

Fay L. Szakal
PARTNER

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My broad professional background has given me a forward-thinking perspective to impart to each of my corporate clients. I recognize the issues that may arise over time, know the players who may raise them, and identify the intricate details that must be negotiated to prevent undue challenges. Because of my experience, I am positioned to educate and assist my clients to avoid future complications.

Fay focuses her practice in corporate, real estate, and healthcare transactions. Her work encompasses the drafting and negotiation of corporate agreements and contracts, including those related to mergers and acquisitions of business entities, corporate and company formation, real estate and redevelopment matters, healthcare and private equity deals, financing matters, and other commercial transactions. She also drafts and negotiates employment and consultant agreements, including within the context of acquired businesses for which the seller plays a continuing role as a consultant or employee, as well as restrictive covenants, such as non-competes and non-solicitation agreements. She has experience closing multi-million dollar development project deals involving a broad range of interested parties and complicated transactional issues related to the organization and operation of newly formed companies.

Fay provides legal guidance related to the Corporate Transparency Act (CTA), a federal anti-money laundering statute aimed at small and mid-sized business and requiring the participation and compliance of millions of U.S.-based entities. She has lectured on the statute's requirements to

Departments

Corporate
Employment Law
Healthcare
Real Estate

Practice Groups

Energy & Renewable
Resources
Financial Incentives &
Economic Development

Education

Rutgers School of Law-
Newark, J.D., 2014
The University of Chicago,
B.A. *cum laude*, 2005

Bar Admissions

New Jersey, 2014
New York, 2015
U.S. District Court, District of
New Jersey, 2015
U.S. District Court, Southern
District of New York, 2015
U.S. District Court, Eastern
District of New York, 2015

Clerkships

Former law clerk to The

Fay L. Szakal (Cont.)

New Jersey state and county bar associations and supports the firm's clients regarding their compliance obligations, if any, under the CTA.

Prior to joining the firm, Fay worked for a boutique New Jersey law firm where she split her practice between corporate transactional work and litigation. As a litigator, she provided representation in all aspects of litigation, including pre-litigation counseling, settlement negotiation, motion practice and appellate and Supreme Court advocacy, including successfully petitioning for certification to the New Jersey Supreme Court and overturning an adverse opinion. In addition, she represented a variety of public entity clients as special counsel, litigation counsel, substitute township attorney, and redevelopment counsel.

Results may vary depending on your particular facts and legal circumstances.

HONORS & AWARDS

- Listed in *Super Lawyers - New Jersey Rising Stars* (a Thomson Reuters business) in the Business/Corporate practice area (2021 - 2024)

Please visit our Award Methodology page for a description of the standard or methodology on which these accolades are based. Attorney Advertising: No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

REPRESENTATIVE MATTERS

Results may vary depending on your particular facts and legal circumstances.

- Published Case: *Stewart et al. v. New Jersey Turnpike Authority et al.*, 249 N.J. 642 (2022)

UNIQUELY NJ

- New Jersey State Bar Association; LGBTQ Rights Section; Business Law Section
- Middlesex County Bar Association
- Monmouth Bar Association

Honorable Carmen Messano,
New Jersey Superior Court,
Appellate Division (2014-2015)

MORE ACTIVITIES & EXPERIENCE

- American Health Law Association
- Fay is a member of the firm's Diversity, Equity & Inclusion Leadership Team
- While attending law school, Fay served on the Rutgers Moot Court Board, was the Commentaries Editor for the *Rutgers Law Review*, was a Dean's Merit Scholar, and was a teaching associate for the Legal Research & Writing program
- Prior to beginning law school, Fay was an 8th grade language arts/English literature teacher for four years. She attended law school as an evening student and continued to teach up until her graduation in 2014
- Currently, Fay is a registered volunteer for the Girl Scouts of the Jersey Shore and serves on the Board of Trustees for Monmouth Reform Temple in Tinton Falls

PRESENTATIONS & SPEAKING ENGAGEMENTS

Panelist, Grow with Change: Building Community Connections

Sponsor: *Woodbridge Metro Chamber of Commerce*, January 22, 2026

Panelist, Small Print, Big Impact: Using Smart Boilerplate Provisions in Effective Commercial & Consumer Contracts

Sponsor: *Association of Corporate Counsel New Jersey*, September 11, 2025

Panelist, "Free Money": Making the Most of Government Incentive Programs

Sponsor: *Atlantic Builders Convention*, March 26, 2025

Presenter, Corporate Transparency Act Reporting: You Can Do It – We Can Help!

