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FOCUS

President's Message

Steve Millsap

We had a busy quarter and are looking forward to future chapter offerings.

Looking back over the first quarter, three of our sponsors presented fine CLE events (see the "Recent Events" section in this newsletter). We were glad to offer our first chapter webinar on April 20, with K&L Gates. As one member shared with Jane Nohr afterwards, "I think the program was handled very professionally and you are to be congratulated on having added significant value to the chapter's membership who participated via webinar . . ."

Our Pro Bono Committee continued to promote awareness of pro bono opportunities and introduced us to several local pro bono service partners at our luncheons. The committee is also planning a chapter pro bono/community outreach event this October with StreetLaw, who has teamed up with ACC. Please look for details of future StreetLaw workshops. They work with local high school students to teach negotiation skills, contract writing and other skills important to in-house counsel work.

In light of the current employment market, the February luncheon focused on the in-house legal market. John Lassiter of Carolina Legal Staffing LLC shared his insight of the national and local market activity and trends. John Buckley promoted awareness of the Career Development Committee resources available for in-transition members. In this

newsletter, you will find an excerpt from John's presentation and a related article from Chapter Treasurer Bill Robinson. They would welcome any inquiries.

To support additional social programming, the board approved the formation of a new Social Committee (chaired by Ginger Daly and Amy Wilbur) in March. The committee's first social event was held later that month as members teamed up for a night of bowling at Strike City. It was a relaxed and fun environment to meet and reconnect with members. The committee is planning the General Counsel Dinner in October, a new social event in the fall, and the Winter Gala in January. We look forward to future announcements.

The Programming Committee offered creative programming with a half-day ethics, substance abuse and professionalism event at our April luncheon. Sean Carter delighted a crowd of 81 with his humor, wit and insight. With this record attendance, the chapter is considering offering similar events in the future. We welcome your feedback in this regard.

Help us welcome our 16 new chapter members this year (they are listed at the end of this newsletter). The Membership Committee hosted a luncheon on May 14, at Red Rocks to get to know the new mem-



bers better. Just a reminder that new member bios are posted on the chapter website.

Looking ahead to the second quarter, see the "Save the Date" section for CLE-sponsored programming and upcoming highlighted activities. Among them are:

- Join us for lunch on July 22, and ask questions to a panel of five of our GC chapter board members, who will discuss their thoughts on topics relevant to in-house counsel such as qualities needed to be a GC, how to be seen as a good in-house counsel, their own career paths and their various industry personalities. The event will be hosted at the Charlotte School of Law. Feel free to email us your questions for the panel in advance at charlotteacc@gmail.com.
- Let us know how we are doing by filling out our upcoming member survey in June.
- Interested in sponsoring a law school student intern? Please read the article from the Charlotte School of Law in this newsletter regarding internship opportunities available to law departments.

Thank you to our volunteer committees and Jane Nohr for organizing these events. We hope to see you at our next event.

Strategic Planning for Law Departments: Top Ten Nuggets from the Knowledgeable

Frederick J. Krebs, President of ACC, Deborah M. House, former Vice President & Deputy General Counsel, ACC

In these days of extreme competition and corporate belt cinching, chief legal officers, like other heads of corporate business units, are increasingly being asked to engage in the corporation's strategic planning process. The corporation's business goals, and the internal departmental goal of providing the best and most economical legal services possible drive this process.

We recently interviewed nine current or former chief legal officers based in Europe, Canada and the US, from a wide variety of industries to gain their insight into the law department strategic planning process. We gleaned the following nuggets of wisdom from their planning experiences.

1. One size does not fit all.

Your strategic planning process should take into account that the needs of companies/organizations (clients) will differ significantly and will constantly be subject to change. As a result, what they need and what you do will vary greatly. For example, if a company is in an aggressive acquisition mode, or implementing a new brand, or downsizing—all of those needs will drive the legal department's plan. The strategic plan for the legal department should also take into consideration the history/status/structure of the department (what it is and what it should be) and how that will affect the delivery of legal services.

Creation of the strategic plan also provides a valuable opportunity for in-house counsel to not only respond to their clients' needs, but to be pro-active as well. Moreover, client input can help determine how in-house counsel respond to client needs (e.g., how important legal news should be communicated). It can also be used to manage client expectations.

