

# RAYMOND G. MASSIE

10160 Umlerland Place, Boca Raton, FL 33428 ▪ 847.421.8686 ▪ Email: rmassieattylawllc@comcast.net

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## EXECUTIVE SUMMARY

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Persuasive, educator experienced teaching at the Community College level, University and Graduate MBA Programs, Law School JD and LLM programs, consulting at the K-12 level. Managed federal government educational projects, served as University level administrator, with more than 20 years experience in the non-profit, private and public, Fortune 500 companies providing client services and relationship management skills as “Top Advisor” to Board of Directors, CEO’s, CFO’s and other Senior Executives.

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## AREAS OF EXPERTISE

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|------------------------------|------------------------------|-------------------------|
| ➤ Education & Training       | ➤ Strategic Planning         | ➤ Contracts/Negotiation |
| ➤ Cross-Cultural Sensitivity | ➤ Profit/Loss Responsibility | ➤ Employment Law        |
| ➤ Policy Development         | ➤ Ethics/Compliance          | ➤ Project Management    |
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## EDUCATION AND PROFESSIONAL DEVELOPMENT

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**Florida Atlantic University - College of Business**  
**John Marshall Law School, Chicago, IL**  
**Harvard Kennedy School**  
**Seton Hall Law Center, Newark, NJ**  
**Seton Hall University, South Orange, NJ**

**Entrepreneurial Development**  
**LL.M., Intellectual Property Law**  
**Senior Managers in Government Program**  
**Juris Doctorate**  
**Bachelors of Art**

### BAR MEMBERSHIPS:

US Court of Appeals Third Circuit, New Jersey, Pennsylvania, and Washington, DC  
Authorized House Counsel – Florida and Delaware (Inactive)

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## EXPERIENCE

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### RAYMOND MASSIE, ATTORNEY AT LAW, LLC. ~ 2009 –Present

- Established practice counseling clients on commercial and regulatory matters, structuring, drafting and negotiating commercial transactions, Intellectual Property matters, labor and employment law, Education Law, public policy development, and credit restructuring.
- Serve as an Executive Recruiter for Neher & Associates, sourcing candidates, new business and providing legal services that resulted in an increase client base. Responsible for creating job descriptions, outlining skills and qualities required, screening profiles for the most qualified candidates to fill vacant positions.
- Worked as business development officer responding to Request for Proposals and development of strategic energy master plan designed to reduce energy consumption.

CEIGIS LLC, (Formerly K2 Financial, LLC), Wilmington, DE

2007 – 2010

### General Counsel

#### General Counsel

- Provide legal guidance and monitor regulatory and compliance issues including, The Fair Credit Reporting Act, Equal Credit Opportunity Act, The Fair and Accurate Credit Transactions Act, and The Truth in Lending Act, credit bureau reports, credit risks strategies, and the Higher Education Act, Title IV Federal Financial Aid regulations.
- Draft agreements related to loan origination and servicing, marketing and sales transactions, loan consolidations, on-line marketing/e-commerce, co-branding, and direct-to-consumer business opportunities.
- Direct investigations and resolutions of State Attorney General’s inquiries/consumer complaints, manage trademark and IP portfolios to reduce company’s liability and settle trademark infringement litigation.

*Professional Employment Experience (Continued)*

- Effectively handled legal transactions related to Securitization and Trust and Indenture document compliance, including broker-dealer, forward sales, and note purchase Agreements for \$500M Trust Fund assets.
- Designed and implemented in-house legal services, including contracts and internal issue review, resulting in the divestment of previously outsourced legal service requirements and savings of over \$100K annually.

SAINT LEO UNIVERSITY, Saint Leo, FL

2005 – 2006

**Associate Vice President and General Counsel**

- Drafted and negotiated online teaching contracts, overseas MBA programs, and guest lecturer in HR program.
- Championed the establishment of university's first in-house law services office and reduced the outside legal billings by over \$70K through case management and reallocating all outsourced work except litigation.
- Headed Human Resource and Training Departments. Authored numerous compliance documents.
- Instrumental in reducing legal risk associated with \$10M new campus construction projects, settled with AIA construction project contracts, and oversaw land acquisitions and closing documents with lenders.
- Constructed legal exit strategy for \$25 Million dollar online management vendor and counseled Board of Trustees on compliance issues such as Sarbanes-Oxley Act.

FLORIDA ATLANTIC UNIVERSITY, Boca Raton, FL

2004 – 2005

**Director of Tactical Analysis for the Office of the Executive Vice President**

- Spearheaded the premeditated planning process as staff liaison to the University's Board of Trustees providing strategic insight, planned development, and process implementation of the ten-year strategic plan.
- Compiled and analyzed data from various internal and external sources, prepared reports, illustrated trends/future market positions, and provided recommendations to Board members and University stakeholders.
- Devised strategies to strengthen long-term viability and developed an organizational structure for establishing economic growth by creating new bioscience companies in Florida as a member of the FAU/Scripps Working Group for Economic Development-Technology and Intellectual Property Subcommittee.

RAYMOND MASSIE, Buffalo Grove, IL

1999 – 2004

**Attorney at Law**

- Successfully represented an affluent base of corporate and non-profit organizations, including National Basketball Association, Hale House (NY), Milton Hershey School (PA) and Doran Engineering (NJ) in:
  - Prepared and negotiated procurement contracts for internal business development for financial products, licensed products, IT, and services.
  - Developed written manuals for financial management, purchasing, internal controls, HR policies, employee benefits, and IT protocols, resulting in an effective contract system and policies.
  - Established process timelines used in annual budget plan development systems, process mapping, business office improvements required in the implementation of customer-centered business plans, and fiscal plans reflecting an organization's strategic mission.
  - Performed compliance reviews and edited legal content of client's senior staff's internal and external communications, publisher production copy, media releases, and newsletters.

