

Jonathan Sussman
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201.294.3710

Attorney and compliance professional with experience in managing an organization's ongoing and evolving regulatory obligations while supporting operational goals and efficiency. Background in regulatory law, business development, and team leadership makes me uniquely qualified to contribute to a growing business working for the public good.

Strengths

- Regulatory Law & Compliance
- Contract Drafting & Negotiation
- Risk Management & Insurance
- Government & Legal Affairs
- Policy Development & Drafting
- Data Privacy / CCPA & GDPR

Professional Experience

Studs, Inc., New York, NY

Counsel, Regulatory & Compliance, August 2022 – April 2025

- Managed all Regulatory and Compliance pillars for STUDS, a brick and mortar and e-commerce ear piercing and earring retail company as the company grew from 10 to 35 physical locations and year-over-year revenue growth of 35% from 2022 to 2024.
- Drafted and reviewed commercial agreements—including vendor contracts, lease agreements, and partnership deals—ensuring compliance with consumer protection laws and industry best practices, resulting in significant cost savings by reducing reliance on outside counsel.
- Provided counsel on data privacy laws (CCPA, GDPR) and cyber-security risks related to customer transactions and e-commerce retail operations; implemented and oversaw the DataGrail platform for managing customer data deletion requests.
- Facilitated the legal and due diligence process for outside fundraising totaling \$30,000,000, coordinating with external counsel, investors, and cross-functional teams to ensure regulatory compliance, risk assessment, and seamless transaction execution.
- Led government affairs initiatives in VA and DC, successfully lobbying for regulatory changes that enabled Studs' market expansion and direct revenue growth. Engaged with policymakers and managed advocacy campaigns to secure favorable legislative outcomes.
- Designed and executed internal audits and risk assessments to monitor adherence to advertising, e-commerce, and product labeling regulations.
- Served as primary liaison for city and state officials, managing inspections and inquiries, and maintaining all operational documents for opening and existing STUDS studios.
- Managed the Studs Insurance program inclusive of international jewelry shipments, workers compensation, cyber, professional liability, property and casualty insurance, and more.

Sheppard Mullin Richter Hampton., New York, NY *Project*

Management Associate, February 2022 – July 2022

- Negotiated and drafted complex transactional agreements focusing on M&A and provider service agreements for healthcare clients in highly regulated industries.
- Oversaw project management and due diligence for M&A inclusive of analyzing provider licensing, fraud and abuse risks, outstanding contractual obligations and real estate assets to identify potential liabilities.
- Advised hospitals, physician groups, and healthcare entities on regulatory compliance, stark law, anti-kickback statute, and HIPAA.

Harmony Healthcare IT., South Bend, IN (Remote from NY)

Senior Project Manager, February 2020 – January 2022

- Led project management for large-scale healthcare IT implementations within the Pathology Department, including data migration, system integrations, and cloud-based solutions, ensuring timely delivery and compliance with healthcare regulations with a focus on the HITECH Act.
- Coordinated cross-functional teams, including IT, clinical, and operational stakeholders, to successfully deploy interoperable systems that enhanced data flow and improved clinical decision-making.
- Facilitated the adoption of electronic health record (EHR) systems and ensured seamless integration with existing healthcare technologies, improving patient care and operational efficiency.
- Implemented change management strategies, training programs, and user support to ensure smooth transitions for healthcare providers adopting new systems and technologies.

Montefiore Health System, Bronx, NY

Project Manager, January 2013 – January 2020

- Managed multimillion-dollar projects, including equipment procurement, LIS (Laboratory Information System) integrations, and compliance initiatives, ensuring alignment with CAP, CLIA, and NYS DOH regulations across six hospital campuses.

- Oversaw the continuous review, enhancement, and compliance of all Standard Operating Procedures (SOPs) related to laboratory inspection readiness, ensuring seamless adherence to regulatory requirements; served as the primary liaison in responding to Department of Health (DOH) and Joint Commission inquiries post-inspection.
- Led the end-to-end procurement and implementation of a \$40M laboratory equipment upgrade across the health system, managing cross-functional collaboration between construction, IT, finance, and vendor teams to ensure seamless integration, regulatory compliance, and operational efficiency.

United Nations Office of Project Services (UNOPS), New York, NY

Legal Counsel, May 2012 – December 2012

- Drafted and reviewed agreements, including service contracts, MOUs, and funding agreements, mitigating legal and financial risks in global development projects.
- Advised on international public procurement, contract negotiation, and compliance, ensuring alignment with UN regulations, host country laws, and donor requirements.
- Managed disputes, internal investigations, and administrative proceedings, coordinating with UN agencies and external counsel.

Education & Admissions

Seton Hall Law School, Newark, NJ

Juris Doctor, 2012

Franklin & Marshall College, Lancaster, PA

Bachelor of Arts, 2009

New York State Bar, 2013 (Active Member in Good Standing)