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FOCUS

President's Message

Tim Nohr

Here it is, my last "President's Message." Two years ago, when Steve Millsap began his term as President and I had recently been elected as President Elect, Steve and I sat down to set out some goals for the chapter for the next two years. Steve's vision was to put the Charlotte Chapter in the position to win Chapter of the Year this year. My vision was to enhance the reach of our programming, enhance our social programming and create a three-year strategic plan. Funny thing about vision, it does a couple of things. It makes you focus and look around at the same time. A quarterback is said to have good vision on the field if he is able to "see the whole field" or to focus on the play developing in front of him while discerning real threats from the chaos around him. A batter is said to have good vision if he is able to pick up the ball as it comes out of the pitchers hand and quickly react to it. What is your vision for your career? Are you able to see your career developing in front of you amid the projects, assignments and chaos? Are you able to pick up on the multi-faceted field of in-house practice areas and know how to react? The Charlotte Chapter convened two panels to discuss career and leadership development. One panel of local area General Counsels discussed what it takes to be an effective generalist. A separate panel made up a mix of our members, outside counsel and legal scholars came together to discuss the business benefits of having a diverse workforce without being

inclusive without being offensive. Our chapter meetings included presentations on arbitration, attorney client privilege, ethics, substance abuse, privacy, DOL investigations and contract negotiations. Our chapter strives to offer a variety interesting programming to keep you informed and abreast of all areas of law from an in-house perspective.

However, vision goes beyond our careers. As attorneys we are asked to strive to fulfill a vision that everyone has access to the courts and legal representation. Unfortunately, we are all aware of how difficult it often is for in-house counsel to fulfill our Pro Bono obligations. Our chapter Pro Bono Committee has worked hard to make Pro Bono opportunities available to you and keep you aware of various organizations which are in need of attorney volunteers. In September, nine of our members participated in Constitution Day by teaching classes in local high schools. Then in October, the Pro Bono Committee sponsored a Pro-Bono Forum with presentations from five organizations with needs for attorney volunteers.

Our chapter's vision is also changing. Starting next year there will be five new Board members and a new president, Ken



Wittenauer. Vision does not just happen. It requires practice and opportunity. Committees are now being formed and there is no better time to join a committee and share your vision for the chapter.

Whatever happened to Steve's vision of competing for Chapter of the Year? Well, recently, the Charlotte Chapter came in second in the medium-size category to the Colorado Chapter, host of the ACC national convention. Congratulations Steve on focusing our vision.

As for my vision? The chapter has grown by 57 members, the most ever. We offered two programs in the Winston-Salem area, had a hugely successful Casino Night Fundraising event, a Happy Hour get together, a new diversity program, approved a three-year strategic plan, and increased our sponsorship income by more than 50%.

I want to thank all of you for the honor and privilege of representing you and our chapter in 2011. I can't wait to see what happens next.

Revenge of the Value Champions

By Amar Sarwal, ACC Vice President & Chief Legal Strategist

Do you remember the end of the iconic movie, *Revenge of the Nerds*, when Lewis takes the mic from Gilbert and suggests that more of us are nerds than jocks? The pretty cheerleader exclaims she's a nerd too; most of the crowd joins Lewis, Gilbert and his nerd fraternity brothers in an effort to end nerd persecution, and the familiar strains of "We are the Champions" begin to play. Well, that cinematic moment was one of the formative experiences of my youth (I didn't get out much) and it came to mind when I was thinking about ACC's new Value Champions program, our new initiative to identify and celebrate law department and law firm leaders who incorporate value practices into their legal projects.

*I've paid my dues/Time after time
I've done my sentence/But committed no crime
And bad mistakes/I've made a few/I've had
my share of sand kicked in my face -
But I've come through*

Three years ago, ACC challenged the legal community to embrace value practices that are commonplace in every service industry, save one. While we heard some folks sing their hosannas, there were, and still are, folks who believe that the legal services industry can remain the same and still meet client expectations. Like the dinosaurs that were unaware of the meteor, the firms and law departments that continue with the old business model will not find the future climate hospitable. Wait a sec. Wrong analogy. Like the jocks who thought that they would continue to rule the campus on their terms. Sorry about that.

