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FOCUS

Q2 2019



Quotables from Middle Tennessee

by *Gulam Zade, CEO, LOGICFORCE,
VP of Middle TN, ACC TN Chapter*

When I was first asked to write a newsletter message this quarter I tried to think of ways to get out of doing it! But it is hard to say no to Steve and you do not say no to Melanie! So here we are. I started thinking about topics and kept coming back to the benefits of ACC, and how it has helped me progress in my career. I have found ACC invaluable from the moment that Sherie Edwards introduced me to it in my first month as an in-house counsel. Whether it is the online e-groups that I have used in the past to answer tough issues that came up in my day to day world, the monthly meetings that I have attended to gain a better understanding of areas of law that I do not have a good grasp on, or the annual meetings that I have attended (which are a blast by the way if you have never been!) where I have enjoyed spending time with my peers, the resources provided by the organization have made me a much better in-house counsel - and have helped me keep my sanity at times!

So, I decided to reach out to some of my in-house counsel friends and ask them "Why have you found your membership/involvement in ACC valuable?" to see what other people have enjoyed about their participation in this organization. I got back a number of responses, but I have pulled four for this article. You will find below a wide variety of reasons why members of ACC value this organization!

Also, I told everyone I would attribute the quotes but instead I'm going to list everyone I asked that responded and see if you can guess who said what!

Participants:

Steve Cavezza, ACC TN President and Senior Legal Counsel, Mars, Incorporated
Stephanie Chambers, Corporate Counsel, YMCA of Middle Tennessee
Sherie Edwards, Vice President, Corporate & Legal, State Volunteer Mutual Insurance Company
Scott Ellis, Senior Director, Contract Compliance, CoreCivic
Chris Javillonar, General Counsel, Permobil
Peter Malanchuk, Senior Counsel, Labor and Employment, Bridgestone Americas, Inc.
Mark Plotkin, Senior Technology Counsel, HCA

Quotes:

"After stepping away from the practice of law for nearly eight years, ACC provided me the education and resources I needed to make a seamless transition to an in-house counsel role. Being active in the ACC Tennessee Chapter gives me the opportunity to learn from other in-house attorneys and to "give back" to the organization (and the people) that helped me."

"I've found my membership in ACC's Tennessee Chapter valuable because I have met many fellow in-house lawyers locally that I otherwise never would have, and I have been fortunate enough to build close friendships with many of them. That alone is worth far more than the price of my membership."

“I enjoy programming and CLEs that are specially tailored toward in-house counsel and the issues we face. You don’t know what you don’t know. ACC is a great way to stay on top of issues we should be thinking about as in-house counsel. As General Counsel, I found the CLO track at the national conference to be extremely valuable. It was great to hear how others in similar shoes view issues that affect their company. It’s also a great way to develop a support group.”

“My membership in ACC has been valuable for several reasons. On the national level, I’ve had the opportunity to speak and write to a wide audience on attorney wellness and cultivate friendships with attorneys from around the world. On the Chapter level, the networking is priceless, plus the monthly CLE opportunities are always timely.”

Did you know who said what? See page 11 for the answers!

Save These Dates

Monday, October 28th

5 pm—7 pm

Phoenix, Arizona

ACC TN Meetup at the ACC Annual Meeting

Join us for a drink or two!

More details to come.

**If you haven’t registered for the
ACC Annual Meeting it’ not too late!**

[Register Here](#)

Friday afternoon, December 13th

Belmont University College of Law

Mini MBA in a Half Day

General and Dual CLE Credits

Followed by a Sponsor and Member

Appreciation Cocktail Dinner and

Awards Ceremony

Chapter Leadership

Stephen Cavezza, President
North American Petcare at Mars
Senior Legal Counsel

Scott Ellis, President Elect
CoreCivic, Inc.
Senior Director, Contract Compliance

Gulam Zade, Vice President, Middle TN
LOGICFORCE
CEO

Meredith Wooten, Vice President, West TN
Vero Business Capital
General Counsel

Allison Cotton, Secretary
Employment Counsel
Community Health Systems

Scott Lynn, Treasurer
Ryman Hospitality Properties, Inc.
Associate General Counsel