2. There is no substitute for careful thinking and planning.

Although approaches may vary, traditional strategic planning contemplates a progressive analysis and undertaking that typically starts with the creation of clear mission and

value statements, identifies strategic issues, progresses to the development of strategic goals and objectives, and finally to the creation and implementation of an action plan to meet the identified objectives. While the process should not be tortuous or any element belabored—it does require some important work that should not be avoided. Perhaps most importantly, you should understand the end goal and what you need to achieve. As one CLO put it: "plan from the future backward" and another said simply: "think before you plan!"

3. Align with and participate in the company's (client's) strategic planning.

While the level of sophistication of strategic planning may vary from company to company, as a general matter our business partners are ahead of us in the strategic planning department. This fact can be used to the distinct advantage of the legal department because aligning with the corporate goals facilitates the creation of the strategic plan for the legal department (to say nothing of enhancing counsel-client relationships). For example, if the client determines that one of its goals is to invest in a new foreign market, that goal will direct the legal department's plan as it determines how it will support that endeavor.

It is important to stress, however, that the legal department's strategic planning should not be simply a reactive endeavor. Rather, it is vital that the legal department secure a chair at the table of the corporate planning process and contribute to that process. For example, if the client's strategic goal is to move into a new foreign market that is subject to a legal and regulatory framework that makes outside investment very difficult—that fact needs to be brought to the attention of the client during the strategic planning process—not afterwards. That will not happen unless counsel is at the table. On a more mundane note, several CLOs noted that the department's plan should be written in the same style and format as the company

plan to facilitate communication and alignment.

And make sure you have the right people at the table when you do your internal department planning. You should involve appropriate staff in your planning process. And once you develop the goals, objectives and action plans make sure that all staff generally understand the where, why, how, what, and when that underlie those plans, and align their goals and activities appropriately. Note too that outside counsel may be appropriate participants in this process especially if you anticipate they will be important participants in achieving your goals.

4. The right horse for your course.

While we hesitate to compare in-house counsel (as one of our interviewees did) to equines, the underlying analysis attached to this phrase makes a good point. Your best attorney may not be the best attorney for the jobs required by your strategic planning. It does not mean existing staff is not competent. Rather, consider this—even a Kentucky Derby winner is not going to perform well in the Grand National Steeplechase or as a performing Lipizzaner Stallion. As corporate goals and legal department goals change, you must constantly reassess your department. Do you have access to the right skills sets to get the job done and if not, how will you get them? Perhaps you need more generalists and fewer specialists or vice versa given new corporate needs. And do not limit this evaluation just to in-house counsel; it applies to outside counsel as well.

5. Understand your client's business.

This cannot be said often enough as it applies to everything that you do. If you do not understand how the business works then you cannot help your client go where it needs to go; you cannot be a true business partner. And this applies from start to finish, including how your client makes

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money, the business climate in which it operates, and the legal and business risks that it faces.

For example, say your client engages in a particular type of transaction that by sheer numbers is profitable for the company, but on an individual basis runs on tight margins. In your strategic planning you will need to provide legal services that match those characteristics (e.g., by securing one outside law firm to do all of the transactions, but at a below market fixed price that would not be profitable for several firms splitting the business.) If you did not understand how the business operates your analysis about how to provide legal services may be faulty.

6. The bottom-line counts.

As a general matter, lawyers have a bad reputation as budget planners who traditionally argue that you cannot predict or control legal costs, especially litigation. In today's business environment many (if not most) clients do not tolerate this position. Good legal department strategic planning requires good budget planning. Part of this process requires understanding how you spend your legal dollars and determining whether you spend them in the right places. For example, you may find that others may handle the work done by your lawyers more cheaply and more effectively, such as paralegals or even clients with the right training and support. In other cases you might pinpoint areas of high risk and greater need for legal services.

Data from past activities will be useful in making this analysis. One CLO said he intended to develop a metric based on "the cost of failure" with failure being defined as anytime the company gets into a dispute where the company paid more than originally obligated including for legal services, settlements or because of contract disputes, or even to address employee disgruntlement. Lawyers do not like to project and adhere to proposed expenditures—but it can be done.

7. You are what you track; get the data, analyze, and apply it.

The importance of securing and applying the appropriate metrics cannot be underestimated. One of our interviewees noted he works off a pyramid structure

to demonstrate this. At the bottom of the pyramid is data, the next layer up is facts, the next ascending layer is knowledge, and the pinnacle component is wisdom. Data may come in many forms—crunching of numbers from outside counsel, numbers relating to transactions provided by clients, estimated hours to accomplish projects, timelines, client surveys, legal spend inside and out as well as the number and types of lawsuits. Collect the data and then use it in the strategic planning process.

