



# LAW OFFICES OF ALBERT RIZZO, P.C.

NEW YORK · ROME

The Law Offices of Albert Rizzo, P.C. is a unique and innovative professional law practice that provides "in house" corporate, business and employment law representation to small and mid-size domestic and multinational companies operating in the United States. In addition to our "in house" legal representation, a substantial part of our practice is also dedicated to commercial and employment litigation in the federal and New York state courts.

With more than two decades of quality legal representation and successful litigation experience, our approach stresses the importance of close relationships with our clients, being proactive, and creating the perfect partnership between the client's business and our sound legal advice and guidance.

## **Practice Areas**

### **Business and Corporate Law**

The firm regularly counsels corporations, partnerships and businesses on a variety of matters involving the formation of corporate, partnership, subchapter S, and limited liability entities, and on commercial transactions and corporate governance and compliance issues. We render legal advice and counseling to our business clients on an almost daily basis, and, in this regard, we have developed a proactive legal formula to enable us to represent our business clients often on a flat-fee basis.

### **Employment Law**

In our view, proper legal representation of a business also requires a firm and thorough knowledge of the federal and state labor and employment laws. Our employment practice concentrates on representing employers in employment relations and employment disputes. The firm counsels employers in developing appropriate employment policies, employment manuals, contracts of employment, non-compete agreements, and in managing a variety of employee-related issues.

We train and host seminars for our corporate clients' Human Resources personnel and management teams on a variety of New York State and Federal labor and employment related matters and compliance issues. In these seminars, we address issues of sexual harassment, retaliation, and other forms of employment discrimination based on race, religion, national origin, disability and gender.

While we strive to avoid situations for both employers and employees that result in litigation, sometimes it is unavoidable. In those instances we have extensive experience in successfully representing employers in disputes in the New York state and federal courts as well as the administrative agencies, the EEOC and NYS and NYC Human Rights agencies.

Our employment litigation practice involves prosecuting and defending employment discrimination claims, harassment, wage and hour claims, and a wide variety of employment contract disputes such as alleged violations of non-compete and confidentiality provisions, restrictive covenants and non-solicitation clauses.

### **Business and Commercial Litigation**

The firm represents our clients in all phases of litigation in the New York State courts and in the Federal courts, from the initial pleading stages to trial, appeals and judgment enforcement proceedings. We also represent clients in non-traditional litigation forums such as mediation and arbitration, and before various Federal and New York State and City administrative agencies. The primary focus of our litigation practice is in the prosecution and defense of business disputes, breach of contract claims, business torts, fraud and misrepresentation claims, and shareholder and partner disputes, employment discrimination claims, and real estate and title litigation.

### **Real Estate Law**

Our real estate practice consists of representing individuals, partnerships, corporations, and various other business entities in the purchase, sale and refinancing of residential and commercial properties, office and retail space, residential cooperatives and condominium units. We also represent both owners and tenants in commercial lease negotiations and commercial landlord/tenant disputes.

Our Cooperative and Condominium practice focuses on rendering sound legal advice on numerous issues facing Condo and CoOp Boards, including, sponsor issues, shareholder/unit owner disputes, corporate governance, building finance and mortgage transactions, litigation, building construction issues, staff/employee disputes, and implementation of best practices and policies.

### **Italian Law**

The Law Offices of Albert Rizzo, P.C. maintains a correspondent office in Rome, Italy, through its affiliation with the law firm of Grieco e Associati with which it maintains a close professional association in the United States and in Italy.

The Rome office provides representation under Italian law to our clients in Italy and to our U.S. clients doing business in Italy in the areas of civil and corporate law, real estate, mergers and acquisitions, construction contracts, public utility activities particularly in the area of water and electricity, public procurements, antitrust and competition practice, domestic tax practice, telecommunications, banking and finance, securities, industrial property, intellectual property, employment law, administrative law, European Community law, litigation and arbitration. The firm's representation and counsel is carried out both in Italian and English.