Justin Martin, Immediate Past President
Electric Power Research Institute
Associate General Counsel

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Brad Hendrix
CBL & Associates Properties, Inc.
Associate Counsel—Management

Robbie Pope
Regal Entertainment Group
Real Estate Counsel

Tammye Taylor
Eastman Chemical
Senior Counsel, Intellectual Property

Middle Tennessee

April Berman
Asurion
Senior Vice President and
Deputy General Counsel

Hunter Kitchens
Premier Parking
Vice President & General Counsel

Peter Malanchuk
Bridgestone Americas, Inc.
Sr. Counsel Labor & Employment

West Tennessee

David Billions
Fed Express
Managing Director—Litigation

David Chambers
Smith & Nephew
Senior Intellectual Property Counsel

Micki Murray
Medtronic
IP Counsel

Executive Director

Melanie Gober Grand

Chapter Administrator

Emily Johannsen

Recent Developments in the Area of Joint Employment

By: J. Gregory Grisham, Fisher Phillips

Introduction

Joint employer issues are frequently litigated in a broad range of labor and employment matters, including wage and hour, traditional labor and employment discrimination cases, among others. Such issues may arise out of franchisor-franchisee, temporary staffing, and intra-corporate or joint venture relationships where one party has actual or potential control over the employees or the employment policies of the other. Recent proposed rulemaking by the U.S. Department of Labor (“DOL”) and the National Labor Relations Board (“NLRB”) reflect a positive development for employers on the joint employment liability front in the wage and hour and traditional labor law context, respectively.

DOL

On April 1, 2019, the DOL issued a proposed rule to revise the liability standard for joint employment for wage and hour matters which had not been significantly changed since 1958. The public comment period for the proposed joint employer rule runs to June 25. Under the existing rule, the potential scope of joint employer liability is broad. One prong of the rule finds joint employer liability in situations where the putative joint employers “are not completely disassociated with respect to the employment of a particular employee” by virtue of one employer being “under the common control with the other employer.” Specifically, 29 C.F.R. §791.2(b) states:

(b) Where the employee performs work which simultaneously benefits two or more employers, or works for two or more employers at different times during the workweek, a joint employment relationship generally will be considered to exist in situations such as:

- (1) Where there is an arrangement between the employers to share the employee's services, as, for example, to interchange employees; or
- (2) Where one employer is acting directly or indirectly in the interest of the other employer (or employers) in relation to the employee; or
- (3) Where the employers are not completely disassociated with respect to the employment of a particular employee and may be deemed to share control of the employee, directly or indirectly, by reason of the fact that one employer controls, is controlled by, or is under common control with the other employer.

The proposed rule revises the third prong of the rule replacing the language of “not completely disassociated” with a four-factor test, examining whether the potential joint employer:

- Hires or fires the employee;
- Supervises and controls the employee’s work schedule or conditions of employment;
- Determines the employee’s rate and method of payment; and
- Maintains the employee’s employment records.

The proposed rule further states that additional factors may be considered but only to the extent that they show the potential joint employer is “exercising significant control over the terms and conditions of the employee’s work; or otherwise acting directly or indirectly in the interest of the employer in relation to the employee.” The proposed rule also clarifies that neither an employee’s “economic dependence” on the potential joint employer nor its “ability, power or reserved contractual right to act in relation to the employee” is relevant in determining joint employer liability. Moreover, the proposed rules clarifies that the type of business model or the presence of certain business practices such as “providing a sample employee handbook to a franchisee” are not indicative of joint employer status.

Should the DOL’s proposed joint employment rule emerge out of the comment period in its present form the rule should result in fewer findings of joint employer status.

NLRB

On September 14, 2018 the NLRB issued its proposed rule on “The Standard for Determining Joint-Employer Status.” The impetus for the Board’s proposed rule was its 2015 decision in *Browning-Ferris Industries of California, Inc., d/b/a BFI Newby Island Recyclery*, 362 NLRB No. 186 (2015) (*Browning-Ferris*), which “overruled longstanding precedent and substantially relaxed the evidentiary requirements for finding a joint-employer relationship.”

