



Francis G. Massaro

Associate

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Practice Areas

Business & Corporate

Intellectual Property & Technology Rights

Corporate and Organizational
Governance

Private Equity & Venture Capital

Mergers & Acquisitions

Debt Financing

Employee Incentive and Bonus Plans

Business Succession Planning

Fund Formation & Structuring

Education

**The George Washington University
Law School**, LL.M., *in Business &
Finance Law, 2018, with highest honors*

**American University Washington
College of Law**, J.D., 2011, *cum laude*

University of Pittsburgh, B.A.,
2008, *summa cum laude*

Bar/Court Admissions

District of Columbia

Pennsylvania

Frank assists business clients with a variety of corporate and financial matters, including all matters relating to a business's life cycle. He advises businesses on entity formation and corporate governance matters and drafts corporate governance documents, such as bylaws, shareholders' agreements, and operating agreements, to meet each client's unique needs and goals. Additionally, Frank counsels clients on their contractual arrangements, including, consulting agreements, distributor agreements, and subcontracts, and assists in the development of equity incentive plans. He advises both buyers and sellers in mergers and acquisitions and other investments, and counsels clients on matters throughout the transaction process, including deal structuring and risk allocation.

Frank also advises business clients regarding intellectual property matters, including trademarks and data rights. He has extensive experience drafting software license agreements with both government and commercial licensees.

As the head of PilieroMazza's Healthcare Industry Team, Frank works with attorneys from a cross-section of the Firm's practice groups to offer clients in the healthcare sector a full-spectrum approach to their specific legal concerns. Clients include research and development entities, medical device firms, healthcare staffing companies, and physician doctor groups, to name a few.

Prior to joining PilieroMazza, Frank was an attorney at the Administrative Conference of the United States, where he oversaw research projects on regulatory legal issues. Frank also worked as an attorney at the Social Security Administration, where he evaluated appeals in disability claims and worked on projects concentrating on regulatory and policy compliance. Previously, Frank worked as a judicial clerk for the Honorable Warren Krug in the Circuit Court for Calvert County, Maryland.