



sporter@taylorenghish.com

678.336.7180

Practice Areas

- Employment, Labor, and Immigration

Education

- J.D., Vanderbilt University, 1996- Vanderbilt Law Review
- B.A., *cum laude*, Auburn University, 1993

Bar & Court Admissions

- U.S. District Court for the Northern District of Georgia
- Georgia

Memberships

- State Bar of Georgia, Labor & Employment Section
- State Bar of Georgia, Entertainment & Sports Section

Scott M. Porter

Scott Porter, a member of the Employment, Labor & Immigration practice group, primarily focuses his practice on labor and employment counseling and the negotiating and drafting of employment and severance agreements.

Mr. Porter has particular experience representing clients in media, entertainment, sports, and higher education. Mr. Porter also represents executives with respect to the negotiation of employment-related agreements.

Mr. Porter has extensive experience counseling clients concerning day-to-day employment issues such as hiring, discipline, firing, reductions-in-force, disability accommodations, and requests for leave; preparing employment agreements, restrictive covenants, separation agreements, employee handbooks, supervisors' manuals, and various employment policies; conducting sexual harassment investigations; and conducting equal employment opportunity and sexual harassment training seminars.

Mr. Porter has also represented employers successfully in a wide variety of employment and other litigation matters in both state and federal courts as well as before administrative agencies in Georgia and throughout the country. These matters have included cases involving state and federal discrimination statutes (including harassment and retaliation claims), employment related state law torts, breach of contract, tortious interference with contractual and business relationships, and unfair labor practice claims.

Prior to joining Taylor English in 2007, Mr. Porter served in-house for eight years as a Senior Employment Counsel for Turner Broadcasting System, Inc. Prior to joining Turner, Mr. Porter was an associate with the labor & employment group of Powell Goldstein, LLP.

At Turner, Mr. Porter negotiated and drafted executive and on-air talent agreements; provided advice with respect to contracts, policies, procedures, personnel decisions and internal investigations; ensured compliance with statutory and regulatory requirements (including ADA, FMLA, WARN, USERRA, and wage and hour laws and regulations); created and revised company-wide policies and procedures; and conducted training for supervisors and human resources employees, including helping to create and implement a company-wide harassment and respectful behavior training program. Mr. Porter was the primary employment counsel for CNN for much of his tenure at Turner.

Mr. Porter has twice spoken to the Georgia Bar Association about the ADA Amendments Act and has been a guest lecturer at Georgia State's Executive MBA Program.

Mr. Porter and his partner have a wonderful daughter and are active at All Saints Episcopal Church.