An employer, as defined by Section 2(2) of the National Labor Relations Act (the Act), may be considered a joint employer of a separate employer's employees only if the two employers share or codetermine the employees' essential terms and conditions of employment, such as hiring, firing, discipline, supervision, and direction. A putative joint employer must possess and actually exercise substantial direct and immediate control over the employees' essential terms and conditions of employment in a manner that is not limited and routine.


The proposed rule also provided twelve examples of contracts and resulting arrangements that reflect both non-joint employer status and joint employer status situations. The NLRB is expected to publish the final version of the Joint Employer Rule later this year.

Conclusion

While joint employer issues will continue to be litigated, the proposed rules issued by DOL and the NLRB should provide employers with some relief and may well impact judicial determinations on joint employment in other areas of labor and employment law.



Greg Grisham is an attorney in the Memphis office of Fisher Phillips. His practice includes all areas of labor and employment law, lawsuits with a focus on preventative practices and the representation of business entities subject to Title III of the Americans with Disabilities Act in public accommodation cases. Greg recently spoke at the May 7th meeting of the Knoxville region of ACC TN.

Fisher Phillips is a 2019 Three-Star Partner. 

Are you ready to earn the In-house Counsel Certified (ICC) Designation?

If you are an in-house lawyer seeking to become proficient in the essential skills identified as critical to an in-house legal career, the In-house Counsel Certified (ICC) designation is precisely what you need. To be eligible for the designation, you'll need to participate in the [ACC In-house Counsel Certification Program](#), which includes live instruction, hands-on experience, and a final assessment. Those who successfully complete the program will earn the ICC credential.

Attend this upcoming program: Berkeley Heights, New Jersey

November 4-7, 2019

[Register Now](#)

Hold the Purse Strings on Litigation Budgets

By Steve Barham, Cathy Dorvil, and John Jackson

Chambliss, Bahner & Stophel, P.C.

On the Money

Litigation is sometimes an expense area where budgets balloon, and you'd like to trim the fat. As corporate counsel, you know priorities for legal spending can change, making it important to be out front in finding ways to reduce costs. On the other side of the coin, without being proactive about limiting legal spending, you can end up with a hefty tab as you work with outside counsel. Even with limited financial resources, there are key goals you can set in litigation budgeting to attain your desired results. We'll walk through some of those practical tips to manage your costs – applicable in any industry.

Practical Tips Worth Their Weight in Gold

Don't Let Discovery Be a Drain

As you know, discovery is an area that can drain your litigation budget. Having an efficient litigation strategy that involves planning the groundwork for drafting and responding to written discovery requests and deposition testimony and not duplicating work will help stretch your budget dollars during discovery.

"Think hard about essential discovery that your company needs. You can't control discovery requests your side gets served with, but you can control what you want from the other side like the number of depositions," said Cathy Dorvil.

A Proactive Policy

Once you outline your parameters for discovery, consider how to be most efficient with gathering data. For example, if six people are on an email thread, produce the most recent email with all of the information in one place. In general, having a company email and document policy that's in mint condition can reduce litigation costs. Also, be mindful of issues you can run into when employees are crossing over with personal email accounts.

"The more streamlined a business is in document retention and following the policies, the more they make it clear to keep business and personal separate," said Steve Barham. "Have a good handle on your emails – keep personal email accounts separate, and don't send work emails from personal email accounts. Gathering business emails from personal accounts can make discovery a lot more personally intrusive with obstacles in getting permission to search accounts."

Innovate

Explore the capabilities of your internal IT team. They might be able to assist you in some technical groundwork, reducing outside expense on technical and online investigations.

"Most companies will have IT support that can be counted on to help uncover some of the basic facts," said John Jackson. "Clients' in-house IT personnel can do some of the investigation so it's not charged by the law firm, especially if it's a sophisticated IT department."

