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FOCUS

President's Message

Kathleen Mac Mahon Crannell

Ahhh, October in Central Florida! I'm not sure about you, but I feel invigorated with the advent of fall. The cool air ushers in a sense of renewal and excites me for what is to be an enjoyable holiday season. But, before I get carried away with what stands in front of us, I would like to recap the activities of the last couple of months for those of you who could not join us.

On August 12, Zimmerman, Kiser, & Sutcliffe presented "The Art of Bankruptcy and Creditors' Rights: How to Protect Your Company Before and After a Debtor's Bankruptcy" at the chic alternative venue of Gallery at Avalon Island. Ford & Harrison treated us on September 24 to its 2009 Employment Law Program, wherein their experts discussed the recent critical changes in employment law so as to allow all of us in-house practitioners to remain current. On October 10, in connection with the National Community Service Day, the chapter sponsored an in-service volunteer day at

Freedom Ride. More than a dozen members, friends and families arrived early to give the office trailer a fresh coat of paint! For those of you who don't know, Freedom Ride provides therapeutic horseback riding to children and adults with many types of disabilities. Everyone left hot and tired, but satisfied that we were able to accomplish a needed task that will help this charity continue its outstanding contributions to the disabled community. Special thanks to members Kelly Lodde and Dawn Roda for making the day possible. And, finally, from October 19-21, I had the opportunity to represent our chapter at the ACC Annual Meeting held in Boston. It's hard for me to describe what a fantastic opportunity it was to interact with colleagues, exchange experiences and absorb hours and hours of substantive and timely material. I was told that this year's event drew record numbers of in-house coun-



sel. Next year's event in San Antonio is sure to please, so start making plans to join us.

Now it's time to look forward. Our chapter will be celebrating the end-of-the-year with

a holiday Party on December 3. We will also be voting on the 2010 board. I have expressed my interest in remaining as the chapter's president and I hope that I will receive your support. It's been a dynamic year and I am committed to the development of our organization. Thank you all for giving me this opportunity to serve and I look forward to seeing you at the next event.

Have a very safe and happy holiday!

Kathleen Mac Mahon Crannell
President,
Central Florida Chapter of the
Association of Corporate Counsel

International Legal Consideration for In-house Counsel

Susan Hackett, Senior Vice President and General Counsel, Association of Corporate Counsel
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So much of our time is spent attending to the *urgent* matters on our desks. Many of us complain that we don't have time to deal with the *important* ones: the ones that should be a priority in terms of long-term success, but are often shuffled to the bottom of the pile. Today, I'd like to talk to you about something that I think is long-term "important," and explain why at some point, if left unattended, it may become a daily "urgent" problem plaguing your practice.

In-house counsel have complex jobs as both generalists and specialists for their company client, and this complexity increases as the number of jurisdictions and related "international" considerations that your practice must contemplate increases. Even companies that largely work in only one country are ever-more likely to contend with suppliers, laws, and other influences from beyond their "home" jurisdiction's borders.

So please consider for a few minutes how a number of developments and emerging trends in international legal practice may affect your ability to get your work done as a lawyer operating across country lines.

Trendlines that will affect your practice as an in-house counsel.

In-house counsel in places like the United States, Canada, Australia and New Zealand have long enjoyed the confidence that their ability to practice as in-house lawyers would be fully recognized and respected, both as lawyers at the bar and amongst the client community they serve. Yes, they fought for it, but no one questions it nowadays.

But in many parts of the world, regulators of the local profession still do not recognize in-house counsel as carrying the same professional rights and responsibilities as lawyers in outside practice. In many jurisdictions in Europe and

Asia, for instance, in-house counsel can no longer carry privilege rights for their clients or aren't seen as sufficiently independent to be allowed to exercise the status of outside counsel in courts or elsewhere. In many of these jurisdictions, an in-house counsel becomes a "non-lawyer" the day they receive compensation by paycheck rather than retainer check. [See, e.g., ACC's International Practice Almanac offering overviews of practice rights for in-house lawyers jurisdiction by jurisdiction — <http://www.acc.com/search.cfm?anytext=International%20Practice%20Almanac>.] In addition, almost every major business jurisdiction in the world places some level of limitation on the ability of lawyers not locally admitted to engage in practicing.

