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## Scott Prange

### Associate

Scott provides strategic counsel to all types of companies, empowering them to effectively manage their most vital assets – their workforce and intellectual property.

Scott routinely advises companies on a wide array of workplace concerns, including:

- company structuring/restructuring with respect to managing the workforce;
- cultivating diverse workplaces by developing/ensuring compliance with equal opportunity and affirmative action programs;
- labor relations;
- drafting employment/independent contractor agreements, including restrictive covenants;
- drafting employee job descriptions;
- developing employee compensation/benefit programs;
- developing employee stock options programs;
- complying with wage and hour laws;
- drafting workplace handbooks, policies, and procedures;
- developing health/safety practices;
- managing employee performance appraisal/evaluation;
- handling employee requests for reasonable accommodations/leave;
- conducting workplace investigations;
- disciplining/terminating employees; and
- drafting severance agreements.

He also helps clients safeguard their intellectual property, in part by regulating employee access and use thereof, and has assisted companies in securing provisional patents, registering trademarks, and protecting trademarks, trade secrets and copyrights.

When necessary, Scott defends companies in court in all stages of litigation and alternative dispute resolution, and before government agencies including the

EEOC, DOL, OSHA, HCRC, DLIR, and HIOSH, against all types of complaints including for torts, unfair labor practices, wage and hour violations, occupational health and safety violations, wrongful and constructive discharge, retaliation, discrimination, failure to provide reasonable accommodations, and harassment.

Prior to becoming an attorney, Scott worked for many years, assisting companies as a lobbyist to develop comprehensive strategies to secure and execute government contracts. Scott also worked abroad for many years at international schools serving expat communities as a science teacher.

Scott holds a J.D. and M.B.A from the University of Hawai'i at Mānoa, William S. Richardson School of Law and Shidler College of Business; a B.A. in Global Business and Public Policy from the University of Maryland College Park, and a B.A. in Political Science from the University of Central Florida.

He is currently licensed to practice law in the federal and state courts of Hawai'i. He is a member of the American Bar Association, the Hawai'i State Bar Association, the Hawai'i State Bar Association Labor and Employment and Intellectual Property Sections, the Society of Human Resource Management ("SHRM"), and the Association of Conflict Management.

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### *Practice Areas*

Agency Practice  
Documentation: Manuals, Policies, NDA, Non-compete, Confidentiality Agreements  
Employment Claims  
Employment Law  
Government Contracts  
Litigation  
Prevention, Training and Counseling  
Trademarks and Advertising  
Workplace Safety, Health and Privacy

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### *Admitted to Practice*

Hawai'i  
United States District Court of Hawai'i

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### *Affiliations*

Hawaii State Bar Association

- Labor and Employment Section
- Intellectual Property Section

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Society for Human Resource Management, Hawai'i Chapter  
Association of Conflict Resolution

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*Education*

University Hawai'i at Mānoa, William S. Richardson School of Law (J.D.)

- Asian-Pacific Law & Policy Journal, Editor
- Cali, Excellence for the Future Awards, Highest Grades: Labor and Employment Law, Comparative Asian Labor and Employment Law, Intellectual Property, Negotiable Instruments, Second-Year Seminar

University of Hawai'i at Mānoa, Shidler College of Business (M.B.A.)

University of Maryland, College Park (B.S., Global Business and Public Policy, magna cum laude)

University of Central Florida (B.A., Political Science, Concentration Government and Public Policy, magna cum laude)