

**Joe Roy**

Senior Director & Senior Managing Counsel  
Transactional Attorney

## INTRODUCTION

Successful transactions keep business running. **Joe Roy**, Senior Director & Senior Managing Counsel, knows this well in his role as a Transactional Attorney, helping our business lines execute their strategies and manage their investments.

As part of our Pride Month celebration, Joe shared how being his authentic self fostered positive relationships with both peers and non-LGBTQ+ colleagues, the importance of stepping out of your comfort zone, and what led him to a career in transactional law besides a love of John Grisham novels.

### **Your career has focused on the legal profession. Was there a specific moment that drew you to studying law?**

Growing up, I liked the idea of becoming a lawyer, but I assumed all lawyers spent their days arguing in court, which I knew wasn't for me. I'm embarrassed to admit it, but I first heard about corporate transactional law from reading John Grisham's books. Wild plot lines aside, I was intrigued by the

idea of providing legal counsel and guidance in a collaborative way to achieve a desired business outcome. I studied business and finance in college, which solidified my interest in business law even more. In law school, I interned at two large law firms in New York City that specialized in corporate transactional law, and I was hooked.

### **The Legal Department oversees many important tasks for a financial organization. How do you partner with the business lines to achieve mutual objectives?**

The ORIX USA Legal team strives to be a partner to the business lines to help them successfully execute ORIX USA's business strategy. Of course, we identify and mitigate legal risks to protect ORIX USA from taking unacceptable risk, but we do so in a commercial and solutions-based manner. That's true for transactional lawyers like me who work with our business lines on a daily basis, but also the other members of the team who the business lines may not interact with.



Joe and his husband, Jack, skiing in Switzerland.

## **Explain your responsibilities and the projects you work on as a Transactional Attorney.**

As a Transactional Attorney, I assist our business lines in negotiating, documenting, executing, and managing their transactions. This includes investment transactions funded by ORIX USA's balance sheet and/or third-party capital and also our own strategic transactions. I focus on transactions where we are acquiring an ownership interest, but I also work closely with my colleagues who support our Private Credit and Real Estate businesses.

Our role is to assist business lines with negotiating key terms of investments and anticipating any legal hurdles. Once key terms are negotiated, we help translate the agreements into legally-enforceable contracts. We also help them manage their investments after closing to ensure full compliance with the contracts. In addition, we manage outside counsel to ensure efficient and quality work product.

### **How has being out at work been a positive influence on your career?**

First, I don't take it lightly that I have been able to be out as a gay man at work – until recently, it was legal in many places in the U.S. to fire an employee for being LGBTQ+. Financial services companies in particular though were ahead of the curve in providing protections in their employment policies and procedures. I'm fortunate to have worked in places that provided employment protections which gave me comfort that my career wouldn't be at risk by being out.

Being out has had an extremely positive influence on my career. It has helped me connect with peers and build relationships with mentors based on shared experiences. But perhaps most importantly, it has allowed me to connect with my non-LGBTQ+ colleagues by presenting my authentic self to them at work. It's difficult to make authentic connections when hiding important aspects of yourself, especially ones as fundamental as family.

I also take pride in working for a company like ORIX USA that recognizes the value that diversity brings and encourages and celebrates that through its DEI initiatives.



**Joe and Jack with their dog, Poby, on Fire Island.**

### **What career or personal growth advice would you give to others?**

Actively step outside of your comfort zone. It's easy to get into a repetitive and comfortable rhythm at work. But if you enjoy a challenge, want to experience other aspects of the job or grow your career, going outside your comfort zone is invaluable. Your colleagues and managers don't necessarily know what you're interested in, what skills you want to improve, or what you want to learn, so you have to make it clear what you'd like to do or that you'd be open to different experiences. Taking stretch assignments, working with others outside of your immediate team, and visiting other offices can have a profound impact on your skill set, thought process, and future.

Also, ask lots of questions. In my role, I see that point of view matters – people approach issues differently based on their point of view, experience, background, role, etc. Asking questions to really understand a person's "why" or "how" always results in a better outcome.

### **We hear you're an avid skier. What drew you to the sport?**

I love to ski! I'm definitely not the best at it, but it's a great way to clear my head and be present. You have to focus on the immediate task at hand (not crashing!) in order to make your way down a run. I dragged my husband into the sport, and it has been a great way to spend active time together and with friends. We also love spending time with our dog, Poby. He has even gone on a few ski trips with us, although he much prefers the beach!