Many jurisdictions around the world have been engaging in MJP (or multi-jurisdictional practice) reform efforts to help the states or provinces that separately regulate lawyers, figure out how to allow and when to regulate inter/multi-state or inter/multi-province services within the country's borders without requiring separate admissions in each jurisdiction. While the ability of lawyers practicing within these nations has improved, we still have a ways to go before larger MJP authorization systems catch up with 21st century practice realities. Now these regulators have to figure out solutions that either facilitate or protect both the bar and the public from lawyers practicing in their jurisdictions who are not locally licensed anywhere in the country. It seems that our progress has been limited to figuring out a bit more about how a lawyer licensed in Ontario or California can follow a legal matter they've been retained to handle for a client to Alberta or Georgia (respectively). However, we still haven't really gotten a handle on how a lawyer from the company's office in another country, locally educated and licensed there, can come work at corporate HQ in the company's home country, or how

outside counsel in the many jurisdictions abroad doing work for the company in their home jurisdiction can engage in providing services that are essentially deemed as being provided by a "non-lawyer" since that person is not admitted in the company's home country.

So, here's the important nugget: if you thought that MJP was all but in the bag, it's actually just getting started in the emerging context of multinational practice. The corporate legal community, from both companies and firms, will need to push hard to explain why this is crucial for the bars to do since many are completely disinclined to get involved. They see the issues as a mere administrative inconvenience to the foreign lawyer that can be simply answered by saying "no."

I see an emerging opportunity in many jurisdictions in the next few years as a number of efforts are launched to think more about how to deal with multinational practice issues. Lawyer associations and bar groups around the world are starting to set up commissions, and ACC will be there to help. What is going to drive change more than anything else, according to my small and completely subjective crystal ball, is that these emerging conversations on international licensing authorization will take place at the same time that governments and other stakeholders are also thinking about how to make corporate lawyers better gatekeepers for the client entities they serve. And also how lawyers and the law can become more of a service profession to a larger segment of their society, rather than simply a business venture for the highly educated and well-compensated corporate lawyers of the world.

For instance: The bars in Europe [and elsewhere] are about to begin to consider responses to initiatives such as the Legal Services Act (www.justice.gov.uk/publications/legalservicesbill.htm), which
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arose in the United Kingdom a few years back; the fundamental precepts are now being replicated/gaining traction throughout Europe through the EU's Services Directive, which will take force at the end of 2009 [http://ec.europa.eu/internal_market/services/services-dir/index_en.htm]. When both of these initiatives were announced, quite a number of prominent leaders in the US ethics and professionalism community said: "Interesting, but an isolated event in time, and it will never happen here. Our self-regulated profession operates under time-honored traditions of independence and lawyers know best."

But hear the undertones and think about whether it really is unlikely that this kind of "reform" movement will not seep beyond the four corners of Europe. The Legal Services Act was largely a consumer-driven initiative, responding to the perception and reality that legal services are not affordable or meaning-

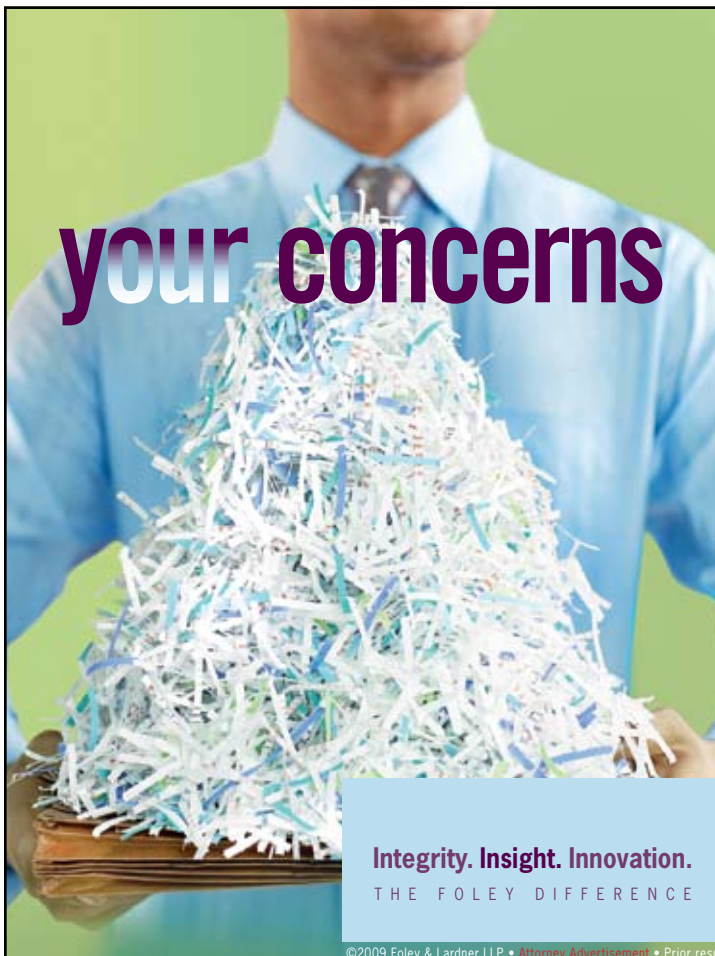
ful to most citizens' basic needs. The Act authorizes the development of new kinds of professional service entities that would include multidisciplinary practices and would liberalize the practice of law to make it more accessible. The EU Services Directive requires EU governments to review their rules governing the liberal professions, to ensure they are necessary and appropriate — that directive may open all kinds of conversations about whom should be allowed the privilege of lawyer in a society and how those persons should be regulated.