But, like Lewis and his new self-proclaimed nerd supporters, those of us implementing change are in a growing group. In fact, outside and inside counsel who focus on value practices, such as effective project management, value-driven fee arrangements and continuous improvement, are fast becoming the norm, not the exception. And, that's what the Value Champions program is all about. We'd like to shine a spotlight on them, so that the world can see their accomplishments and learn from them.

*I've taken my bows/And my curtain calls
You brought me fame and fortune and
everything that goes with it/I thank you all
But it's been no bed of roses/No pleasure
cruise
I consider it a challenge before the whole
human race/And I ain't gonna lose*

Of course, some value practices are easier than others. Some of them require the simple application of business principles from other industries. And, we want to identify and celebrate individuals who have employed those practices, because we believe their accomplishments can be replicated by our members and the rest of the legal community. But, of course, some projects are harder, more complex and more frustrating at times, because the ideas animating them are so novel. Think of the nerds' effort to beat the jocks in the fraternity competition. So, we'd like to celebrate innovative strategies as well. If you've tried something novel or something more garden-variety, please let us know about it. Our only requirement is that the submitted project has reduced legal spend, increased predictability and/or reduced the unwelcome types of legal issues confronted by the company over time.

*We are the champions - my friends/And
we'll keep on fighting - 'til the end
We are the champions/We are the champions
No time for losers
'Cause we are the champions - of the world*

Our deadline for submission is March 15, 2012. If you're in the legal community and you've ever cared about value enough to incorporate it into your day-to-day practice, turn up the volume on Freddie Mercury's classic and join us and submit a nomination form. The legal services industry just won't meet client expectations until value persecution ends. We look forward to hearing from you.

ACC Value Champions Celebrate Value Champions

ACC Value Champions are law department and law firm leaders who have made great strides in improving the value of legal spending. By implementing pricing and other management practices advo-

cated as part of the ACC Value Challenge, you could be recognized as an ACC Value Champion.

Eligibility

- Law department leaders can be nominated (or self-nominate) for in-house team projects that did not involve a law firm or firms.
- Law department and law firm leaders can co-nominate firm/client partnerships.
- ACC membership or sponsorship is not required.

Demonstrate Your Leadership

Whether you achieved great results on a single matter, or over a multi-year, multi-dimensional effort, just define the scope and duration of the project and tell us about the results you achieved and how they were measured. For example, you can highlight results measured year-over-year, relative to hourly-based pricing, against an industry benchmark, and/or any other relative metric.

The story is important. Let us know what management tactics you used, bearing in mind that there are many ways to drive value. Innovation and collaboration (whether internal or between clients and firms) are also important, as is creating programs that others can replicate. If you have used or developed tools, templates, or dashboards, please share them as well.

Honors and Recognition

If selected, you will receive public recognition for your innovation and success. You'll receive an engraved, crystal "trophy," media exposure, profiling in ACC's member publication, *ACC Docket*, and the opportunity to present your value initiatives as part of an ACC educational program.

Process and Timing

Nominations are requested by March 15th. A panel of ACC staff and ACC Value Challenge Steering Committee members will review the nominations, and will contact nominees if additional information is needed. The ACC Value Champions will be announced in Spring 2012.

Recent Chapter Events

On **September 7, 2011**, at Byron's South End, K&L Gates LLP attorneys presented a CLE entitled **How To Keep the Deal You Think You've Negotiated**. K&L Gates LLP attorneys **Chad Warpula** (moderator), **Norfleet Pruden III**, **James Earle** and **Kiran Mehta** provided key insights and advice to assist in-house counsel with their negotiations and final agreements. Whether a M&A deal, outsourcing transaction, or joint venture, corporate transactions involve a number of complex issues that can adversely affect the ultimate success of the deal if not anticipated and structured properly.