Embrace Technology

Technologies like teleconference and video conference go a long way in reducing travel expenses where appropriate. Some law firms also provide services like alternative legal service providers for document review and other costly areas.

"Implement predictive coding for document review, especially in big cases involving large quantities of documents, use contract attorneys, and make good use of outside discovery vendors," explained Dorvil.

A Penny for Your Thoughts

It's essential to not only harness the effectiveness of physical assets like technology but also the power of your people. Using outside counsel teams strategically will aid in reducing costs. For example, use associate attorneys and paralegals where appropriate. Involve partners in your most strategic discussions and legal matters.

"Be up front with outside counsel about how many attorneys should attend a deposition. For example, having more than one attorney attend a deposition or routine hearing may require advance approval by corporate counsel," stated Jackson. "Also, encourage outside counsel to push work down to lower billers like associates and paralegals where appropriate."

From a cost perspective, discussions about the division of work should happen early and consistently for effective use of lower rates in litigation matters.

"General counsel should always have a conversation with the lead attorney on the case and make sure various tasks are being done at the most cost-effective level," added Barham.

"It's important to inform outside counsel of any special billing policies," said Jackson. "You never want to have to tell your law firm, 'you're not submitting your bills correctly' or 'you're billing for things we don't pay for.' Talk to your law firm about how they describe the activity on billing statements to ensure everyone is on the same page."

Don't Turn Up Like a Bad Penny

This includes having a good understanding of the litigation goals. Any shift in litigation goals can affect strategy and costs, so it's important for in-house counsel to proactively confer with outside counsel so that everyone understands the new goals and how they are to be achieved. As Jackson reminds, "nobody likes to be surprised."

"A good relationship with outside counsel is critical so all are on board with the strategy to understand what's happening and why," Dorvil outlined. "You must have an open line of communication when dealing with litigation."

Effective communication and your strategy go hand-in-hand, so always be clear on short and long-term implications of your desired outcomes in litigation.

An Ounce of Prevention Is Worth a Pound of Cure

It's essential to be thoughtful about short and long-term litigation implications and factors that can drive up costs over the years.

Barham says you should question the potential for repeat litigation, asking, "Are you creating a long-term problem by being perceived as an easy target in pursuit of the short-term goal of cutting down litigation costs?"

Consider the value of proactive risk management procedures. For example, if a company learns a painful lesson in litigation that could have been avoided by following proper procedures or using attorney-vetted documents, that company should immediately adopt proper procedures and use vetted documents to avoid the same result recurring somewhere down the line. Sharing the painful lesson and its subsequent fix with the company's other subsidiaries, divisions, or affiliates also helps reduce that risk. One method to accomplish this is to have outside counsel perform a periodic review of the company's form documents and procedures to ensure each is on the same page.

"Outside counsel can show what the sister subsidiary could've done to avoid costly litigation, such as making sure sales and warranty documents are up to date, proactively protecting IP assets, and using appropriate warnings on machines and in manuals. Your outside law firm can stress to sister subsidiaries the legal costs the company had to pay for one subsidiary to learn the lesson. You learn from litigation experiences from one subsidiary and instruct others to avoid that kind of litigation," explained Jackson.

7 Tips for Managing Your Litigation Budget

1. Set up efficient internal systems and organizations to reduce document review and gathering costs during discovery
2. Be prepared for the unpredictable, establish good relationships with your law firms, and create open lines of communication with your partners and their teams
3. Be proactive and effective in your communication at the beginning and often throughout the life of a dispute to manage the division of work and clearly understand expectations
4. Use innovative technologies to reduce costs – ask more of your law firm regarding their service offerings
5. Implement technologies like videoconferencing to reduce meeting costs
6. Take advantage of your internal IT team

Weigh short-term and long-term benefits

Give Them a Run for Their Money

Now, it's your turn to implement these tips with your outside counsel.



Steve Barham chairs the Litigation Section, focusing his practice on complex business litigation, including disputes between billing companies and physician groups, consumer financial services disputes, and creditors' rights claims in both the commercial and consumer settings. He also handles bankruptcy matters.