Sponsor: *Greenbaum, Rowe, Smith & Davis LLP*, October 8, 2024

Presenter, The Corporate Transparency Act: What Lawyers Need to Know

Sponsor: *Middlesex County Bar Association*, May 22, 2024

Presenter, Department of Treasury Corporate Transparency Act Compliance

Sponsor: *New Jersey Institute for Continuing Legal Education*, December 8, 2023

PUBLICATIONS & ALERTS

Author, Corporate Transparency Act Update: Department of Treasury Issues Interim Final Rule

Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 24, 2025

Author, The Corporate Transparency Act: Where It Stands and What May Come Next

Garden State FOCUS, Spring 2025

Author, Corporate Transparency Act Update: CTA MAY NOT APPLY to Domestic Entities After New Rule
Greenbaum, Rowe, Smith & Davis LLP Client Alert, March 3, 2025

Author, Latest Update on Corporate Transparency Act Compliance: FinCEN Suspends Penalties for Failure to Report by Current Deadlines
Greenbaum, Rowe, Smith & Davis LLP Client Alert, February 28, 2025

Author, Another Urgent Update: Corporate Transparency Act is Again Enforceable with New Deadline for Reporting
Greenbaum, Rowe, Smith & Davis LLP Client Alert, February 19, 2025

Author, Another Urgent Update on the Corporate Transparency Act: Nationwide Injunction Back in Effect – All CTA Reporting Stayed
Greenbaum, Rowe, Smith & Davis LLP Client Alert, December 27, 2024

Author, Urgent Update on Corporate Transparency Act: NATIONWIDE INJUNCTION STAYED, REPORTING REQUIRED AS SOON AS JANUARY 13, 2025
Greenbaum, Rowe, Smith & Davis LLP Client Alert, December 24, 2024

Latest Developments Related to Corporate Transparency Act: Imminent Potential for Stay of Nationwide Injunction
Greenbaum, Rowe, Smith & Davis LLP Client Alert, December 17, 2024

Author, Update on Corporate Transparency Act: FinCEN Responds to CTA Nationwide Injunction; Provides Insight
Greenbaum, Rowe, Smith & Davis LLP Client Alert, December 9, 2024

Author, Breaking News: Federal Court Judge in Texas Blocks Enforcement of the Corporate Transparency Act Nationwide
Greenbaum, Rowe, Smith & Davis LLP Client Alert, December 4, 2024

Author, FinCEN Releases Useful Guidance on Corporate Transparency Act Requirements for Small Businesses
Greenbaum, Rowe, Smith & Davis LLP Client Alert, September 21, 2023

Author, Following Passage of First U.S. Law of its Kind, California Medical Professionals Now Face Loss of License for COVID-19 Speech
Greenbaum, Rowe, Smith & Davis LLP Healthcare Perspectives Blog, October 7, 2022

Author, FinCEN Issues Final Rule Implementing Beneficial Owner Reporting Under Corporate Transparency Act
Greenbaum, Rowe, Smith & Davis LLP Client Alert, October 4, 2022

NEWS

Thirty-Four Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2024 Edition of New Jersey Super Lawyers
March 26, 2024

Greenbaum, Rowe, Smith & Davis Promotes Six Attorneys to Partnership and Two Associates to Counsel
January 8, 2024

Fay L. Szakal Joins Greenbaum, Rowe, Smith & Davis as Associate
June 23, 2022