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*Professional Employment Experience (Continued)*

JOHN MARSHALL LAW SCHOOL, Chicago, IL

**Adjunct Professor**

1999 – 2004

- Responsible for classroom instruction of copyright courses in the JD and LLM Intellectual Property Program.
- Advised and communicated syllabus requirements with students from diverse backgrounds regarding course requirements, evaluation procedures, class participation and attendance requirements.

SEARS, ROEBUCK AND CO., Hoffman Estates, IL

2000 – 2002

**Senior Counsel of Sears Law Department**

- Negotiated and developed hosting, telemarketing, and fulfillment agreements to maintain annual sales of \$30M for Sears Wishbook.Com and catalog businesses.
- Conceived and executed various business template requirements and agreements for IT, licensed products, advertising, telemarketing, and professional consulting services valued more than \$20M.
- Partnered with the credit marketing teams to design and develop merchant/transaction processor agreements enabling acceptance of Sears' 11 million private label cardholders in \$100M non-Sears' retail sales markets.
- Reduced cycle time for delivery of legal products from 18 months to two weeks and minimized business unit's liability 30% by decreasing undocumented agreements.

MOTOROLA LAW DEPARTMENT, Schaumburg, IL

1989 – 1999

**Senior Counsel of Motorola University (1995 – 1999)***Senior Counsel of Motorola University ~ 1995–1999*

- Responsible for developing and delivering training courses in domestic and international copyright and trademark compliance, labor and employment law, immigration laws and regulations, contract negotiations, advertisement regulations, code of conduct, and APAC international compliance regulations and laws.
- Provided pre-litigation mediation and litigation support and managed a \$75,000,000 contract portfolio and over 400 independent contractor agreements.
- Captured over \$1M in damages for infringement of copyrights and unfair competition claims and reduced litigation liability, as well as created corporate policies to protect an estimated \$50M of intellectual property.
- Handled software development, procurement contracts, licenses, facility leases, and consulting agreements, enhancing customer satisfaction and enabling 20% increased penetration of \$5 Billion global training market.

*Senior Labor Counsel ~ 1989–1995*

- Developed and conducted staff training for immigration law, labor and employment regulations, state and federal laws and regulations, contract negotiations, organizing campaigns, and EEO/affirmative action compliance.
- Counseled Senior HR Sector VPs on cost effective planning, implementation strategies, and liabilities related to restructuring business units, and the institution of ERISA employee benefits.
- Managed compliance issues related to class action lawsuits and state/federal government contracts and represented the company on federal government issues at Washington-based Labor and Employment committees.
- Counseled senior management regarding Code of Conduct-Corporate Responsibility, Foreign Corrupt Practices Act, and Federal Contract Compliance.

*Professional Employment Experience (Continued)*

- Counseled Senior HR Sector VPs on cost effective planning, implementation strategies and liabilities related to restructuring business units, ADR, litigation, grievances, investigations and institution of employee benefits.
- Selected management to testify before House Subcommittee on Civil Rights Legislation.

U.S. DEPARTMENT OF ENERGY, Washington, DC

1986 – 1989

**Assistant Secretary - Director, Office of Minority Economic Impact**

- Designed and managed \$4 million dollar University, National Energy Laboratories, and the Department of Energy Consortium; educational and science infrastructure improvement program.
- Initiated and designed and served as managing editor and writer for biweekly HR and legal corporate-wide newsletter.
- Petitioned and won approval of the Secretary of Energy to increase the use of custodial funds held by the Department of Energy for increased utilization by private financial institutions from \$250M to \$500M.
- Responsible for preparation and presentation of Congressional testimony on energy-related issues and budget approvals and co-authored Congressional legislation designed to increase Congressional support for National program initiatives.
- Under the direction of Assistant Secretary for M&A reviewed Department staff member's financial disclosures for compliance with federal ethics requirements.
- Selected by the Energy Department Secretary to attend Senior Managers in Government program at Harvard University's Kennedy School of Government.
- Implemented cost/benefit analysis for all office resources, national programs, and personnel budgets, resulting in Department management changes and process improvement for federal program grants and initiatives.

STOCKTON STATE COLLEGE, Pomona, NJ

1980 – 1985

**Assistant Professor of Business Law**

- Provide undergraduate classroom instruction in various disciplines by College requirements.
- Advised and communicated syllabus requirements with students from diverse backgrounds regarding course requirements, evaluation procedures, class participation and attendance requirements.
- Counseled students on academic and career options, future class options and other topics.
- Worked closely with peer professors and colleagues in higher education on various college issues, served on various college and department committees.
- Responsible for preparing and teaching courses in Business Law, Management, and Ethics.

MAMMOTH COLLEGE, West Long Branch, Margate Branch, NJ

1980 – 1982

**Adjunct Professor, MBA Program**

- Served as Adjunct Professor providing classroom instruction and training for business law courses, designed curriculum, materials and course outlines, evaluated and critiqued papers and class presentations, motivated students to learn effectively.

ATLANTIC COMMUNITY COLLEGE, Atlantic City, NJ

1980 – 1982

**Adjunct Professor, Casino Law Program**

- Served as Adjunct Professor, prepared coursework and developed teaching strategies for new curriculum in Casino law, provided classroom instruction and training, designed curriculum, materials and course outlines based on experience in the casino industry, arranged casino industry guest lecturers.