



Principal, Orange County

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Adrianus Scott Ruygrok is a principal in the Orange County, California, office of Jackson Lewis P.C. and co-leader of the firm's National Compliance and Multi-State Solutions practice group. His practice focuses on providing preventive advice and counsel, as well as representing employers in workplace law matters.

## Practices

- National Compliance and Multi-State Solutions
- California Advice and Counsel
- Disability, Leave and Health Management
- Restaurants
- Transactional Services
- Wage and Hour
- Workplace Training
- Life Sciences
- Manufacturing

## Education

- Loyola Law School Los Angeles, J.D. 2012
- University of the Pacific Eberhardt School of Business, B.S. 2008

## Admitted to Practice

- California - C.D. Cal. 2013
- California 2012

Scott regularly advises clients on compliance with federal and state labor and employment laws such as the Fair Employment and Housing Act, Fair Labor Standards Act, the Family and Medical Leave Act, National Labor Relations Act, and the Americans with Disabilities Act. He advises clients on a variety of other labor and employment issues, including wage and hour compliance, leave of absences, paid sick leave, employee benefits, social media, and sexual harassment.

In addition, Scott represents clients in both federal and state courts, as well as before administrative agencies, including the Equal Employment Opportunity Commission, California Civil Rights Department, California Department of Labor Standards Enforcement, and National Labor Relations Board. Scott also advocates on behalf of employers during labor representation elections and collective bargaining negotiations.

After his second year of law school, Scott worked as a summer law clerk in the Jackson Lewis Summer Clerk Program. Prior to joining Jackson Lewis, he clerked for the Los Angeles District Attorney's Office.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law - Management" (2021)
- *Legal 500 USA*, "Recommended Attorney" (2023)