On Friday, September 16, 2011, Charlotte members once again participated in **Constitution Day** events. What's Constitution Day? In 2005, our Congress designated **September 17** — the anniversary of the date in 1787 when the delegates to the Constitutional Convention in Philadelphia signed the United States Constitution — as **Constitution Day**. In honor of this special day (held this year on September 16 for scheduling purposes), Charlotte members volunteered their time to teach a lesson on the Constitution to various high school classes throughout the Charlotte region. We want to thank the following members who participated in this event: **Kimberly Owens, TIAA-CREF; Emily Fulwood, Montgomery Insurance; Kate Nolan, Duke Energy; David Cummings, Duke Energy; Paul Kinny, Duke Energy; LeRoy Tracey, Duke Energy; Lara Nichols, Duke Energy; Robert Lucas, Duke Energy; Kathleen McKay, Duke Energy; Michelle Spak, Duke Energy; and Brian Spainhour, Duke Energy.**

On **September 19, 2011**, the Charlotte Chapter, sponsored by Womble Carlyle Sandridge & Rice, PLLC hosted a panel discussion on diversity best practices at the Mint Museum located in the new Levine Center for the Arts. The panel featured **Ken Wittenuer**, General Counsel, Britax Child Safety, Inc.; **Blake Morant**, Dean, Wake Forest School of Law; **Debbie Israel**, Womble Carlyle, **Carranza Pryor**, Associate General Counsel & Director, Litigation, TIAA-CREF, and the

Moderator, **Brent Clinkscale**, Womble Carlyle Sandridge & Rice, PLLC. The relevance of this topic is evidenced by the fact that leadership roles in organizations and at the board level are becoming more diverse and many Fortune 500 companies now require their network of law firms to engage in diversity best practices. The results demonstrate that diversity practices are a sign of a well-managed company and law firm.

Diversity Event Photos



On **Wednesday, October 5, 2011** at Byron's South End, the Charlotte Chapter held the popular Ethics & Substance Abuse CLE which was entitled **Digging For Buried Treasures: Seven Secrets To Attorney Success That Are Buried Within the Rules of Attorney Ethics and Deadly Pitfalls in the Practice of Law.**

This year featured Stuart Teicher, "The CLE Performer" from New Jersey, who was an outstanding and entertaining speaker. We had 99 attorneys attend this CLE, *continued on page 4*



Stuart Teicher Ethics & Substance Abuse CLE

continued from page 3

which featured ethics training taught with numerous pop culture references to keep everyone entertained and enlightened.



On **Wednesday, October 12, 2011**, Smith Moore Leatherwood LLP graciously sponsored ACC Charlotte members at Vivace Restaurant for a great evening of networking, delicious food and wine tasting. This event had over thirty members in attendance.

On **Thursday, October 27, 2011** the Charlotte School of Law hosted the Pro Bono Forum. The event was held at the Charlotte School of Law and featured cocktails and hors d'oeuvres. The purpose of this event was to promote in-house counsel awareness of local pro bono opportunities. Various pro bono service providers attended and provided information on pro bono opportunities for in-house counsel and answered those common questions surrounding out of state licensure, malpractice insurance, non-litigation or non-traditional pro bono opportunities.

On **Wednesday, November 2, 2011** at Byron's South End, McGuireWoods LLP attorneys **Bill Cook, Andrew Konia and Mark Maier** presented a CLE entitled **Data Security and Privacy**. This presentation provided analysis of the current laws and standard regarding corporate data security and privacy policies and procedures. The discussion also included information on the liabilities associated with noncompliance and best practices companies can institute to ensure compliance, especially relevant for the financial, healthcare, retail and telecommunications industries.

On **Wednesday, November 16, 2011**, Robinson Bradshaw & Hinson, P.A. hosted the Charlotte Chapter, presenting the topic **Protecting Privileged Communications in Electronic Discovery: Litigation Challenges Created By In-House Attorney-Client Communications and Best Practices for Cost-Savings in Litigation**. Attorneys **Kate Maynard and Heyward Bouknight** provided information on the difficult privilege issues that arise in communications between in-house counsel and business partners in dealing with electronic discovery matters. The presentation also included information on the best practices for minimizing the disclosure of confidential information and current trends available to limit litigation costs in electronic discovery matters. This event also included a cocktail and hors d'oeuvres reception.