8. Culture matters.

Strategic planning cannot be conducted in a vacuum. The existing culture of the company—or perhaps the absence of an appropriate culture—must be taken into consideration. For example, if the culture of the company is to marginalize lawyers or to view them as obstacles—that fact should be taken into consideration in strategic planning. In fact, part of the strategic planning in such an instance may be to establish an action plan to turn this culture around since the ability of the legal department to be effective is going to be directly affected by such a culture. Similarly, if the culture of the company is that business units work in competitive silos, and the goals of the company contemplate maintenance of the status quo, that also must be taken into consideration in planning and providing legal services.

9. Do not overanalyze.

The traditional strategic planning process contemplates a certain analysis. However beware of getting bogged down in the details. For example, do not torture yourself over whether something is an objective or a goal or whether your mission or values statement is perfect. Avoid a never-ending search for the appropriate data that may not exist or overspend your energies on compiling it. Dive in and get started with your planning and recognize your first time through the process may not be perfect. You can always start creating the data you now know you need; do not spend time bemoaning the fact that it doesn't exist currently. Moreover, the strategic planning process is not stagnant. You will have plenty of time to correct course as you move forward, and in fact should do so regularly.

10. Strategic planning can be more than strategic planning.

Use the planning process to achieve other goals. For example, one CLO saw it as a great tool for team building. It might also present a chance for an attorney to step out of his/her comfort zone and act as a leader where they otherwise might not have such an opportunity. Finally, it can be a way to direct and implement change in a manner that allows staff to understand the reasons, and gives them an opportunity to climb aboard or remain behind.

Additional Resources

Strategic Planning for In-house Counsel (ACC InfoPAK)

<http://www.acc.com/resource/v6813>

Law Department Management (ACC InfoPAK)

<http://www.acc.com/resource/v6014>

Leadership Training for Attorney Managers: If You Lead, Will They Follow? (ACC Docket Article)

<http://www.acc.com/resource/v8492>

Triple Time: Three Hot Ideas for Improving In-House Law Departments (ACC Docket Article)

<http://www.acc.com/resource/v7172>

Metrics to Creating & Fostering a Successful Law Department (Program Material)

<http://www.acc.com/resource/v8441>

A View from the Top: CEOs Forecast Their Vision & Plans for In-house Counsel (Program Material)

<http://www.acc.com/resource/v5586>

In-house Counsel Legal Department Ethical and Professional Conduct Manual: Chapter One: Legal Department Mission/Vision/Value/Roles/Goals (Quick Reference)

<http://www.acc.com/resource/v8413>

Performance Improvement Plan (Sample Policy)

<http://www.acc.com/resource/v7196>

Managing to Motivate and Maximize Productivity in the Law Department (Webcast Transcript)

<http://www.acc.com/resource/v7606>

Recent Chapter Events

On March 3, 2010, at Byron's South End, the Charlotte Chapter hosted attorneys Peter C. Buck and Robert E. Harrington from Robinson, Bradshaw & Hinson P.A., whose presentation was called, "Multijurisdictional Practice of Law for In-house Counsel." Mr. Buck and Mr. Harrington provided an overview of the current status of the adoption of Model Rule 5.5 (Unauthorized Practice of Law) in various states. They also provided the Charlotte ACC members and guests with a framework for the process that in-house counsel can follow to understand these laws in a particular state and the resources available to support compliance with state requirements.

On March 25, 2010, at the Marriot Center Center, Smith Moore Leatherwood LLP trial lawyers Jon Berkelhammer and Rob Marcus presented "Getting the Insider's View on eDiscovery in North Carolina." Both lawyers were involved in the North Carolina Business Court cases that have established the current law on discovery of parties' email traffic/electronic data. Charlotte ACC members and guests that attended gained important insights on the critical issues regarding discovery of email and electronic data.

On March 31, 2010, at Strike City at the Epicenter, members enjoyed a fun evening of bowling, billiards and networking at the Striking Out With ACC-Charlotte social event, hosted by Womble Carlyle Sandridge & Rice, PLLC. Everyone who attended shared some laughs and built camaraderie during the evening, which

included many displays of poor bowling skills. Thank you to all that attended!

