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FOCUS

President's Message

Kenny Johnson

Greetings, I hope this finds all of you well. I hope everyone had a fantastic summer and endured the record heat wave — nothing like summer in Texas!

In the spirit of record temperatures and heat, I want to highlight the “sweat equity” of your chapter leadership as well as update you on the “burning issues” we have been working on. On the National front, our chapter continues to support the ACC head-quarter initiatives, such as the *ACC Value Challenge*, which continues to be a “hot topic” as we strive to improve the value of outside legal spend. The ACC Value Challenge is based on the premise that firms can improve the value of the legal services they provide, reduce their costs to corporate clientele, and still maintain strong profitability.

Our chapter also recently established an Advocacy committee to ensure we continue to be the leading voice of the in-house bar concerning our member's professional rights and our client's legal needs. Through this committee, our chapter intends to help promote and assist in any matters of national/global importance, and also engage headquarters as needed, regarding any regional or local issues directly affecting

our members. If you are interested in participating in this committee, or would like to raise an issue worth advocating, please let us know.

Another goal of our chapter this year has been to leverage our relationships with other Texas chapters and to increase the collaboration and knowledge sharing for the mutual benefit of all. An example was the Salary Survey released earlier this year, which I hope you found helpful. Another worthy initiative is the Pocket MBA program sponsored by the Austin chapter that features pre-eminent speakers from the UT McCombs School of Business. Like last year, this program will be held in mid-September in Austin and is an incredible value and learning opportunity. In the future, we hope to work with the Austin chapter and other Texas chapters on the possibility of bringing the program to other Texas cities, including Dallas/Fort Worth.

Lastly, as I reported in the previous newsletter, we recently awarded four Margolies internships to students at SMU and TWU to enable them to provide pro bono services to those



in need in our community. The Margolies program has been a great success for several years now, and we are currently collaborating with the Houston chapter to establish a non-profit vehicle to promote tax-free fundraising that will further enhance our ability to offer more internships and future pro bono events. We are cautiously optimistic this will be in place for 2012.

Regarding chapter events, our first annual Day at the Ballpark in August was a huge success. We had over 100 ACC members and family attend to watch the reigning American League Champion Texas Rangers. It was a great family event and we look forward to making this a permanent part of our annual calendar. Regarding upcoming events, I want to remind everyone of the Best Corporate Counsel Awards that will be held on October 18, 2011 at the Adolphus Hotel. This is our second year hosting the event with D CEO Magazine and we look forward to honoring the “shining stars” in our in-house community.

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Extend Your Network Through Networking

By Veta T. Richardson, ACC President & CEO

We all know it's important. It's a part of our professional (and sometimes personal) lives. Meeting people who do what we do, what we hope to do, and even what we've done is necessary for our continued growth. You know what "it" is: networking.

While networking is a good idea when looking for a job or an opportunity to advance your career, this activity is more than just a good idea for in-house counsel — it's essential.

Many of the jobs that you would be interested in never make it to newspaper ads or online job posts. Word of these positions often come from other in-house counsel either working within the company's legal department, or who have had conversations with colleagues connected to the department. How will you get in on the conversation if you're not at the event mingling with the people doing the talking?

Here, I will offer a few tips for successful networking — in the real and virtual worlds — while further exploring how this activity can benefit not only your career, but your social circle as well.

A few networking tips

If you happen to be between in-house positions, looking for a full-time position can often feel like a job itself. If you are also working in-house you're, well, busy working. However, you should never be too busy to grow your connections and opportunities. To get it all done, you need to network smartly. Here's how:

Choose carefully

There is no shortage of networking happy hours, socials, dinners, outings — whatever the invite says next to "networking." You don't need to attend every one of them. Take a little time to research the event: Who else is on the invite list? Where is it being held? Who is the event host, company or sponsor? Asking yourself these few questions can help you weed out those events that may not be the best use your time. Of course, any networking event held by the professional organizations of which you are a member should be at the top of your list: Your local ACC chapter hosts networking events almost monthly. Find a listing of upcoming events on your ACC chapter page (www.acc.com/chapters) and view the "All Chapters Events" calendar at www.acc.com/chapterevents.