On **Thursday, November 17, 2011**, ACC-Charlotte's GG's and CLO's enjoyed our Sixth Annual Dinner at Dressler's Restaurant in Charlotte. Our special guest speaker was **Dan Murrey**, Executive Director of the Charlotte In 2012 Host Committee who learned more about the impact of the upcoming Democratic National Convention in Charlotte. Special thanks to our generous sponsors, SEA Limited and Thomson Reuters for making this a great evening!

On **December 7, 2011** at Byron's South End, the chapter conducted our Annual Meeting and elected officers and board members and showed our appreciation to our outstanding sponsors for 2011.



Vivace Photos



2011 Strategic Sponsor Firm Profile

McGuireWoods LLP

McGuireWoods is an international law firm providing innovative legal counsel and practical business advice to clients across a wide range of industries. More than 900 lawyers serve clients from 19 offices worldwide. Consistently recognized for the quality of our work and our commitment to client service, we assist some of the world's largest companies with their most sensitive and complex matters.



Lawyers in our Charlotte office focus on the areas of banking and finance, labor and employment, commercial litigation, corporate and securities law, restructuring and insolvency, mergers and acquisitions, commercial real estate and tax. As one of the largest law firms in Charlotte, we are committed to giving

back to the community where we live and work. We proudly support the Arts & Science Council, United Way, Legal Services of the Southern Piedmont, Legal Aid of North Carolina, and various other worthy causes in the Charlotte surrounding area.

Parker Poe Adams & Bernstein LLP

Parker Poe Adams & Bernstein LLP has 230 lawyers in six offices located in major markets across North Carolina and South Carolina. The Firm provides legal counsel to commercial and public organizations on litigation, corporate and regulatory matters, including securities, tax, government affairs, environmental and employment and benefits law. It has been recognized in recent years as one of the fastest growing law firms in the United States and as an award-winning leader in the use of technology to provide better and more efficient



service to domestic and international clients. A business partner, Parker Poe works to give clients much more than skilled legal counsel. Our attorneys are true counselors committed to understanding not only your legal issue, but also its importance in protecting your department, your

company, and your own reputation and performance. We build this shared trust by investing the time needed to understand how a matter may impact your company's management, programs and long-time practices in order to avoid surprises and achieve your purpose. Often, our goal is not only to take care of an isolated legal problem, but also to protect the strategic programs and standard practices that are vital to your business success. Let our attorneys provide clear direction for your business interests — visit parkerpoe.com.

Robinson Bradshaw & Hinson, P.A.

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. With more than 130 attorneys practicing in our offices in Charlotte, the Research Triangle and Rock Hill, South Carolina, we serve 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 sub-groups 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 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.

Charlotte School of Law Corporate Counsel Co-op Program

The ABA Accredited Charlotte School of Law (“CharlotteLaw”) continues to expand its Cooperative Legal Education program involving the corporate community in Charlotte. Since the beginning of the year, CharlotteLaw has partnered with in-house counsel at some of Charlotte’s most well-known corporations including ACN, Bobcats, Compass Group, Duke Energy, Husqvarna, Michael Scott Mater Foundation, Power Plant Management Systems, Rack Room Shoes, and TIAA-CREF to provide a mutually beneficial experience for both our student lawyers and the companies themselves.

Testimonials

Keith Atkinson at TIAA-CREF stated that participating in the CharlotteLaw Co-op Program is beneficial because CharlotteLaw has a diverse student body from which to choose from. He believes that tapping a student body engaged in experiential learning, based on them having some work experience, provides real benefits when students assist on research projects or other tasks while interning in

a corporation. The benefits include having research and other projects performed accurately in a time crunch. For example, an intern was tasked with incorporating a non-profit in North Carolina and she took the initiative to reach out to the client and, anticipating next steps, drafted the incorporation documents for the attorney’s review immediately after that conversation. Keith Atkinson stated, “It is great to help students to become better lawyers, which will benefit clients and the community long term.”