Cathy Dorvil is a shareholder in the Litigation and Health Care Sections with a background in occupational therapy and health program management. She works with medical billing companies, physicians, and medical professionals on a variety of health care, business, and complex litigation matters.



John Jackson, shareholder in the Litigation and Intellectual Property Sections, represents and counsels business owners and innovators in complex commercial litigation disputes including patent, trademark, trade secret, and copyright infringement matters, supply chain issues, and products liability matters. He is also a Tennessee Supreme Court Rule 31 Listed General Civil Mediator.

Chambliss, Bahner & Stophel, P.C. is a 2019 Three-Star Partner.



7 Tips for Women New to In-house Law

By Elizabeth A. Colombo

Reprinted with permission from the March 8, 2019 issue of ACCDocket.com

In honor of International Women's Day on March 8, my first article as ACCDocket.com's Career Columnist will focus on advice for women new to corporate law. Of course, much of this advice will apply to in-house counsel of all genders. However, research shows that female in-house counsel are more likely to [earn less](#), take [temporary leave](#) from work, and face difficulties [returning to work](#) after said leave than their male counterparts. With these obstacles in mind, here are the lessons I've learned that can help fellow female in-house counsel as they start their careers in this industry.

1. Find a mentor

First things first, find a mentor — someone who will guide and train you in your current role and champion your career journey along the way.

This can be a fellow attorney who's more experienced in corporate law or a business colleague who can teach you more about your company's inner workings. Ideally, you'll have more than one person to champion your career, and you can learn something different from each of them.

If you already have a mentor, you're one step ahead! Cultivate that relationship or those relationships and always be on the lookout for more helpful peers.

Of course, when you're established in your career, remember to pay it forward and mentor others. It feels good to help people as you have been helped. Often, these relationships can become reciprocal as well.

I have mentors who tell me that they consider me their mentor, much to my surprise the first time it happened. Those are particularly fun and rare relationships.

2. Network

If you don't have mentors yet, network. The concept of networking means something different to everyone, but it should be based, at its heart, on connecting with other human beings.

If you [connect with people](#) over a strong work ethic, compassion, or similar interests, eventually, you'll build a powerful and meaningful network. These should be people (both attorneys and non-attorneys) who support you and your career.

But what if you don't find networking easy? Join or volunteer on one of your company's committees or service groups. For example, I'm on my company's Corporate Citizenship Committee, which is committed to working in harmony with our community because being a good corporate citizen is essential to the growth and success of our company. A group of employees from various departments meet and consider our impact and the value we can bring to society in every aspect of our business. Participating in groups within the company helps you meet other people, get to know them, and contribute to your organization.

3. Be a leader

As in-house counsel, your title often makes others see you as a leader, even on day one. This feels like a burden at times, but it's really an opportunity for you and the company to grow.

In your role, you can find many ways to be a leader like by volunteering to take on a project or task. I did this when appearing before a town's Planning Board on behalf of my company. It turned into several appearances for various projects to gain approval for physical improvements to my organization's headquarters. I learned a great deal, worked with many internal clients I would not usually work with, and I helped ease the workload of my colleagues by volunteering to help.

It's also important to jump in and help when others' workloads are too demanding. For example, our legal administrator helps me with contract reviews, but she supports many attorneys, so her workload is high.

When she's exceptionally busy with work for one of our other attorneys, I jump in on the contract reviews she usually handles for me. This sends a message to her that we are a team — because we are. By assisting colleagues, you show true leadership and encourage everyone to pitch in by following your example.

Another great way to be a good leader is to build others up by giving credit where credit is due. If someone you're working with does a good job, tell her, her boss, or the team working on the matter. If someone you're working with mentions an important bit of language in a contract that they helped write, acknowledge that. Thank someone in a "reply all" so that others might take your lead in expressing appreciation.

As REES Capital Managing Partner Amy Rees Anderson said, "A person who feels appreciated will always do more than what is expected." So, not only will you make someone feel pride in a job well done, but you may encourage continued great work. You might also inspire others to show appreciation and give credit when due to their team.