Remember, networking doesn't only occur during happy hours

Some of your most valued connections can come from the most unlikely sources. Do you volunteer with a not-for-profit or coach your son's baseball team? You never know who is volunteering or carpooling beside you: Strike up a conversation and keep your business cards close at all times. For example, at one time in my professional life, I was looking to perhaps use my law degree and background in art history to run a museum. At a cocktail party at the home of a friend of a friend, I shared out loud my interest in museum management. The person I was speaking with told me about a then-newly-under-construction Museum of African American History in the Midwest, and said he heard they were looking for a deputy director. Through that initial lead, I tracked down the museum's head of HR, threw my hat in the ring, interviewed and was offered the position. I ended up not accepting the job for complicated reasons that really don't matter for purposes of this article. The point is that opportunities arise in unlikely ways.

What's your motivation?

Before attending any networking function, figure out what you want to gain from it. Are you going to find a new in-house position or do you feel like your in-house Rolodex needs a little updating and tending to? Are you a new corporate counsel and looking to raise your profile among your in-house peers, or are you looking for a possible mentor to help you navigate the unpredictable world of an in-house legal department? What you wish to accomplish over cocktails and business card exchanges affects the way you network, as well as what events you should attend. Some meetings are more social than others, focused on fostering connections, while others are more formal, focused on helping attendees secure a professional opportunity.

Be genuine and confident

Walking into a room of your successful peers, many already engaged in conversations, can be a bit intimidating. Don't worry about butting in on a conversation or talking too much; just be yourself and remember why you are there. I always remind myself that everyone is here for the same reason and that's to network and meet new people. Sometimes I look for the people who are standing alone and choose them as a starting point for joining the group and establishing that first essential new contact.

Ask a lot of questions

You've likely done a lot in your career. You sit on this board; you're licensed to practice in five states; and your local chapter named you "GC of the Year." These are all great accomplishments, but good networking is about getting and sharing information. So ask your new in-house friend what she is currently working on in her department. Perhaps, bring up an issue in your own department and ask if her department has dealt with a similar issue, and if she has any solutions to offer. These types of exchanges open up the door to continued conversations and connections.

Follow up

This is a given. However, in our busy lives we can forget to follow up with the new connections we've made, losing the cards collected in the dark abyss of our suitcases. Set goals for yourself both before and after the event. Leaving a networking event with 20 cards can be a bit overwhelming, so go into it thinking, "I want to connect with 10 people at this event." Make your next goal to send a "Nice connecting with you!" email to all 10 connects within a week of the event. Your next goal may be to follow up with all connects from events attended, like ACC chapter meetings, the ACC Annual Meeting (www.acc.com/education/am11) etc., monthly or bi-monthly. It may seem like a lot, but you can't grow relationships without communicating, and networking is, fundamentally, about building relationships.

Join and volunteer with organizations in your field

A great way to enhance your networking is to become active in groups that expand professional connections. You're already a member of an association dedicated to your professional needs. Take advantage of all of the networking opportunities ACC presents through your chapters, our educational meetings and committees — perhaps volunteering where you can. Also, join other professional associations and organizations targeted at your individual interests and needs. For example, attorneys of diverse backgrounds or even majority males with an interest in advancing diversity might enjoy an organization like the Minority Corporate Counsel Association (www.mcca.com), and whether you are a straight ally or gay, the LGBT Bar Association (www.lgbtbar.org), offers great programs and opportunities to connect professionally. Alternatively, you can choose to network

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in your practice area, industry trade association or even around pro bono service. Just do it!

Social media and online networking

You likely have several (or at least one or two) online profiles in communities that are frequented or made up by your in-house peers. Hopefully, you've checked out ACC's Member-to-Member benefit and built your online profile.

At <http://community.acc.com/home>, you can find many solutions to challenges you may be facing in your legal department, all from your in-house peers. This peer-to-peer network puts your favorite ACC resources in one place, including: ACC announcements, eGroup forums, a member directory, mentoring opportunities and a shared file directory — allowing you to connect with people and resources particular to your in-house career.