#### **BRIDGING TRADITION WITH INNOVATION . . . .**

- ✧ Providing "in-house" general legal counsel services and representation **at a fixed budgeted cost**
- ✧ Making it possible to have experienced in-house legal counsel as part of any business management team
- ✧ Founded with one goal in mind: provide the perfect partnership between the client's business and our sound legal advice and guidance

#### **OUR INNOVATIVE APPROACH . . . .**

- ✧ Well-qualified and experienced attorneys readily available without the significant cost of creating an internal legal department or using a more expensive traditional hourly billing firm
- ✧ Providing our business clients with only senior level legal advice and counseling
- ✧ Not constrained by an aggressive hourly billing business model, we can afford to spend time with our clients and be responsive to their business and legal needs on a daily basis and at a reasonable fixed cost
- ✧ By being proactive, we remain active in our client's business, instead of reactive when problems arise. The resulting solutions to those problems are obtained earlier and more cost effectively for the client, and with less time and effort consumed by the attorneys.

#### **NON-TRADITIONAL BILLING . . . .**

- ✧ We are often retained on a monthly or yearly basis for a flat fee and for a fixed term
- ✧ No surprises or questions about our bills
- ✧ This enables our clients to budget their legal expense and frees us from the traditional hourly billing model

#### **VALUE ADDED . . . .**

- ✧ We add value to our client's business by being involved *in* the business to the extent of helping to avoid matters that could become litigious and putting our clients in a better legal position should a dispute arise—saving our client's money and legal fees.

## OUR CLIENTS . . . .

- ✧ We represent domestic and foreign companies, including multinational companies doing business in New York. Our clients are engaged in a variety of businesses in industries including:

Banking and Finance  
Construction  
Consulting Services  
Entertainment  
Food  
Interior Design  
Internet

Manufacturing  
Publication  
Real Estate  
Retail  
Restaurant  
Technology  
Telecommunications

## WHAT WE DO . . . .

We provide services and representation in the areas of General Corporate Law, Business Transactions, Employment Law, Commercial Agreements, Business Litigation and Commercial Real Estate transactions.

### General Corporate Law

- Corporate governance and advising the Board of Directors
- Corporate compliance programs
- Company and subsidiary formation
- Shareholder Agreements

### Commercial Agreements

- Development and Review of Contract Template
- Contract Negotiation
- Purchase and Sale Agreements
- Professional Service Agreements
- Non-disclosure; Confidentiality Agreements
- Non-Compete Agreements
- Independent Contractor Agreements

### Real Estate

- Office, Retail and Industrial Leases
- Real Property Acquisitions
- Commercial Landlord/Tenant

### Employment Law and Litigation

- Hiring and Termination Policies
- Harassment and Discrimination claims and Internal Investigation
- Employee Policy Manuals
- Employment Agreements
- Human Resources Training

### Business Litigation

- Risk Assessment
- Cost analysis
- Litigation Strategy
- Alternative Dispute Resolution

### Business Transactions

- Joint Venture and Partnership Formation
- Franchising and Distribution Agreements
- License Agreements
- End User Agreements
- Independent Contractor Agreements

## **SETTING OURSELVES APART . . . .**

- ✧ Our driving philosophy is to maintain close personal contact with our clients and to be closely aware of all aspects of their business. Traditional law firms cannot afford to spend the time it takes to do this, and it becomes cost prohibitive for clients to pay traditional firms on an hourly basis for this kind of service and representation.
- ✧ We provide C-level, officers, and management teams with a broad range of feedback and daily legal guidance to assist the company in developing appropriate business and legal strategy and mitigate risk. We understand the business challenges and potential legal issues because we work with our clients closely and regularly.

## **8 REASONS WHY OUTSOURCED IN-HOUSE COUNSEL IS A GOOD IDEA**

- ✧ Our office acts as outsourced “in house” General Counsel for many of our clients.

Here’s why:

1. Legal advice and legal strategy is available when you need it without fear of unexpected legal fees
2. Legal costs become a predictable budgetary item
3. Contracts and agreements can be reviewed, modified and negotiated without delay
4. Employee issues and human resource strategies are developed and addressed immediately
5. The appearance of general counsel promotes a larger and more professional image to your customers, clients and your industry
6. Policies and practices can be implemented that protect your business and maintain compliance with laws and regulations
7. Your legal team becomes integrated with your business management team
8. Immediate action can be taken to avoid litigation

## **Professional Profile**



Albert Rizzo is the principal attorney and has over 25 years of experience litigating commercial business disputes, employment discrimination cases, sexual harassment claims, real estate and title disputes, fraud claims, and corporate and partnership dissolutions. His practice areas also include business and corporate law, employment law, residential and commercial real estate transactions, and Italian law.