On April 7, 2010, at Byron's South End, our chapter welcomed Sean Carter, Humorist at Law, for a three-hour CLE Event. We had record attendance of 81 members and guests, who laughed throughout Mr. Carter's one-hour substance abuse presentation titled "Lawghter is the Best Medicine," a one-hour ethics presentation titled "Thou Shalt Not Lie, Cheat and Steal," and a one-hour professionalism presentation titled "Sue Unto Others As You Would Have Them Sue Unto You."

On April 20, 2010, K&L Gates LLP hosted the Charlotte Chapter at its Charlotte office to present "Benefits Best Practices for 2010." K&L Gates attorneys Michel Vanesse and Lynne Wakefield discussed trends in executive compensation and the enactment of the landmark health care reform legislation and other emerging issues. The Charlotte Chapter was pleased to announce that this event was our first CLE that included webinar access for those members who were unable to attend the event in person. K&L Gates hosted a cocktails and hors d'oeuvres reception following the presentations.

On May 5, 2010, at Byrons in South End, the Charlotte Chapter hosted attorney Keith Weddington from Parker Poe Adams & Bernstein who presented "2010 Employment Law Update." Mr. Weddington provided an overview of recent U.S. Supreme Court cases and how they affect our company's human resources

functions and risk management policies and procedures. He also discussed relevant cases recently decided by the Fourth Circuit Court of Appeals and NC Appellate Courts. We also received information on the latest developments pertaining to the Americans with Disabilities Act, the Lily Ledbetter Fair Pay Act, FMLA regulations and the Genetic Information Nondiscrimination Act.

On May 13, 2010, McGuireWoods LLP hosted the Charlotte Chapter for the presentation "Litigation Budgets: Slip Sliding Away." The information discussed the ins and outs of how inside and outside counsel can work together more effectively to budget discovery and trial work. Attorneys James Middlebrooks & Jill Crawley Grisett lead the discussion with topics including when to budget, how often the budget should be reviewed to remain current and meaningful, and how to handle the unexpected twists in the road. The presentations also included a discussion regarding eDiscovery and ways to reduce ballooning discovery costs involved in litigation while still maintaining a defensible position.

On May 14, 2010, the Charlotte Chapter's Membership/Communications Committee and chapter officers hosted a new members lunch at Red Rocks in South Charlotte. Everyone enjoyed getting to know one another while learning more about our chapter's upcoming activities and committee opportunities.

Upcoming Events – Save the Date!

June 2, 2010 – Please join us for the next chapter meeting during which Wishart Norris Henninger & Pittman, P.A. will present “Language and the Law.” Dr. Deborah Bosley, PhD will begin the presentation by discussing how using plain language can benefit corporations, and the legislation and regulations that require the use of plain language in disclosures and other documents. Attorneys from Wishart Norris will then offer a panel

discussion on best drafting practices with respect to documents frequently prepared by corporate counsel in their day-to-day responsibilities.

July 22, 2010 – Please mark your calendars for lunch and ask questions to a panel of five GC chapter board members, who will discuss their thoughts on topics relevant to in-house counsel, such as qualities needed to be a GC, how to be seen as a good in-

house counsel, their own career paths and their various industry personalities, etc. This event will be hosted at the Charlotte School of Law.

2010 Meeting Calendar – Please mark your calendars for the following future chapter meeting dates: Sept. 1, Oct. 6, Nov. 3 and Dec. 1.

Guest Article

You Can't Go Home Again

By John Lassiter, President - Carolina Legal Staffing

Contact: jlassiter@carolinalegal.com; 704.343.4822

In his seminal southern novel, Thomas Wolfe wrote “You can't go...back home to the old forms and systems of things which once seemed everlasting but which are changing all the time.” Nothing is truer than the changes we have witnessed in the legal marketplace since the fall of 2008. The roller coaster recession that has rocked our economy has impacted the way in-house attorneys manage their departments, serve their clients and work with outside counsel.

So where are we and what do we need to do? The economists all agree on one point: Economic recovery will be slow and vary by industry and region. Mark Vitner, senior economist with Wachovia Wells Fargo, predicts that we will not see 5 percent unemployment until 2017. The legal industry has lost over 25,000 jobs since late 2008 with slight positive gains in February of this year, which may be the first signs of recovery. Commercial real estate and financial services continue to lag while counter-cyclical practices like workout, bankruptcy and distressed assets are growing. When you layer the impact of federal

programs and priorities, the legal market will have winners and losers over the coming year. Green industries and clean energy will have preferences that should stimulate organic growth and legal needs. Obviously, healthcare realignment and compliance will involve heavy engagement of legal talent.

