



L. STEPHEN McCREADY, ESQ.  
[steve@puritanfaust.com](mailto:steve@puritanfaust.com)

### **EXECUTIVE SUMMARY**

✍ **Corporate Governance, SEC & Mergers/Acquisitions.** Corporate officer and member of senior management teams actively involved in all day-to-day legal and business issues associated with running and developing three fast-growing, high-technology businesses. Maintained corporate books and records for a \$300 million multinational telecommunications corporation and its subsidiaries. Founding counsel and assistant secretary to a European medical device company's United States distribution and technology subsidiaries. Participated in numerous due-diligence exercises (as both buyer and seller), Hart, Scott, Rodino filings, DOJ information requests, SEC investigations, and other matters relating to the operation and merger of public companies. Successfully resolved anti-trust claims brought by third-party service companies represented by nationally known anti-trust counsel and parallel investigation by the Department of Justice (DOJ).

✍ **Technology Licensing & Contract Negotiation.** Negotiated over \$200 million in joint development, technology transfer, and manufacturing agreement between PictureTel Corporation and the Sharp Corporation for revolutionary Internet/PC-based video-collaboration product. Negotiated and drafted software license and royalty agreement with a major technology company for proprietary technology critical to the development of a state-of-the-art Windows NT-based access-control and security product. Negotiated and drafted licenses and cross-license technology agreements with Fortune 500 companies, including Microsoft, Nortel, Sharp, Mitsubishi, SingTel, SingNet, Akamai, Parix, Intel, Equant, Acessionet and other telecommunications companies. Negotiated, drafted and managed joint-venture and partner relationships for the design, supply and installation of high-technology building systems on mega-projects such as the Denver Airport, the University of California San Francisco and the Shanghai Metro. Negotiated construction contracts for complete renovation of a 800,000 sq. ft. facility in Massachusetts (\$15 million) and construction of a new 172,000 sq. ft. headquarters facility (\$38 million).

✍ **Corporate Policy, Export/Import Compliance & Intellectual-Property Planning.** Developed and implemented corporate compliance and ethics programs to address federal sentencing guidelines, including export compliance, Regulation FD (SEC), SAB 101, international boycotts, Foreign Corrupt Practices Act (FCPA), public contracting and environmental and safety matters (e.g. Hazard Communication). Coordinated environmental and safety audits for major manufacturing facilities, covering federal and state air, water, solid waste and safety (OSHA) regulations. Organized, chaired and delivered comprehensive training and education programs focusing on contract negotiation skills, project management, intellectual property protection and dispute resolution. Managed and coordinated legal protection for all intellectual property, including patent, trademark and copyright matters for an international corporation valued at \$300 million. Reviewed all public communications, including press releases, prior to publication for compliance with intellectual property protection policy.

✍ **Labor, Employment, ERISA & Benefits.** Regularly counseled management on employment issues, including hiring decisions, terminations, leaves of absence, commission, compensation issues and other terms of employment. Successfully defended sex, race and disability discrimination cases at New York State Human Rights Commission hearings in New York City, Albany and Syracuse, New York. Successfully defended age-discrimination case at Maine Human Rights Commission in Augusta and resolved related wrongful-termination litigation on favorable terms. Coordinated company campaigns to avoid union efforts to organize workers. Resolved over twenty employment matters without litigation. Provided counsel on various ERISA and other employee benefit issues.

### **LEGAL EXPERIENCE**

PURITAN FAUST, LLC "COUNSELORS AT LAW" – Winchester, MA  
**Partner**

2001 - Present

Create and develop a cost-effective world-class legal consulting firm with a focus on services that address both the legal and business aspects of a client's needs. Leverage technology to provide solutions to clients quickly and efficiently on a comprehensive and understandable basis. Serve business clients with an emphasis on start-up issues, corporate governance, contract and technology licensing matters, and all related business and legal issues. For details, customer testimonials and current information, please go to [www.puritanfaust.com](http://www.puritanfaust.com).

✍ **RADI MEDICAL SYSTEMS (NORTH AMERICA), INC. – Reading, Ma**  
**General Counsel & Corporate Secretary.** Responsible for all general counsel responsibilities of the North American division of a Swedish medical device company, including but not limited to corporate governances, managing out-side legal resources, day-to-day executive level advice, and transactional support.



