

# JOHN A. RITSICK

101 Ash Street  
Denver, CO 80220

720.261.1420

jritsick17@gmail.com

---

## SENIOR LEGAL COUNSEL

Senior-level corporate attorney with extensive in-house and law firm experience advising executive management in a variety of contexts. Skilled at devising and implementing practical solutions to complex problems, including customer and supplier engagements, intellectual property matters, dispute management, and internal compliance situations. Offers particular expertise in strategic legal and business planning, including architecting, negotiating, and executing complex commercial transactions and agreements. Superior communication and interpersonal skills coupled with solid business acumen. Provides direct, responsive, concise, and ethical counsel.

## AREAS OF EXPERTISE

**Complex Commercial and Corporate Transactions • Manufacturing and Logistics Agreements • Intellectual Property • Licensing, including Patents, Trademarks and Technology • Software and SaaS, including Open Source Software • Outsourcing • Legal, Risk Assessment and Compliance • Training for Business Teams • Strategic Business Planning • International Business • Dispute & Litigation Management • E-Commerce and Internet • Risk Assessment and Analysis • Hiring, Training and Managing Teams of Legal Professionals •**

## EXPERIENCE

SAGE LAW GROUP, Broomfield, CO

2012-Present

*Partner*

Partner in newly-formed boutique law firm focusing on corporate and commercial transactions. Focused on providing practical guidance and legal support drawing on in-house experience and national firm training.

*Representative Matters:*

- Serve as a primary outsourcing legal provider to multi-national manufacturing company for commercial transactions
- Handle wide variety of intellectual property licensing issues, including patent and know-how licenses and university-based tech transfer for start-up and mature companies
- Work closely with in-house counsel at software and SaaS-based companies in examination of business models and drafting of form agreements

THE GATES CORPORATION, Denver, CO

2011-2012

*Senior Counsel*

Counsel supporting general commercial transactions and Information Technology Department for a wholly-owned subsidiary of Tomkins Limited, a global, world-class manufacturing and engineering business.

*Representative Projects and Responsibilities:*

- Lead attorney negotiating contract for worldwide Human Resource Information Management System
- Led project to update and revise form agreements to reflect best practices, and to establish form agreements for new business models such as mobile apps
- Supported implementation of web-based contract management system and database (Ariba)

FLEXTRONICS INTERNATIONAL LTD., Broomfield, CO

2006-2011

*Senior Corporate Counsel, 2008-2011*

*Corporate Counsel, 2006-2008*

Lead attorney for largest division (representing approximately \$9B in annual revenues) of global \$27B, 200K-employee electronics manufacturing firm operating in 30 countries on four continents. Provided proactive and pragmatic counsel to division president, top financial officer, senior business leaders and sales teams on a variety of legal and strategic matters. Conducted regular budget, litigation and compliance reviews and analysis with executive management. Managed resolution of disputes prior to filing of legal claims and supervise outside counsel after filing of legal claims. Supported M&A initiatives through management of internal acquisition processes, due diligence efforts and negotiation of related commercial agreements. Supervised team of two contract managers.

*Representative Projects and Responsibilities:*

- Primary counsel for negotiation of customer contracts worth \$5M-\$1B+ in annual revenues, either directly negotiating or supervising multi-national teams of internal counsel, contract managers, and outside lawyers
- Represented Flextronics in negotiations and disputes with multiple Fortune Global 500 style companies, including: Apple, Microsoft, Cisco, Avaya, Ericsson, Hewlett-Packard, Nortel, Huawei, Motorola, Oracle, and IBM
- Developed an interactive, strategic tool to identify key business and legal issues in contracts, which is currently used company-wide as primary instrument to manage all core commercial negotiations and approvals
- Coordinated effort responding to bankruptcy of major customer and helped achieve favorable settlement of substantially all claims more than a year before case was resolved for other creditors
- Established a mandatory, bi-weekly training program for sales and account teams covering key legal and risk management concepts, including compliance, intellectual property, and related topics
- Routinely assisted with the settlement of multi-million dollar contract disputes with customers and suppliers
- Responsible for updating all core commercial form agreements for division and company
- Hired, trained and managed lawyers and contract managers for Legal Department, and instituted and manage Legal intern program

FAEGRE BAKER DANIELS (formerly Faegre & Benson), LLP, Denver, CO

2002-2004, 2005-2006

*Associate, Intellectual Property Group*

Acted as outside counsel to established and emerging growth companies, focusing on intellectual property, information technology, employment and consulting agreements, and general business matters. Drafted and negotiated technology transaction agreements and commercial contracts, including a wide variety of license, distribution, employment, consulting, non-disclosure, and franchise agreements. Supported M&A teams as intellectual property counsel, and worked with intellectual property litigation teams.

