



Susan Schultz Laluk

She | Her | Hers

Partner

Rochester

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Education

- University at Buffalo School of Law, *Magna Cum Laude*; *Buffalo Law Review*, JD
- St. Lawrence University, *Magna Cum Laude*, BA

Practices & Industries

- Corporate
- Labor & Employment
- Trademarks, Copyrights & Licensing

Admitted to Practice

- New York

Biography

With over 35 years of legal experience, Susan primarily concentrates her practice on handling complex business transactions from conception to execution. She has extensive experience handling the formation of businesses and mergers and acquisitions as well as drafting and negotiating agreements integral to business operations. Susan's clients include entrepreneurs, established companies, professional partnerships, not-for-profits, and health care organizations.

She has extensive experience in assisting clients in protecting their intellectual property, including registering trademarks and copyrights, and licensing software and other intellectual property.

Sue also assists employers with compliance, termination, and discrimination issues and counsels executive-level employees on employment, compensation, and severance agreements.

Bar Associations

- Greater Rochester Association for Women Attorneys, Former Director and Treasurer
- Monroe County Bar Association, Former President, Treasurer, Trustee, Dean of Academy, Business Law Council Chair, and Disability, Labor & Employment Law Committee Co-Chair
- New York State Bar Association, Former House of Delegates Member
- Women's Bar Association of the State of New York

Selected Memberships & Affiliations

- Barclay Damon's Women's Forum
- Tech Rochester (fka Digital Rochester), Founder and Former President
- Primerus, Former Business, Corporate, and International Practice Group Chair

Representative Experience

- Represents businesses, particularly entrepreneurs and technology businesses, in the formation, growth, and financing of their companies.
- Represents buyers and sellers in purchasing and selling businesses and in mergers and acquisitions.
- Assists companies and business owners in business succession planning and transitioning ownership to family members and key employees.
- Negotiates procurement, licensing, maintenance, and consulting agreements for companies and not-for-profit health care organizations.
- Represents employers in navigating employment compliance issues, drafting and reviewing employee handbooks, providing on-site supervisor seminars and harassment training, advising on termination and disciplinary issues, and defending discrimination claims with the Human Rights Division and EEOC.
- Represents companies, credit unions, and not-for-profits in general business, compliance, and employee issues.
- Represents executive-level employees in negotiating employment, compensation, and separation agreements, including stock options, deferred compensation, 409A compliance, and golden parachutes.
- Represents doctors, medical practices, and other professional service providers in drafting and negotiating employment agreements, partnership agreements, and buy-in and buy-out arrangements.
- Represents clients in registering and protecting trademarks and copyrights.
- Represents clients in in-licensing, out-licensing, sub-licensing, OEM, and SaaS of their intellectual property, particularly software.
- Represents software-development, technology, engineering, and manufacturing clients in sophisticated business transactions.
- Negotiates master-license agreements, OEM agreements, and distribution agreements with Fortune 100 companies in the United States and abroad.

Prior Experience

- Hiscock & Barclay, LLP, Partner
- Boylan Code LLP, Partner
- Boylan Code LLP, Associate
- Boylan Code LLP, Law Clerk

Selected Community Activities

- 2017 Rochester Venture Challenge Business Plan Semi-Finals, Judge
- Tech Rochester, Inc., Founder, Executive Leadership Team Member, and Former President
- Wilson Commencement Park, Former President and Director
- HTR Pre-Seed Workshop 2014, Panel Judge

Selected Honors

- *The Best Lawyers in America*®: Copyright Law, 2024; Corporate Law, 2023–2024; Litigation – Labor and Employment, 2023–2024
- Selected to *Super Lawyers* Upstate New York: Business/Corporate, 2008–2023
- *The Daily Record*, Leaders in Law Award, 2011; Power 20 Intellectual Property List, 2023
- Rochester Business Alliance, Inc., Athena Award Finalist, 2004
- *Rochester Business Journal*, 40 Under 40 Award, 1997

Selected Speaking Engagements

- Small Business Council of Rochester, “How to Discipline and Fire Employees and Not Get Sued”
- Rochester Institute of Technology, “Translating Discovery Into Practice: Protecting Your IP”
- High Technology of Rochester, “Intellectual Property and Start-Up Businesses” Webinar
- Small Business Council Decision-Making Forum, “Succession Planning: It’s Never Too Early to Get Started”
- Finger Lakes East Job Service Employer Committee, “Employment Law Update”

Selected Media

- Chartis *Legal Insights*, “Social Media is the New Water Cooler”
- *Internet Law and Practice*, “Anti-Cybersquatting Consumer Protection Act”
- *Syracuse Law Review* 955, “Survey of New York Employment Law”
- *Syracuse Law Review* 895, “Survey of New York Employment Law”
- *Syracuse Law Review* 735, “Survey of New York Employment Law”

Selected Alerts & Blog Posts

- Wage Theft Prevention Act Requires Annual Notice by February 1st
- Social Media is the New Water Cooler