POLYCOM, INC. (formerly PictureTel Corporation) – Andover, MA

2000 - 2001

**Associate General Counsel**

Hired as corporate counsel and promoted to division counsel, Products Division, and associate general counsel within three months. Appointed assistant secretary of the corporation. Successfully negotiated a strategic relationship with the Sharp Corporation, which was critical to the company's continued success. Managed all litigation, intellectual-property protection, and the contract administration function. Coordinated all real estate transactions and served on the e-commerce committee.

GENUITY (formerly BBN/GTE Internetworking) – Burlington, MA

1999 - 2000

**Consulting Attorney**

Supported Genuity's international PoP build-out and strategic relationships. Negotiated strategic partnering and co-location agreements to support the Company's global private network. Negotiated co-location, partnering, web hosting, web security, virtual-private networks ("VPNs") and other technology agreements.

TYCO INTERNATIONAL, LTD. (formerly Simplex) – Westminster, MA

1985 - 1998

**Assistant General Counsel**

Member of senior management team as company grew from \$150 million to \$1 billion in annual revenues. Served as general counsel of a Canadian subsidiary that grew from a \$50 million company into a \$200 million company. Co-founded the Simplex legal department and implemented the company's first local-area network (LAN), distributed-litigation database and computerized communication and scheduling system. Implemented the adoption of preferred-provider relationships and the use of paralegals to significantly lower the cost of providing legal services. Represented the Company at various forums, including the Armed Forces Board of Contract Appeals, the EEOC and various state and federal administrative boards. Served on the steering committee for the American Bar Association's Forum Committee on the Construction Industry and worked closely with Underwriters Laboratory and the National Fire Protection Association. Served as the corporate security officer for the administration of the Company's classified federal contracts and programs.

RAYTHEON COMPANY (Missile Systems Division) – Andover/Bedford, MA

1982 – 1985

**Attorney – PATRIOT Missile Program**

Led negotiating teams for PATRIOT research, development and production contracts with the United States Government Missile Command and various NATO partners. Negotiated development and annual production contracts in excess of \$1 billion each. Organized the contract administration process for deliverable products and data.

CITY OF MEDFORD, LAW DEPARTMENT - Medford, MA

1980 - 1982

**Attorney/Law Clerk**

Revolutionized the City's Tax Title Collection Program. Collected over \$1 million in past due real estate taxes. Orchestrated three public auctions of Tax Title property. Represented the City in District Court and the Massachusetts Land Court while in law school under SJC Rule 3.2. Served as hearing officer for disputed parking violations.



**PUBLICATIONS**

“Managing the Small Ones (Alternatives to the Hourly Fee),” Under Construction (American Bar Association “ABA” Journal for Construction Industry) (February 1999)

**EDUCATION**

BOSTON UNIVERSITY SCHOOL OF LAW – Boston, MA Spring 1995  
 Master of Law, L.L.M. - Taxation.

SUFFOLK UNIVERSITY LAW SCHOOL – Boston, MA Spring 1981  
 Juris Doctor, AmJur Award in Corporations

SUFFOLK UNIVERSITY – Boston, MA Spring 1978  
 Bachelor of Science in Business Administration Major: Finance, *magna cum laude*

**BAR ADMISSIONS**

Commonwealth of Massachusetts  
 U.S. District Court - Commonwealth of Massachusetts  
 U.S. Supreme Court

**SOFTWARE KNOWLEDGE**

<u>Application</u>	<u>Skill Level</u>	<u>Last Use</u>	<u>Experience</u>
Counsel Connect	Expert	1997	10 Years
MS Excel & Spreadsheets	Expert	Present	15 Years
MS Outlook & Lotus Notes	Expert	Present	10 Years
MS PowerPoint	Expert	Present	10 Years
Quicken	Expert	Present	11 Years
TurboTax	Expert	Present	8 Years
Westlaw & LEXIS/NEXIS	Expert	Present	20 Years
Windows OS (all)	Expert	Present	15 Years
Word Processing (all)	Expert	Present	15 Years
Adobe Acrobat	Intermediate	Present	5 Years
Communications Software	Intermediate	Present	15 Years
eProjects	Intermediate	Present	1 Years
MS Access	Intermediate	Present	15 Years
MS Project	Intermediate	Present	7 Years
Networking Software	Intermediate	Present	10 Years
QuickBooks	Beginner	Present	1 Year