management Training  
Mergers and Acquisitions  
Performance Management Programs  
Reductions in Force  
Valuing Claims  
Workforce Integration  
Workforce Relocation

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