So — here's the nugget: why isn't it possible for such an over-arching review in Europe to include a discussion of whether companies can be better served by in-house lawyers who are fully recognized by the bars and carry the privileges that their peers in outside practice have always enjoyed — hold them to the same standards of professionalism, of course, but offer them the same privileges of practice. Since the Akzo-Nobel case (in which ACC

filed an intervention) is also still pending and may be decided soon, there will be the added limelight of a decision that either upends or supports the notion of privilege protection in the in-house practice context as interpreted by the highest courts in the EU interpreting local and EU law.

And, of course, for lawyers beyond the physical borders of the EU, EU rules define anyone not admitted in a EU jurisdiction as a non-lawyer for purposes of legal services provided in the EU jurisdiction. That means all of you out there who don't sit in Europe with a local admission, but have client interests in the EU. And this also applies to your local counsel whom you'd like to deploy in the EU negotiation or who has delivered the memo to your colleague sitting in Brussels, which is now discoverable, because privilege only applies to materials generated by lawyers (not non-lawyers).

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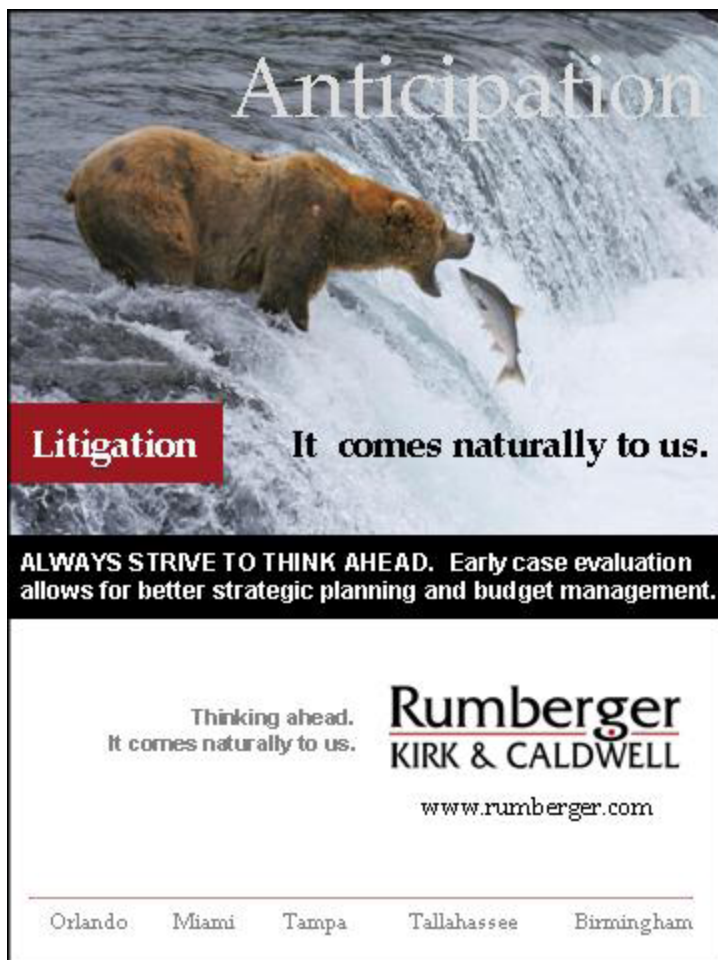
At the same time, there are new initiatives in Australia and elsewhere that allow for law firms to seek out capital through public financing — essentially authorizing firms to become publicly traded companies, and thus be regulated as such. Thus, decisions about legal service modeling and provision in a publicly traded law firm may be influenced greatly by non-lawyers and regulators over time. And in the United States, in response to Enron and other corporate meltdowns, we see entities such as the SEC seeking to regulate the roles, fiduciary responsibilities, and even reporting requirements of lawyers working in public companies. We see Congress increasingly likely to hold hearings on corporate failures and subpoena lawyers and attorney-client privileged documents as a part of their investigations (and remember, privilege

