



## CONTACT

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## EDUCATION

Northeastern University  
(B.S.B.A.)

Suffolk University (J.D.)

## PRACTICE AREAS

Intellectual Property &  
Technology Law

Employment Law

Business Law

## BAR AND COURT ADMISSIONS

Massachusetts (1977)

Texas (1998)

Rhode Island (2000)

United States District Court,  
District of Massachusetts  
(1978)

United States Court of  
Appeals, First Circuit (1980)

Member, ABA sections on  
Intellectual Property and  
Employment Law



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## ROGER W. HOOD, PARTNER

### OVERVIEW

Roger advises clients on complex intellectual property matters including software and other licensing, open-source technology, cloud computing, and trademarks. He also assists client with major employment issues, working with companies ranging from multi-nationals to family-owned businesses.

Roger combines his expertise from his seventeen-year legal career as senior counsel at global communications and electronics leader Motorola, Inc. with his decades of experience as a commercial business lawyer. He provides sound legal advice, an innovative approach, and strategic business acumen that often includes alternate solutions that go well beyond the immediate problem at hand. He is a frequent writer and speaker on issues in the forefront of technology, intellectual property and employment law.

*"Roger Hood concentrates on an array of IP and tech matters. Clients appreciate that Roger has a lot of industry experience and he gets the nuances of the contracts as well as the business and legal standpoint."* | Chambers USA: America's Leading Lawyers for Business

### EXPERIENCE

Roger represents, often as outside general counsel, a number of public and private companies in diverse fields, including optical components, semi-conductors, professional services and high-tech manufacturing. He negotiates multifaceted procurement and distribution agreements for licensing and sales.

With an eye on the total well-being of his corporate clients, he handles employment disputes involving harassment, discrimination and retaliation as well as managing workplace risks through non-competes and other avenues to protect a company's IP.

- Roger provided legal counsel and contract negotiations for a comprehensive dictation, transcription and document production services contract for a major healthcare system including voice, dictation, and remote applications for doctors. The new services consolidated four hospitals utilizing different procedures and into one set of applications.
- Roger provided legal advice for an international semi-conductor company's renewal of a Microsoft Enterprise agreement for a leading integrated circuit manufacturer in a contract that consisted of more than ten integrated sets of terms covering on-site and hosted service offerings. The primary license rights pertained to US operations.
- On behalf of a world leader in high performance signal processing solutions, Roger successfully negotiated a complex cloud technology contract to migrate the company's entire US e-mail service to a major cloud service, creating a robust e-mail platform to support thousands of employees. Critical issues included safeguards for personal information, compliance with Mass. Data Security Regulations, and auditing requirements for vendors.
- Roger represented a firm client in the healthcare field in the successful negotiation of a separation agreement and executive termination with a highly visible employee.
- Acting as outside counsel on behalf of a major health insurer in its effort to replace the sourcing vendor for the majority of its IT functions, Roger negotiated terms of a master agreement with the new supplier for IT services in a multi-million dollar, five-year contract.
- Roger spearheaded extensive negotiations with a nationally recognized computer giant to update three major contracts that represented the cornerstone of its IT infrastructure systems. Key issues included information security, background checks, service-level requirements and highly negotiated limits of liability in the multi-million contract.
- Roger represented a hospitality group in a successful multi-stage reduction-in-force effort, including complex components of severance and stay-bonus agreements, which was designed to restructure the company.
- Representing a major healthcare institution, Roger negotiated a set of terms in a software systems license agreement for long-range planning that involved intricate issues including liability for intellectual property indemnity, breach of confidential information, and damage caps.

ROGER W. HOOD, *PARTNER* continued

- Roger represented a print-services company in an OSHA investigation in which he succeeded in mitigating the adverse consequences for the company while ensuring the safety requirements were met to protect the 100-person workforce.
- Roger represented a technology client in its acquisition of technology which was key to a new-product launch in a multi-million dollar deal that included a complex long-term manufacturing agreement and an escrow of source code.

## COMMUNITY

Roger completed a two-year term in December of 2016 as a board member of the Employers Association of the NorthEast, a member association that provides talent, training and tools to retain, develop and engage employees throughout the Northeast with over 900 member organizations in Rhode Island, Massachusetts, Connecticut and beyond.

He is a past member of the Board of Advisors of the Chief Executives Club's RI chapter and has been active in the technology organizations forging innovation in our region including Tech-Collective and the RI Center for Innovation and Entrepreneurship, where the firm was a signatory member. He is a frequent speaker and writer on topics at the intersection of business and technology.

## AWARDS, RECOGNITION AND PRESENTATIONS

Roger Hood specializes in IP and advises clients on a range of **tech and licensing matters such as software, cloud computing and open-source technology**. He is also experienced in assisting clients with **trademark and employment issues**. (Chambers USA: America's Leading Lawyers for Business 2018)

Clients praise [Roger] as "***extremely concise, professional, efficient and capable – we get very high-quality work from him.***" (Chambers USA: America's Leading Lawyers For Business 2017)

Roger Hood is an experienced IP expert. According to clients, "***understands why clients do what they do and provides counsel that always makes practical business sense.***" (Chambers USA: America's Leading Lawyers For Business)

Roger Hood led a lively discussion on "**Legal Aspects of Performance Management: Minimizing Risks and Liabilities in Managing Performance**" for clients of the firm and members of the Employers Association of the NorthEast. (November 2013)



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