*Representative Projects and Responsibilities:*

- Recruited to Flextronics after providing a year of outstanding legal support as outside counsel
- Conducted diligence on both buyer and seller sides of technology and software company acquisition deals, including reviews of employee and inventor agreements, commercial licenses, and open source software issues
- Assisted with intellectual property and commercial contracts diligence in preparation for initial public offering of Crocs, Inc.
- Represented USA Hockey (National Governing Body for hockey) in all licensing, marketing and sponsorship matters
- Counseled Colorado-based telecommunications company on wide variety of contracts and employment issues, including in-bound technology and software licenses, international distribution, and reseller agreements
- Supported litigation team in multi-million dollar patent infringement case, performing research, writing motions and helping negotiate and draft settlement and cross-licensing agreements to resolve dispute

EXCLUSIVE RESORTS, Denver, CO  
*Corporate Counsel*

2004-2005

Served as primary attorney for IT, Marketing and Architecture/Construction groups for leading destination club. Provided in-house legal services directly to executive management team. Drafted numerous form contracts and consolidated disparate contracting practices into streamlined and coordinated policies and procedures.

*Representative Projects and Responsibilities:*

- Hired from law firm specifically on reputation as e-commerce, intellectual property, and commercial attorney
- Reviewed all advertising and marketing materials prior to publication
- Negotiated agreements to engage major advertising firms for company
- Established data security and privacy policies for collection and cross-border transfer of personal information
- Responsible for all intellectual property matters for company, including management of trademark portfolio and providing legal guidance with respect to development of proprietary property management software system

COOLEY GODWARD KRONISH (formerly Cooley Godward), Broomfield, CO  
*Associate, Technology Transactions Group*

2000-2001

Outside counsel to wide array of clients, from individual entrepreneurs to large companies. Focused on information technology and intellectual property transactions and management, along with e-commerce, Internet and privacy issues. Helped companies navigate e-commerce issues during entrenchment of the tech-boom, such as electronic and online contracting, data collection, privacy policies, and open source software issues.

*Representative Projects and Responsibilities:*

- Primary associate on billion-dollar information technology outsourcing deal for major health insurance company
- Worked with numerous start-up technology companies to develop form agreements for software and technology licensing, development and consulting agreements and web-hosting agreements

SUPREME COURT OF COLORADO, Denver, CO  
*Clerk to Hon. Justice Michael L. Bender*

1999-2000

Reviewed petitions and wrote memos to court with recommendations to grant or deny certiorari. Performed research and wrote memoranda to Justice regarding a variety of legal questions. Assisted Justice with the analysis of briefs and arguments, and drafting of court opinions and dissents.

### **REPRESENTATIVE PRESENTATIONS AND ACTIVITIES**

Respected and active participant in legal field, regularly asked to speak at local and national conferences. Elevates recognition of department or firm by maintaining visible profile within legal community. Recent examples include:

- Adjunct Professor of Law, University of Denver, Sturm College of Law 2011
- Planning Committee, Annual Rocky Mountain Intellectual Property Institute 2010-2012
- Participated in Corporate Internship Program, Sturm College of Law, University of Denver 2007, 2009, 2011
- “*IP Ownership and Transfers*” (with Ryan Arney), Colorado Bar CLE Presentation 2009
- “*Business Considerations of a License Agreement*” (with Mark Holmes), PLI Presentation 2009
- “*Software License Basics*,” Colorado Bar CLE Presentation 2008
- “*IP Licensing Basics for Non-IP Lawyers*,” Colorado Bar CLE Presentation 2008

- Articles Editor, Intellectual Property, *The Colorado Lawyer* 2008

### **EDUCATION AND BAR ADMISSION**

<i>Admitted to Practice:</i> Colorado	2000
<i>Juris Doctorate (cum laude):</i> Georgetown University Law Center, Washington, D.C.	1999
<i>Master of Arts – Political Science:</i> Columbia University, New York, NY	1994
<i>Bachelor of Arts (cum laude) –Political Science:</i> Colorado State University, CO	1992