There are also sites like LinkedIn, Twitter, and Facebook where you can grow your professional and social networks right from your computer. Be sure to first check out the ACC presence on each. On these sites the same rules of in-person networking apply. Also, make sure you have an updated picture of yourself in your profile. Nothing screams: "I don't understand this or have time for it" like not having your own picture associated with your profile. Your online profile should be as updated as your resume. For example, make sure you join online communities that make sense based on your objectives. If you want to connect with old friends, Facebook may be for you, but if you want to further your professional reach and network, LinkedIn may be where you choose to spend your time. Remember the idea of goal setting? Online networking shouldn't just be about how many connections, followers or friends you have. Make the connections count — target the leaders in your field and follow, friend and connect to them. Once the connection is made, start the conversation, perhaps suggest an in-person networking event to meet up at, and follow up. Further, make sure that you are adding to the community that you join by posting useful resources and posing questions that start conversations. Join groups that focus on your area of practice and interest. Like I said, it's no different than networking in the "real" world.

Benefits

You know the benefits of networking: connecting and reconnecting with people who may aide you, and vice versa, in getting a new position down the road; fostering a network that will be useful not only to you, but to a future employer or client; building relationships with people who can act as a mentors, advisors, supporters and

professional cheerleaders for you (and to whom you could return the favor) and more.

Keeping current

So you may be in a great in-house position, and your network is pretty big and growing. Networking with those peers, both new and not so new, is still very important to your in-house career. You need to know what everyone is talking about. Perhaps you're leading the company's major acquisition (or maybe you're a legal team of one), logging long hours in the office and haven't had the time to keep up on the latest developments related to Dodd-Frank. Attending networking events and taking a few minutes out of your day to skim your twitter feed can help keep you current.

Building your career

Whether you're currently in your dream in-house position or looking for it, networking with your peers is an excellent way to build your career. You never know where that next opportunity will come from, or how a new contact can add value to your current position.

Opening up relationships with people who can be mentors, advisors, supporters and cheerleaders

No matter where you are in your career, having a support system is key. Having a mentor or advisor who you can approach with concerns and questions often gives you that needed push and confidence to tackle whatever the issue is. A way to meet these people, and to perhaps become one yourself, is through networking. Further, I have connected with many young attorneys through events held by MCCA and ACC, becoming that mentor and advisor, and giving back to the in-house community that has offered me so much.

Online social networks make staying in touch easier than ever

There is nothing like face-to-face contact. You get to look into your peer's eyes, shake her hand and take her card. However, as we already discussed, keeping in touch after the initial meeting can prove challenging. As suggested, following up with your connections is crucial to worthwhile networking. Now, you can do that with more than an email. Sending a tweet or retweeting something they've said online can keep you connected easily, allowing you to continue and start conversations.

There's an old saying that people make time for what's important to them. I know that your in-house career is important to you, as is connecting with old and new friends. Being an active participant in networking opportunities is an

excellent way to make business and personal connections. I think it is worth your time and effort to engage in some form of networking — be it at an ACC Chapter meeting or through your LinkedIn profile. Start the conversation, continue it, and pass it on.

Resources to Consider

In-house JoblineSM

With more than 1,000 corporate counsel positions listed every month, In-house Jobline is the one place to find your next position, post your resume, or hire legal staff. Find your next employment opportunity at <http://jobline.acc.com>.

The ACC Community

This one link directs you to "My ACC" where you can build your online profile, Member-to-Member, eGroups, Pro Bono and Diversity opportunities, Law department leaders, CLOs, The ACC Blog and more. www.acc.com/community

ACC Top 10

- **Top Ten Tips for Online Professional Networking in the Legal Community (April 2009).** www.acc.com/legalresources/publications/topten/Top-Ten-Tips-for-Online-Professional-Networking-in-the-Legal-Community.cfm

ACC Presentations

- **Seven Secrets of Landing Your Next in-House Job (Nov. 2010).** www.acc.com/legalresources/resource.cfm?show=1268882
- **The Girlfriends' Guide to the Good Ol' Boy Network: What They Never Told You About the Life in the Big Corporation (Oct. 2009).** www.acc.com/legalresources/resource.cfm?show=730583