4. Learn the business

One of the most important pieces of advice I have for those new to in-house roles is to learn the business as best as you can. This is advice I continue to follow myself because I work for an organization with a lot of facets, so the learning process is constant. In many organizations, perhaps all, learning the business will likely be a continual process.

It is important because your internal clients rely on you to protect the company against risk while helping to drive the business. To properly or best advise them, you must understand their concerns and how your advice will affect the business.

5. Never let them see you sweat

It is easy to feel intimidated or overwhelmed when you're new to in-house law — or even when you've been doing this for a while.

You have a direct boss, executives who feel like bosses, internal clients, and probably customers. Factoring in your workload and the personalities involved, there will be times when you're nervous, stressed, or some combination of them.

Perhaps you're meeting with an intimidating executive for the first time, your workload is too much, or you're dealing with a challenging matter or negotiation. Whatever's happening, take a breath and gather yourself privately.

Then, stand tall, [speak confidently](#), be firm when appropriate, and don't be afraid. You are in your position for a reason, so show up prepared and do your job. In my practice, I've found that being prepared and honest serves me extremely well.

I work with many men who respect my work, and I have many male mentors and champions, so please do not mistake my next sentence as a negative statement about men. However, as a woman, I never want to give anyone (man or woman) cause to criticize my work or my preparedness.

As lawyers, we are in a historically male role, and as lawyers in corporations, we are in a historically male work environment. Thus, there may be underlying, sometimes even subconscious thoughts that women are not as adequate as men in a corporate law role. I never want to give anyone an opportunity to prove that preconceived notion, so I try to "never let them see me sweat." I just do my job well.

There are a couple of caveats to this advice, including:

1. Don't be fake. People gravitate toward real human beings, so you should be yourself, but also show up prepared and work hard without any sign of being overwhelmed. I use this strategy, and both male and female colleagues respond positively to me and my work. This approach also makes gender discrimination very clear because if you're working hard and doing everything that you're supposed to in your role, discrimination based on gender stands out and is easier to prove. Hopefully, you'll never have to worry about that!
2. Do not hide any real concerns you're having. If your workload truly is too much to competently serve your internal clients, talk to your boss. If you're struggling with serious anxiety because of your role, seek professional help. You should never feel embarrassed or ashamed if you're struggling mentally. My advice is meant for the sometimes hectic daily routine, not for mental health struggles, which should be addressed immediately. Lawyers are at high risk for [mental health issues](#), so please do not hesitate to get help if you need it.

6. De-stress

I've struggled with this one for some time. I like my job, so I work a lot. But I've learned that I can work hard and often, but still take time for myself. When I haven't done this in the past, I lost some of the passion for my work. I still did my job competently, but I didn't enjoy it as much as I did when I first started my job. When I took time for myself, I found the passion and love for my work again.

For example, I live in a tropical area, so I visit different islands on weekends to clear my head. Taking a break from my work has helped me be even more productive when I return to the office. Even if you don't live near a sunny island, explore your surroundings and try new things, whether it's the newly opened nitro-brewed coffee shop or that spin class you've been meaning to try.

So, enjoy your happy places and stress-free activities in your time off the clock. It will help your performance, not hurt it, I promise.

7. Take time for loved ones

According to the [2014 ACC Global Work-Life Balance Report](#), female attorneys, in particular, struggle with balancing work responsibilities with caregiving responsibilities for parents and children. In fact, 25 percent of female respondents said that they had to take temporary leave or quit a job as an in-house counsel to provide full-time care for a dependent.

Be prepared for these hurdles and, if you need help, get help. Look into caregiving support your company may offer or talk to your boss about taking time from work or having a flex schedule to meet your familial obligations.

If you're simply looking to have more meaningful time with your family without work interruptions, aim to finish more projects during your workday. The best, yet sometimes trickiest, way is to reduce distractions.

To be more productive at the office, install an [anti-distraction application](#) on your computer or smart phone, such as [Freedom](#), [RescueTime](#), or even iPhone's Screen Time settings. The more you're focused on work from 9-to-5, the more time you can spend time with your family and friends offline.