is a court doctrine in the United States, and Congress often maintains that it has no protective status in response to a Congressional subpoena). This all means that folks who aren't "part of the guild" are increasing likely to have a hand in lawyer regulation.

We live in a new world, quite distinct from the traditions of our profession which allowed us to make decisions about professionalism as lawyers, without much "interference" from other stakeholders, such as clients, shareholders, public company regulators and the media. In an era marked by an alarming number of monumental corporate failures, questions about "where were the lawyers in all this?" will not be answered solely at legal colloquia. Like it or not, living in the new world will have consequences to our regulation and ability to practice for our clients. And we should

be out in front of them, not lagging behind to see what others will make of our profession and how it works.

My point is that the consequences may seem remote to you right now. You could look at each of the above events as if they are separate and unrelated to your license, your practice and your client's service. But I think that is a short sighted view. And if I have only these few minutes with you every now and then to take you away from what's urgent to talk to you about what's important, then let this be my call to ACC members: If you want to protect what's important to you locally, you'd better be prepared to join us in fighting for what's unfolding internationally. It will directly affect your practice and your capacity to practice in the not so distant future. Contact me at hackett@acc.com.



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Welcome New Members

We wish to welcome the following new members who have recently joined the ACC Central Florida Chapter:

John W. Boelke with ASRC Aerospace

Jeffrey S. Bromme with Adventist Health System

Jennifer Browning with PetSmart, Inc.

Barbara Egolf with Marriott International, Inc.

Greg Hass with Florida Association of REALTORS

Jennifer A. Lizotte with Starwood Vacation Ownership, Inc.

Kevin T. Price with NewLeaf Brands

Vernon E. Williams with Lockheed Martin Simulation, Training & Support

Barbara Jane Witten, Attorney

Sexual Orientation and Gender Identity Discrimination: Are You Ready for ENDA?

John S. Lord, Jr., Foley & Lardner LLP, Florida Bar Certified, Labor and Employment Law
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In 1974, the first Congressional bill addressing sexual orientation discrimination was introduced. The Employee Non-Discrimination Act, or “ENDA,” is the latest proposed federal legislation that would explicitly prohibit discrimination on the basis of sexual orientation and gender identity. If your company does not already include sexual orientation and gender identity protection for your employees, you should start preparing for this new law now.

On September 23, 2009, the US House Education and Labor Committee conducted a hearing on ENDA, which has the bipartisan support of 178 members of the House of Representatives. Acting Head of the US Equal Employment Opportunity Commission, Stuart Ishimaru, testified on behalf of the Obama administration:

It is a privilege to represent the Obama Administration and the EEOC at the first hearing [of] this Congress to consider ENDA, to voice the Administration’s strong support for legislation that prohibits discrimination on the basis of sexual orientation and gender identity. This legislation will provide sorely needed and long-overdue federal protection for lesbian, gay, bisexual and transgender [LGBT] individuals, who unfortunately still face widespread employment discrimination.

Representative Tammy Baldwin (D-Wisconsin), one of three openly LGBT Members of Congress, spoke about how Wisconsin was the first state, in 1982, to ban employment discrimination based on sexual orientation. In Florida, there is no protection for LGBT employees under the state’s Florida Civil Rights Act, but many counties and cities, such as Hillsborough, Miami-Dade, Orlando and Ft. Lauderdale, provide protection for LGBT employees within their limits.

Reflecting the persisting cultural controversy over job protection for gays and lesbians, currently only 20 states and the District of Columbia outlaw discrimination on the basis of sexual orientation, while 13 of those 20

(and the District of Columbia) also prohibit discrimination on the basis of gender identity. As a result, ENDA would give rise to formal legal prohibitions of discrimination and harassment against gays, lesbians, bisexuals and the transgendered for the first time in the majority of states.