ACC Docket

- **Networking 2.0 (Oct. 2009).** www.acc.com/vl/membersonly/ACCDocketArticle/loader.cfm?csModule=security/getfile&pageID=637826
- **Online Social Networking and Your Career: Are You Staying Ahead of the Game? (July 2008).** www.acc.com/legalresources/resource.cfm?show=16821
- **Hands On: Taking Charge of Your Career: Best Practices for Women Lawyers (July 2006).** www.acc.com/legalresources/resource.cfm?show=14635

ACC Article

- **Rules of Engagement for Online Networking (Nov. 2008).** www.acc.com/legalresources/resource.cfm?show=140897

Forbes.com

- **Networking Survival Tips (Jan. 2010).** www.forbes.com/2010/01/06/networking-event-conversation-forbes-woman-net-worth-relationship.html

Dallas Chapter Concludes Another Successful Semester with Street Law

By Navin Rao, Vice President and Assistant General Counsel for Michaels Stores

The Dallas-Fort Worth Chapter hosted over 40 high school students from the Yvonne A. Ewell Townview Center during its annual Street Law field trip on May 4, 2011 at the offices of Jackson Walker. The event was part of ACC and Street Law's Corporate Legal Diversity Pipeline Program, which is designed to promote diversity in the legal profession.

For the past two years, the Dallas-Fort Worth Chapter has worked with students in the Judge Barefoot Sanders Law Magnet at Townview. During the spring semesters, chapter volunteers go to Townview to teach six classroom sessions in the areas of intellectual property, contracts and employment law. Each semester concludes with a field trip, hosted at a local area law firm, where the students build on what they have learned in the classroom. The students participate in interactive workshops led by the ACC volunteer teams. In this year's workshops, the students engaged in mock negotiations, mock depositions and IP ownership and infringement exercises. This year's topic and team leaders were:

- Program Chairman, Navin Rao, Vice President and Assistant General Counsel for Michaels Stores
- Intellectual Property, Michael Woods, Intellectual

Property Counsel for Dr Pepper Snapple Group

- Contracts, Gabe Vazquez, Counsel for TXU Energy
- Employment Law, Amy Scott, Corporate Attorney for Michaels Stores and Derek Lipscombe, Managing Counsel, Litigation for AAA Texas

During the field trip, students also had an opportunity to mingle with ACC and Jackson Walker attorneys and learn more about careers in the legal profession. Dallas program chairman Navin Rao spoke during lunch about his career path and opportunities offered by the profession. Jackson Walker Associate Alia Derrick, a 1999 graduate of Townview, served as this year's guest speaker and offered an inspirational roadmap from high school to a legal career.

After two successful years partnering with Street Law, the Dallas-Fort Worth Chapter is excited about expanding the program next spring to bring in even more ACC volunteers and grow the program to reach more students in the community.

Navin Rao is vice president & assistant general counsel at Michaels Stores Inc. and is secretary and a member of the Board of Directors of the ACC's Dallas Fort-Worth Chapter. He is also a member of the Texas Minority Counsel Program Steering Committee and the State Bar of Texas Racial Diversity in the Profession Committee. At Michaels, Navin's practice focuses on general corporate, transactional and securities-related matters. He can be contacted at raon@michaels.com.



Dallas-Fort Worth Chapter members pose with students from Yvonne A. Ewell Townview Center at the conclusion of this year's field trip

Upcoming Events

Sept. 9 — Golf/Spa/CLE Event

8:15 AM–7 PM
Four Seasons Las Colinas Resort
4150 North MacArthur Blvd
Irving, TX 75038

Oct. 18 — Best Corporate Counsel Awards hosted by ACC-DFW & DCEO Magazine

5:30–8 PM
The Adolphus Hotel
1321 Commerce Street
Dallas, TX

Oct. 20 — CLE Lunch

11:30 AM–1 PM
Maggiano's
205 Northpark Center
Dallas, TX 75225

Oct. 23–26 — ACC Annual Meeting

Denver, CO

Nov. 17 — CLE Lunch

11:30 AM–1 PM
Maggiano's
205 Northpark Center
Dallas, TX 75225

Dec. 8 — Save the Date! Holiday Party

Visit www.accdfw.com for more information!

Welcome New Members!

Kathy Bartlett, American Heart Association

Melitha Brown, Red Mango, Inc.