Albert Rizzo is highly respected by his clients and peers. His successes as a litigator, negotiator and mediator are numerous. He serves as outside General Counsel for small and mid-size closely-held businesses, individual entrepreneurs, and start-up companies.

As a trained and certified mediator, he brings to the table an impressive wealth of litigation and business experience representing numerous clients in the New York State and federal courts, as well as in arbitration, mediation and administrative proceedings. As a business owner, he understands the legal issues and challenges that small companies face--from formation to management, dispute resolution and dissolution.

He is admitted to practice before the United States Supreme Court, the federal courts of the Southern District of New York, Eastern District of New York, Northern District of New York, and the District of New Jersey, as well as the state trial and appellate courts of New York.

### **Professional Associations:**

New York State Bar Association, Committee on Dispute Resolution, Member  
2011 - Present

New York City Bar Association, Committee on Alternative Dispute Resolution, Member  
2009 - Present

New York City Bar Association, Qualified Legal Referral Panel, Member, for:  
Employment Law  
Commercial Law  
Real Estate Law

New York State Supreme Court, New York, Westchester and Queens Counties, Commercial Divisions  
Qualified Mediator

**Publications:**

"The Legal Firewall©" Law Blog

"Beware of Service Upon the Dead! A Trap for the Unwary" New York Law Journal, December 10, 2004 issue, pp. 4-5

"Escrow Funds: Whose Property?" New York Law Journal, November 27, 2000, p. S3

**Faculty Positions:**

New York University

School of Continuing Professional Studies

Adjunct Professor

2011 - Present

**Courses:**

\*Advanced Labor Relations & Employment Law

\*Dispute Resolution and Conflict Management

\*Corporations and Partnership Law

**Pro Bono Activity:**

Neighborhood Entrepreneur Law Project

**Education:**

Fordham University School of Law, J.D.

Fordham University, B.A.

**Languages:**

English

Italian



## **ANTONIO GRIECO**

### **EDUCATION**

- Harvard University Law School  
P.I.L., 1989
- New York University  
Visiting scholar, 1985
- University of Illinois Law School  
M.C.J., 1984
- University of Rome, La Sapienza (Italy)  
Juris Doctorate, Maxima Cum Laude, 1982

### **PROFESSIONAL EXPERIENCE**

- Grieco e Associati, Rome Italy  
2000 – Present
- Professor of International Business Law at the *European School of Economics*, Rome, Italy, (2001)
- University of Rome La Sapienza (Italy)  
Lecturer on Civil Law (1989 – 1995)
- Guerra Piga Law Firm, Rome, (Italy)  
Associate, 1987 – 1988
- Bisconti Law Firm, New York, NY  
Associate, 1985 – 1986

### **PRACTICE AREAS**

- Italian Law, Corporate Law, Competition, Mergers and Acquisitions, Banking Law, and Public Works and Procurements

### **BAR ADMISSIONS**

- Rome , Italy, 1985

### **PUBLICATIONS**

- Author of several publications on Italian and foreign juridical reviews.

### **PROFESSIONAL AFFILIATIONS**

- Italian Bar Association; Italian Arbitration Association (International Associate); American Bar Association (International Associate); International Bar Association; London Court of International Arbitration; International Litigation Practitioners Forum.

### **LANGUAGES**

- Italian, English and French

## **CHRISTOPHER J. GULOTTA**

### **EDUCATION**

- Fordham University School of Law, New York, NY  
Juris Doctorate, 1988
- Fordham University, New York, NY  
B.A., 1982

### **PROFESSIONAL EXPERIENCE**

- Gulotta Law Group, PLLC  
2004 –Present
- Baer Marks & Upham  
Associate, 1989 –1994
- Continuing Legal Education Faculty Member: Fordham University School of Law and Pace Law School. Courses: “Mergers and Acquisitions,” “Commercial Leasing,” “Rainmaking,” “Time Management” and “Law Office Technology.”

### **PRACTICE AREAS**

- Business and Corporate Law, Banking, Real Estate and Leasing Law

### **BAR ADMISSIONS**

- State Admissions: New York

### **PROFESSIONAL AFFILIATIONS**

- New York State Bar Association, Member
- Association of the Bar of the City of New York, Member  
(Former Member and Lecturer for Lawyers in Transition Committee)