Even within the gay community, ENDA has not been without controversy. The version of the bill introduced by Representative Frank in 2007 also included gender identity as a protected category. Protection for transgendered employees was pulled from the version of the bill that ultimately passed the House of Representatives in November 2007. The apparent idea was to secure the necessary votes for passage in light of an anticipated veto by President Bush. When ENDA was reintroduced in 2009, the bill included protection for transgendered employees as well. That fully inclusive bill is the one currently pending.

The version of ENDA currently pending provides roughly the same kind of employment protection contained in the employment-related sections of the Civil Rights Act of 1964 protecting individuals from discrimination and harassment based, for example, on race, sex or religion. One major difference between the treatment afforded sexual orientation by ENDA – and the protections afforded other protected classes by Title VII – is that ENDA explicitly states that it does not authorize “preferential treatment or quotas” based on actual or perceived sexual orientation. In addition, only disparate treatment, and not disparate impact, claims are available under its provisions. These differences between the explicit text of ENDA and the protections afforded other classifications under Title VII seem to be part of an effort to address (or preempt) objections by opponents that ENDA would result in “affirmative action” for gays, lesbians, bisexual and transgendered employees. Consistent with that difference, the EEOC is also explicitly prohibited under ENDA from collecting any statistics on the subject of sexual orientation.

ENDA specifically provides that it does not apply to the Armed Forces, and that it should

not be construed in such a way as to prevent employers from giving preference to veterans. ENDA also makes clear that it does not require employers to treat unmarried individuals in the same manner as married individuals – and that “marriage” under ENDA will be construed in the same manner as it is under the federal “Defense of Marriage” Act. In addition, in a provision apparently aimed at allowing employers to enforce uniform dress policies, ENDA specifically provides that it should not be “construed to prohibit a covered entity from enforcing rules and policies that do not intentionally circumvent ENDA” so long as “the rules or policies are designed for, and uniformly applied to, all individuals regardless of actual or perceived sexual orientation.”

Although it is still opposed by some, ENDA has received the support of many in the business community, including the Society for Human Resources Management (SHRM). The strongest political opposition is coming from religious employers with faith-based objections to the legislation. As a result of such objections, ENDA contains an explicit exemption for religiously affiliated employers also exempt under Title VII. The law exempts “religious corporations, associations, educational institutions and societies” “with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by such corporation, association, educational institution or society of its activities.” The law also allows schools, colleges, universities and other institutions of learning to hire and employ employees of a particular religion if the institution is in whole or substantial part owned, supported or controlled by a religion or religious entity.

ENDA has a strong chance of passing both the House and Senate in this Congress, and President Obama has promised to sign it into law if it does. You should be acting now to ensure that your employment policies and trainings include discussion of both sexual orientation and gender identity discrimination.

2009 National Community Service Day at Freedom Ride



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Should You Seek International Patent Protection for Your Invention?

According to a report published by Dolcera Analytics of Hyderabad, India (<http://blogs.dolcera.com/blog/2009/07/28>), in 2006 the total number of patent applications filed around the world was 1,764,633, representing a 4.9 percent increase over the previous year. While the US Patent and Trademark Office holds the top position in filings for any country, Japanese inventors and corporations file the most patents globally. China's output has shown an enormous increase, with a more than 300 percent increase in patents filed in 2006 as compared with 2000.

The state of the economy has forced many corporations to rethink their Intellectual Property strategies, including patent filings. As companies consider international patent filing, they soon find that international patent protection can be a very expensive and lengthy process. We would like to provide some ideas to assist you in making decisions regarding the allocation of resources in considering this important aspect of your business.

What are the routes to international patent protection?

A US patent can protect an invention only within the United States and its territories. There are three routes to seeking foreign patent protection that are available to US applicants. All three must be established within one year of a related US application. In this article, we'll be discussing some of the mechanics and strategies of foreign patent filing.

The most direct method of foreign filing is to file a patent application in the respective patent offices of one or more countries or regions of interest. (A region includes multiple countries that are served by a single patent office – for example, the European Patent Office serves 38 countries.) In direct filings, a qualified patent attorney or agent authorized to practice in the target country/region must be retained, translations must be made as needed and full government filing fees must be paid. This direct path of country-by-country filing must be taken if a target country is not a member of the organizations to be discussed in the following.