DeeDee Lott at Compass Group has said that the CharlotteLaw Co-op Program helps utilize inexpensive resources to expand their legal department services. Having an intern invigorates and energizes a mundane practice because of the energy a high quality law student, who is eager to learn, brings to the table. According to DeeDee, “It feels good to bring budding attorneys along and to help shape their careers.” The student interns at Compass Group picked up and ran with their subpoena program by communicating with

internal custodians and interfacing with attorneys.

Cassie Cooper, who interned at TIAA-CREF, said that the internship gave her a good idea of what it is like to work in-house, interact with corporate people in different fields, and adapt to a professional environment. Jeff Henry, who interned at Compass Group, stated that he enjoyed the real work experience, talking with attorneys across the country, and getting life guiding advice from attorneys sharing their experiences and their path.

How to Get Involved

Companies are able to partner with CharlotteLaw by supervising a legal intern in the summer, fall, or spring. The internship can be paid or unpaid and part-time or full-time. Students enroll in a companion Corporate Counsel class to complete this educational program. For more information on the CharlotteLaw Corporate Counsel Co-op Program, please contact Professor Emma Lloyd at elloyd@charlottelaw.edu or (704) 971-9397.

2011 Strategic Sponsors

K&L Gates LLP

Kilpatrick Townsend & Stockton
LLP

McGuireWoods LLP

Nelson Mullins Riley &
Scarborough, LLP

Ogletree, Deakins, Nash, Smoak
& Stewart, P.C.

Parker Poe Adams & Bernstein
LLP

Robinson Bradshaw & Hinson,
P.A.

Smith Moore Leatherwood LLP

Welcome New Members!

We welcome the following 17 new members who have recently joined our chapter August – October 2011:

Eduardo Abrao-Netto with
Piedmont Natural Gas Company

Benjamin Bash with The Babcock &
Wilcox Company

Tracey Downs with Compass Group
USA

Carrie Fisher with Polypore
International

Brooks Gaylord with Festiva
Hospitality Group

Randall Gregory with The Babcock &
Wilcox Company

James Harris with The Cato
Corporation

Robert Heintel with Tyco Fire
Protection Services

Amy Kendall with Piedmont
Behavioral Healthcare

Taryn Mecia with Harris Teeter, Inc.

Arthur Morehead with The Duke
Endowment

Justin Richman with Piedmont
Behavioral Healthcare

Bradley Roehrenbeck with MedCost
LLC

Jennifer Sadoff with Muzak LLC

Jeff Sandler with Ingersoll Rand

Christopher Scott with General
Dynamics ATP

Diedra Ward with Muzak LLC



Charlotte Chapter Receives 2011 Achievement Award

We are very excited to report that on October 23, 2011, at the ACC National Meeting in Denver, our chapter received a 2011 Achievement Award. Our chapter was “Runner-Up” to the prestigious “Chapter of the Year” Award in the medium-size category of chapters! We would like to thank our 2010 Chapter President, Steve Millsap for his outstanding efforts on completing a very lengthy and detailed application for this award consideration. Our chapter has accomplished so much in over the past several years and we thank our members and strategic sponsors for all of your continued support!

Tim Nohr,
ACC-Charlotte President

Chapter News

Upcoming Events – Save the Date!

Mark your calendar for our Annual Gala event on Friday, January 20, 2012 at the Mint Museum in Charlotte.

Member Announcements!

Congratulations to Kim Anne Thompson (SGL Carbon, LLC) and her husband James Carter on the birth of their daughter, Emerson Anne Carter, born October 6, 2011.