In closing, congratulations on your in-house role! I wasn't sure if I would like in-house work when I started doing it years ago, but I love it, and I hope you do too. There will be difficulties, just as there would be in any other field. But, with the right resources and networks, you're off to a solid start.



Elizabeth A. Colombo is a corporate counsel with Konica Minolta Business Solutions U.S.A., Inc. Her responsibilities include working cross-functionally with the relevant business teams and stakeholders to draft, review, and negotiate commercial transactions of moderate to high complexity from the bid phase through contract execution.

2019 Benchmarking Reports Now Available: The [2019 suite of reports](#) were produced in partnership with our co-branding sponsor Major, Lindsey & Africa, the largest legal staffing firm in the world. Reports include:

[Download the Free Summary](#)

Legal departments can still participate in the survey through the remainder of 2019. Departments interested in participating should email research@acc.com. Inquiries regarding the benchmarking subject matter and technical web issues should be directed to research@acc.com.



ACC TN Welcomes Emily Johanssen, Chapter Administrator

ACC TN has quickly grown in members, revenue, events and ambitions. Therefore, the board identified a critical need to bolster administrative support to meet its lofty goals. The Chapter Administrator, in conjunction with the Chapter's Executive Director, will support ACC TN, its Officers, Board of Directors, and Committees with administrative tasks related to communications, documentation, calendaring, social media and other Chapter related activities.

Emily recently was a meeting planner at John Deere, and was the Legal Coordinator at Mars Petcare US from August 2014-May 2018 in Franklin, TN.

Prior to joining Mars she was the Administrative Assistant to the CEO of Ten K Solar, was a Recruiter/Office Manager for Thrive Concepts, and worked as a Customer Service Representative at Central State Bank. She received her Bachelor's degree in Human Services and Criminal Justice from Iowa Wesleyan College in 2013.

Emily, along with her husband and young daughter, resides in Davenport, Iowa.



From page 2. Answers to Quotes 1. Scott Ellis; 2. Steve Cavezza; 3. Chris Javollinar; 4. Sherie Edwards

KUDOS

- To Steve Cavezza on his recent promotion to Senior Counsel at Mars, Inc.
- To Gulam Zade on his recent promotion to CEO of LOGICFORCE
- To the following ACC TN members on being named to the Nashville Business Journal’s 2019 Best of the Bar
 - April Berman, Senior Vice President; Deputy General Counsel, Asurion
 - Sherie Edwards, Vice President, Corporate and Legal, State Volunteer Mutual Insurance Company
 - Tracy Kane, Executive Vice President, Organizational Health; General Counsel, Endeavor Business Media
 - Gulam Zade, CEO, Partner, General Counsel, LOGICFORCE
 - Emily Zibart, Senior Counsel, Bridgestone Americas, Inc.

ACC TN Upcoming Events

Memphis	Nashville	Knoxville	Chattanooga
August 12 Sponsored by Legality	August 8 Sponsored by Baker Donelson	August 6 Sponsored by Baker Donelson	August 27 Sponsored by Miller & Martin
September 18 Sponsored by Littler	September 11 Sponsored by Merchant & Gould	September 10 Sponsored by Dickinson & Wright	September 12 Sponsored by Chambliss Bahner & Stophel
October 16 Sponsored by Patterson IP	September 25 Sponsored by Nelson Mullins	October 15 Sponsored by Butler Snow	November TBA Sponsored by Miller & Martin
November 20 Sponsored by Waller	October 10 Sponsored by Fisher Phillips	November 12 Sponsored by Patterson IP	December TBA Sponsored by Husch Blackwell
December 18 Sponsored by Adams & Reese	October Sponsored by Legality	December 10 Sponsored by Littler	
	November 17 Sponsored by Littler		
	December 13 Mini MBA in a Half Day Sponsor & Member Appreciation Cocktail Dinner & Awards		

Dates and topics are subject to change. Please visit our Chapter website for the most up-to-date meeting information.

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