While we wait for recovery to reach our door, cost containment will be the watchword. Law departments have already cut travel, meeting and training budgets, and have operated under hiring and salary freezes for over a year. As the profits return, managing costs remains a priority. Hildebrandt surveyed over 230 legal departments in 2009 and released key data last winter on how these departments plan to implement cost control strategies in the coming months:

- 55 percent have implemented or will implement alternative fee arrangements;
- 64 percent have implemented or will implement hourly rate freezes for outside counsel;
- 46 percent have implemented or will implement rate reductions with outside counsel; and

- 50 percent plan to use regional or boutique firms to reduce outside counsel costs.

At the same time, many legal departments are reallocating internal resources to maximize limited resources. Contract attorneys are used regularly for eDiscovery and due diligence projects, and are now a vital tool to manage litigation, draft and negotiate supply chain agreements, and supplant mid-level associate work with savings beginning at 40 percent. Non-lawyers are trained in compliance and risk management while some are experimenting with off shore patent prosecution and legal research in India.

The “New Normal” means that the legal marketplace will operate under different expectations than the world we all knew before the recession began in 2008. Law firms and legal departments that recognize the changes and anticipate the new forms and systems will be among the first to help their organizations and clients emerge from recession.

Pro Bono Partner Highlight:

Pro Bono Project Legal Services of Southern Piedmont (LSSP) and Legal Aid of North Carolina (LANC)

By the LSSP and LANC

The Pro Bono Project expands and coordinates LSSP's and LANC's pro bono efforts. Program Coordinator Katya Riasanovsky works directly with volunteer attorneys, matching them with clients and coordinating support for them on specific cases. She also conducts special distinctive pro bono projects with law firms and corporate legal departments. The North Carolina State Bar's IOLTA Plan funds the program.

Volunteers are matched to cases based on immediate need and the volunteer's preference for type of legal work. Volunteers

apply their legal expertise to cases including tax disputes, domestic violence protective orders, foreclosures, repairs and evictions, wills and advance directives, clearing old criminal arrest records to improve employment opportunities, and consumer fraud. The program provides training and support and many volunteers regularly accept cases outside of their practice area.

The Pro Bono Project is one of the reasons that LSSP and LANC together are able to provide access to justice for more than 5,000 low-income clients each year. More

than 300 local attorneys work as volunteers with clients in need on their individual cases. Several Charlotte law firms operate internal pro bono projects, providing assistance with wills and advance directives, Medicaid, unemployment insurance and landlord-tenant issues.

We look forward to including ACC members in some of these projects. For more information, please email Katya Riasanovsky at katyar@lssp.org or 704.971.2584.

Charlotte Career Development Committee, John Buckley, Chair

The Career Development Committee Needs Your Help!

By Bill Robinson, Committee Member

You already know that the Career Development Committee is a resource for un-employed in-house counsel. Did you also know that we're a resource for those who are un-comfortably employed?

Before I get to my alarmist headline — why we need your help — let me start with an explanation of what an “uncomfortably employed” attorney is, and a reminder of what our committee can offer such situated attorneys.

Uncomfortably employed?

What exactly does it mean to be uncomfortably employed? The Career Development Committee interprets the phrase as follows: you — or someone you may know — is uncomfortably employed as an in-house counsel if you are under-employed, unconfidently employed, or unhappily employed. This definition is intentionally broad, and it's likely that there are far more uncomfortably employed in-house counsel than there are unemployed ones. Are you uncomfortably employed?

Even if you don't fall into this broad category — even if you are happily or confidently employed — it's always a good time to re-assess your situation. You may at some future point become uncomfortably employed.

What does the Career Development Committee offer?

In the 1st Quarter 2010 newsletter, John Buckley, chair of the Career Development Committee, offered some insight on what the committee has to offer. John has developed a four-step process that the committee has implemented to assist those current or former in-house counsel who are unemployed or uncomfortably employed as they embark on their search for a new position: (1) the committee is here to help searchers assess themselves, their situations, and their goals; (2) we can help searchers plan their job search strategy; (3) we can provide examples of documents and tools to help searchers prepare for their search; and (4) we can provide support to implement their strategy.

The ACC and our local chapter also offer assistance to job seekers. The Charlotte Chapter's website (<http://charlotte.acc.com>) lists job openings in the greater Charlotte area, and on ACC's In-house JoblineSM (www.acc.com/jobline/index.cfm) you can sign up to receive alerts on job openings across the country that match your skills.