Stuart Chasanoff, The Weir Group PLC

Holly Clarke, L-3 Communications Corporation

Robbie Husdon, Behringer Harvard

Christopher Lang, PepsiCo, Inc.

Eric Lugger, MTW U.S., Inc.

James Parks, Nationstar Mortgage LLC

Nicholas Schanbaum, Ryan, LLC

Jay Young, CEC Entertainment, Inc.

ACC News

Find a Mentor in ACC's New Mentor Program

Accessible through our new Member-To-Member online community, ACC's new web-based mentor program allows members to sign up as mentors or mentees and connect with each other based on geographic location and practice area expertise. Formal mentor relationships last one year, but we hope our new mentor program will facilitate the development of long-term relationships that grow our members' careers for years to come. To sign up, go to <http://community.acc.com/Home>, log in, and click on the "Mentoring" tab. For questions about the program, read the FAQs in this section or contact ACC's membership department at 202.293.4103, ext. 360.

Join your Local Chapter During ACC's National Community Service Month

Throughout September, October, and November, ACC chapters all over the

country will support National Public Lands Day (npld.com) and National Service Day (www.nationalservice.gov) by participating in their own community service events around the country. ACC and its chapters will join other volunteers this year to paint and frame houses, plant trees, and help their local communities in other ways.

This is the fifth year that ACC chapters voted overwhelmingly to participate in ACC Community Service Month. Originally conceived by James (Jim) Patton, former ACC board member and former president of the South Florida Chapter, now national director of legal projects at Robert Half Legal, the National Community Service Month was envisioned to give ACC members an opportunity to give back to the community that has given them so much and to demonstrate that lawyers care about their local neighborhoods and parks. All too often, members don't find opportunities to do

something good for the community and in the past, there were even less opportunities to perform family friendly community projects through their local bar associations. National Community Service Month has helped to change this. To join on your local chapter for its event, visit the chapter pages at www.acc.com/chapters.

Sign up for Large Law Membership and Save

Does your company have nine or more attorneys? If so, there is no better way to save money than by promoting the large law membership dues package. The large law department fee schedule can save you anywhere from hundreds to thousands of dollars depending on the size of your department. With budgets getting tighter, the need for ACC resources (rather than using outside counsel) is more critical than ever. And with our large law membership rates, we make the savings even more valuable! For more information, go to

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Assistant General Counsel
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Lastly, I want to remind everyone about the ACC Annual Meeting in Denver on October 23–26, 2011. By this time, hopefully temperatures and schedules will “cool” enough to allow each of you the opportunity to attend the meeting. The ACC Annual Meeting is always a great time to network and renew existing friendships with other members, near and far. It is also an unparalleled opportunity to participate in quality programming and obtain required continuing legal education credits. Like the meeting last year in San Antonio, the Texas chapters will be hosting another Texas-sized hoedown. So don’t miss it!

In closing, your chapter leaders continuously strive to bring value to your membership and we appreciate all of you. As always, we openly encourage our members to actively participate in the leadership of our chapter, including assisting with planning, or simply attending, our programming and events. If you are interested in becoming more

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www.acc.com/aboutacc/membership/lawdepartment.cfm or contact Danielle Boshart, director of membership operations, at 202.293.4103, ext. 307 or boshart@acc.com.

ACC’s Member-to-Member

Looking for important ACC updates? Want to connect with peers in your practice area? Have a sample contract you’d like to share?

Log in to ACC’s newly launched *Member-to-Member* online community and join the conversation with thousands of your in-house peers. Discuss challenges, get important ACC updates, and share files — everything you need is right here!

Member-to-Member offers

- eGroups discussion forums for sharing ideas and addressing challenges with practice-area peers, fellow chapter members, or open groups.
- ACC Announcements that keep you informed about the latest resources, upcoming events, hot topics, blog posts, and more.
- A shared file directory for immediate access to sample forms, policies, contracts and other resources uploaded by in-house peers.
- Networking options and a member directory that let you connect with other in-house counsel by location, law school, specialties, personal interests and many other choices.

Log in to Member-to-Member at www.acc.com/m2m. Complete or update your profile, and start enjoying the benefits of the world’s largest community of in-house counsel.