



TERESA "TERI" F. SANTOS

Director

Labor & Employment

Fennemore Forward

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Teresa F. Santos is a Director in Fennemore's General Counsel Services and Employment & Labor practice groups. With more than two decades of experience advising technology, software, digital, and e-commerce companies, Teri serves as a trusted business and legal advisor to a range of growth-stage to post-investment clients.

Teri delivers pragmatic, business-focused legal solutions in areas including commercial contracts, employment law, data privacy and security compliance, governance, risk management, and deal-readiness.

Before joining Fennemore, Teri was a Partner at an East Coast-based law firm, where she led the firm's general counsel services practice. She has also advised internet, digital media, and technology clients on a broad spectrum of commercial and corporate matters. Earlier in her career, she served as General Counsel and Chief Compliance Officer at Undertone and as General Counsel, Chief Compliance Officer, and Corporate Secretary at TheStreet.com, a publicly traded NASDAQ company.

Teri earned her law degree from Georgetown University Law Center, a Master of Science in Business Administration and Management from Emmanuel College, and a Bachelor of Arts in Political Science and Government from Tufts University.

EDUCATION

- J.D., Georgetown University Law Center
- M.S., Emmanuel College
- B.A., Tufts University

AREAS OF PRACTICE

- Labor & Employment
- General Counsel Services

REPRESENTATIVE MATTERS

- Supported client's go-to-market sales teams with streamlined contract review process resulting in a 30% reduction in deal cycle times
- Advised client in successfully conducting global RIFs in over 15 countries and securing legal releases from all affected employees with no resulting litigation.
- Resolved high dollar contract dispute without litigation resulting in mitigating potential revenue losses in excess of \$10m.

- Advised client, in general counsel capacity, on all legal aspects of a PE-owned company sale
- to the largest advertising agency in Japan and the fifth largest advertising agency network in the world including post-acquisition integration.

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Member, Association of Corporate Counsel
- Member, the College Club of Boston

ADMISSIONS

- New York