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 Update

Please check out the Charlotte Chapter website, which now includes a Membership Directory, which will be more convenient when trying to find Charlotte ACC members. This feature is only accessible to ACC members and it is automatically updated when we have new members or other changes occur. In addition, there is a new calendar feature on our webpage with information on all our events. By clicking on a particular event you can add the date to your own Outlook or Google calendar. Log in and check it out 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, please contact us at charlotteacc@gmail.com.

ACC Annual Meeting in Denver, Colorado

Our chapter was well represented with 17 chapter members attending the ACC Annual Meeting in Denver, Colorado on Oct. 23–26, 2011. We all enjoyed the valuable CLE and training offered as well as great networking opportunities. The following chapter members attended:

- | | |
|-----------------|--------------------|
| Justin Arnot | Kevin O’Brien |
| Peter Barr | Daniel Rikard |
| Earl Bennett | Stephen Scholle |
| James Canafax | Nina Shor |
| Steven Crow | Robert Temple |
| Michael Gaither | Evan Turtz |
| Marcy Hingst | Robert Wick |
| James Kiser | Kenneth Wittenauer |
| Timothy Nohr | |

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Jane Lewis-Raymond

Luther Moore

Catherine Stempien

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ACC News

It's Alive! — Get Your Member-to-Member Mobile App Today

Download ACC's Member-to-Member mobile app today and stay connected with the largest online community of in-house counsel on the go. Just a click away, you can get updated ACC announcements, find members through the membership directory, participate in eGroup discussions, and build your own contact list. There's also an entire section within the app dedicated to ACC's Annual Meeting. This app is compatible with iPhone, Android, and BlackBerry devices. Download it today at www.acc.com/m2m.

Business Education for In-house Counsel: Mini MBA

Enhance your business management skills at the Mini MBA for In-house Counsel program. A two and a half-day program co-sponsored by ACC and the Boston University School of Management, it is designed to sharpen your knowledge in critical MBA disciplines including accounting, finance, strategy, and organizational behavior. Multiple program dates are available for you to choose from: Mar 5–7, 2012, Boston; Apr 25–27, 2012, Los Angeles; Jun 4–6, 2012, Boston; and Jun 6–8, 2012, Boston. For more information on this program and other programs developed by ACC and BU, visit www.acc.com/businessedu.

Get Back to Basics at Corporate Counsel University®

Are you new to in-house or looking for ways to sharpen your basic in-house practice skills? Attend ACC's Corporate Counsel University® (May 20–22, 2012, Los Angeles, CA) to jumpstart your career. At this program, you will learn practical tips that can be applied to your work immediately and earn up to 12 CLE/CPD credits. Topics range from law department management to finance and accounting. To learn more, visit ccu.acc.com.

Show the C-Suite You Know Value

Develop techniques to effectively structure value-based fees and drive efficiency at ACC's Legal Service Management Workshop (February 28–29, 2012, Dallas, TX; or May 2–3, 2012, Minneapolis, MN). At this two-day, intensive executive workshop, through a blend of instruction and business school style case analysis, you will learn to improve value in legal spending and develop skills to thrive professionally. Space is limited to 50 law department and law firm leaders in each workshop. Learn more and register at www.acc.com/legalservicemanagement.

Save time. Save money. Save your weekend.

We've done the homework for you. ACC has assembled a select set of Alliance partners to help you get your job done faster, easier, and within budget. Exclusive savings for ACC members are available from leading service providers, including:

- **Applied Discovery**, a worldwide electronic discovery leader, offers ACC Members the Applied Discovery® Leverage™ suite that includes Leverage™ Review, a hosted review platform, Leverage™ Data Analytics for early and ongoing case assessment and Leverage™ Review Analytics for monitoring quality and reviewer performance. ACC members are eligible for exclusive discounts and complimentary services.
- **Practical Law Company** (PLC) offers a wide variety of up-to-date resources across all major practice areas. These include how-to guides, model agreements and cross-border guidance. ACC Members receive extended free trials, a 10% discount on retail pricing for first-year subscriptions, and 5% discounts on renewals to the new PLC Law Department service.

Find out more about these and all of the other ACC Alliance partners at <http://www.acc.com/alliance>.