Although the Career Development Committee is a resource to help current and former in-house counsel search for new opportunities, we're still in a recession, and during a recession, job losses exceed the number of existing and newly created positions. As John Lassiter reminded us at a recent member meeting, the unemployment rate for attorneys is much higher than it is for the general public.

We need your help!

John has developed a Charlotte Area In-house Counsel Network on LinkedIn, and has a blog where Charlotte area in-house counsel positions can be posted. Join our LinkedIn group at www.linkedin.com/groupRegistration?gid=146874, and access

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our blog to post positions or to learn about opportunities at charlotteinhousecounsel.blogspot.com.

So how can you help? First, if you know of someone who is unemployed or uncomfortably employed, let the Career Development Committee know.

Next, become more active in the chapter: attend our regularly scheduled member meetings and our intermittently scheduled (but well advertised) social functions, or join a committee — it's a fast way to get to know other in-house attorneys better, expanding your networking circles while doing something that's rewarding and fun.

For further information on what you can do to help the Career Development Committee, please email either John at jbuckley@ppmsllc.com or me at william.robinson@libertymutual.com.

2010 Strategic Sponsor Firm Profiles

Parker Poe has 225 lawyers in six offices across North Carolina and South Carolina. Our firm represents domestic and international clients with interests in the Carolinas and surrounding states in litigation, disputes, commercial, transactional and regulatory matters, including securities, tax, government affairs, environmental and employment, and benefits law.

A Business Partner

Parker Poe works to give clients much more than skilled legal counsel. Our attor-

neys are true counselors committed to understanding not only your legal issue, but also its importance to protecting the reputation and performance of you, your department and your company. We build this shared trust by investing the time needed to understand how a matter may impact you and your company's management, programs and long-time practices, in order to avoid



surprises and achieve your purpose. Our goal, often, is not only to take care of an isolated legal problem, but also to protect your strategic programs and those standard practices that are vital to business success.

Robinson, Bradshaw & Hinson, P.A. is a corporate and commercial law firm founded in 1960 committed to providing each client with the highest quality, comprehensive legal services. We currently have over 130 attorneys practicing in our offices in Charlotte, Chapel Hill and Rock Hill, South Carolina. Our firm serves as counsel to public and closely-held enterprises operating in domestic and foreign markets, individuals, municipal, county and state agencies, public utilities, health care institutions, financial institutions, tax-exempt organizations, and investment funds of various types. The breadth of experience derived from these representations has equipped our firm to anticipate and respond to the rapid changes defining today's business environment.

We believe in maintaining a client-oriented, results-oriented firm. For example, because we want our lawyers to focus on solving problems and completing projects, our compensation system is not based on

individual lawyers' "billable hours" or "origination credits," nor do we establish subgroups as "profit centers." As a result, the client can be assured that the sole focus in staffing projects is determining which lawyers are best suited to handle the project successfully on a cost-efficient basis. Another notable characteristic is the quality of lawyers who make up our firm. We devote substantial resources to hiring lawyers of exceptional academic achievement with practical ability to solve problems and to meet the challenges facing our clients in the real world.

Our core ideals are professionalism (putting the client's interests first), excellence (holding ourselves to very high standards for the quality of our work), and teamwork (encompassing

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both the "one-firm" approach to professional activities and the cultivation of mutually supportive personal relationships within the firm). We seek to establish, maintain and communicate an inclusive work environment in which people of all backgrounds, outlooks and interests can share a commitment to these ideals.

2010 Strategic Sponsors:

K&L Gates LLP

McGuireWoods LLP

Parker Poe Adams & Bernstein LLP

Robinson, Bradshaw & Hinson, P.A.

Smith Moore Leatherwood LLP

Wishart Norris Henninger & Pittman, P.A.

Charlotte Law Student Internship Programs and In-house Counsel Education

By Andrew Walsh, Center for Professional Development (CPD)
Charlotte School of Law

The Charlotte School of Law and the Charlotte Chapter of the ACC have coordinated a number of joint events since the school opened in 2006. In addition, some ACC Charlotte members have been engaged with the school's student internship program. Last summer, for example, TIAA-CREF's legal department sponsored four Charlotte Law students in a unique for-credit mentorship program that included in-house shadowing, mini-seminars and direct mentoring. Taking it to another level this summer, Bill Forgione, senior vice president and general counsel of TIAA-CREF Asset Management, will

teach a "Corporate Counsel Capstone" course to introduce up to a dozen upper-level Charlotte Law students to the in-house practice of law by providing an overview of the role, scope and nature of responsibilities of corporate counsel, and the issues that arise in the ordinary course of an in-house attorney's practice. Your other in-house colleagues have or are in the process of bringing interns on board for the summer, or during the school year via internships of varying forms.