Another option is to enter an application into the international Patent Cooperation Treaty (PCT) system. The PCT route permits an applicant to retain a priority date (typically your US filing date) while delaying entry into any one of 141 countries and regions for one relatively low government filing fee. By the end of 30 months, however, the applicant must decide in which countries to continue patent prosecution, and proceed as above for direct filing. Thus the PCT option offers the benefits of deferring both the large costs associated with individual country filings and also the decision as to which countries to enter for 2.5 years, while retaining an earlier priority date.

Finally, a new option has become available, the so-called "patent prosecution highway" (PPH), in which an application having claims that are considered allowable in the original country of filing undergoes accelerated examination in other participating countries. The success of this system can be seen in the statistics: While 44 percent of US applications are allowed, 95 percent of those entering through the PPH are allowed. The United States currently has agreements in place with, among others, Japan, the UK, Europe and Australia.

What are the costs to file patents internationally?

Generally, the costs involved in seeking foreign patent protection are considerably more than those in the United States. For example, while the lifetime cost associated with a US patent averages \$25,000, in Europe you are likely to spend \$150,000; in Japan, \$75,000.

Even when one has a patent in hand, applicants must remember that the costs of asserting a patent may be even higher than those in the US, which average one million dollars, and that they may be conducting such litigation at a distance, and possibly against a native.

Who is the "applicant"?

In the US, patents are prosecuted in the name of the inventor, although an entity to whom the inventor assigns his/her rights can direct prosecution.

Internationally, the applicant is the owner of the invention. While the inventors are named as individuals, it is the assignee whose name appears as the applicant. Owing to such different practices, it is very important that an assignment to the corporation be in place in the US prior to undertaking foreign filing to protect the priority date of the invention.

What are the timing issues?

While the US is still a "first to invent" country, most others are "first to file," meaning that the first applicant to file a patent application wins the race.

When must you file a patent application?

The US and Canada provide for a grace period of one year from public disclosure; in all other countries, any public activity or offer for sale can cause loss of patent rights. Therefore, we would typically encourage applicants to at least file a provisional patent application in the US prior to any public or commercial activity to retain their rights to file internationally. Once filed, the average pendency in most foreign countries far exceeds that in the US. It is not unusual, for example, for a case to be pending for five to 10 years in Europe.

What are some business considerations in making a foreign filing decision?

Who can benefit from foreign patents? Large, multinational corporations with the potential for substantial sales in a given country, smaller corporations that have the potential to be an acquisition or licensing target and corporations attempting to stop a competitor from manufacturing and/or from selling their invention in the given country.

What are the risks associated with failing to seek or obtain patent protection internationally? Obviously the greatest risk is being copied by a competitor. However, if the cost of issuing a patent far outweighs the potential for profit in a given country, it might be wise to simply compete locally or abandon that market.

Another possible risk is to a startup corporation hoping to license its invention. If a

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potential licensee has a significant presence in a country in which you have not obtained a patent, the value of your invention, and thus your licensing revenue, may be diminished.

Given the expense and time involved, an applicant should carefully consider whether it is worthwhile to seek foreign patent protection, and should ask at least the following questions:

How important is this invention to the core business? For how long will the invention be saleable? What is the rationale for seeking patent protection?

Carefully weighing the answers to these questions should assist in making an informed decision as to seeking international patent protection, thereby avoiding unwarranted expenditures while maximizing return on investment.

This article is not intended to provide specific legal advice, and is presented for informational purposes only. Please seek competent legal counsel to address any specific questions or concerns.

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Call for Articles

Do you have an interesting story to share? A challenging court case? Do you know an in-house lawyer who has made a difference in their community or in someone's life? Please share your stories by sending them to mschirtzer@cfl.rr.com.

Call for Involvement in Chapter

Would you like to be involved more in the chapter? Please let us know. We are always looking for help coordinating events, and we are also looking for proposals of new topics for our CLE programs that might benefit chapter members. If you are interested in serving on the board of directors or as an officer next year, let us know! For more information, contact Marshall Schirtzer at mschirtzer@cfl.rr.com.

Job Opportunities

Is your company looking to fill an in-house position? Do you know about a current in-house job opening? If so, please let us know so we can help you find a qualified candidate in Central Florida. Please send information to mschirtzer@cfl.rr.com.

Upcoming Events

December 3, 2009

ACC Central Florida Annual Holiday Party & Board Member Elections
Where: The Black Olive Restaurant, 22 East Pine Street, Orlando FL
When: 6:00–9:00 PM

Visit the ACC Central Florida website at centralfl.acc.com for more program details!