Participating in the school's internship program is but one of several ways

Charlotte Law welcomes in-house counsel to participate in the education of its students. For example, Rack Room in-house counsel and others have assisted in mock interviews and diversity programs. Less formal one-on-one mentorship opportunities exist as well. If you are interested to host a CSL intern this summer or have interest in any of our other programs, please contact Andrew Walsh at awalsh@charlottelaw.edu or 704.971.8520.

ACC News

Find Counsel. Drive Change. Improve Value.

Use the ACC Value Index to:

- Leverage your ACC network to find the best law firm representation available.
- Search for firms that excel in specific practice areas and markets.
- Read helpful comments about firm attributes and value practices.
- Ping reviewers to get more information or initiate direct conversation. And, for the firms you've engaged, review them and help transform the legal landscape.
- Score firms on six value-based criteria – it only takes a few moments.
- Opt-in to permit firms to receive your anonymous feedback.
- Help ensure that law firms are judging their success on your satisfaction.

Contribute law firm evaluations today to the <http://www.acc.com/valuechallenge/valueindex/index.cfm>.

NACD offers Free Trial Membership to ACC Members

ACC has partnered with the National Association of Corporate Directors (NACD) to offer a free individual trial membership. NACD is the largest national

membership organization by and for directors and the leading provider of board and director-level education, evaluations, training, resources, and community for the exchange of ideas on leading boardroom practices.

Enrollment in the free trial membership is open until June 30th. NACD is also offering discounts on full board memberships, in-boardroom training, evaluation services, and more. For more information on the available offers, contact Cyrus Alexander at cdalexander@nacdonline.org or 202.572.2097. To sign up for a free trial, visit their website at <http://nacdonline.org/acc/> or call 202.775.0509.

New Online Video Tutorials for Legal Resources

If you just can't find that ACC Docket article, survey, Top Ten or other legal resource, let us show you where it is! With ACC's new two-minute online tutorials, learn how to navigate through ACC's website to get the information you need quickly and easily. You may even stumble upon some of ACC's hidden resource treasures! Access the tutorials page at <http://www.acc.com/aboutacc/tutorials.cfm>.

Mini MBA – Bring More Than Your Legal Skills to the Table

Strengthen your business and management skills this year and bring added value to your company — ACC's Mini MBA program, scheduled for June 9–11, helps you achieve that goal! Presented in partnership with the Boston University School of Management, The Mini MBA explores the essential business skills that enhance and sharpen your management knowledge in critical MBA disciplines: accounting, finance, strategy, and organizational behavior. Visit www.acc.com/minimba for more information.

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Member Announcements!

We want to hear about your latest professional and personal accomplishments, or exciting events in your life. Please send these to Jane Nohr, chapter administrator at charlotteacc@gmail.com.

Chapter Website

Please remember that all of our upcoming events, past presentation materials, job listings, chapter leadership and committee contacts, and new members are listed on our webpage at <http://charlotte.acc.com>.

Call for Articles

If you would like to publish an article in the newsletter, or know an in-house lawyer who has made a difference in the community, please consider publishing the information in our newsletter. If you are interested, email us at charlotteacc@gmail.com.

Welcome New Members

We welcome 16 new members who have joined our chapter from January through April 2010.

John Anderson, Wells Fargo & Company

Debra Ashley, Lending Tree

Kevin Barnes, TBT Payment Acceptance Solutions

Krista Bowen, CommScope Inc.

Crystal Bowman, Goodrich Corporation

Mark Campanini, Musclepharm

Charity Babington Falls, The Hearst Corporation

Marty Griffin, Clariant Corporation

Ashley Jones, Red Ventures

Angela Lee, Conterra Telecom Services

Christian Polking, Ingersoll-Rand Company

Craig Smith, Huron Consulting Group

Lisa Verdino, Bank of America Corporation

J. McLain Wallace, North Carolina Baptist Hospital

John Warsinsky, The Cato Corporation

McNeill Wester, Fennebresque & Co., LLC