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FOCUS

President's Message

Peter Marchel

Dear Fellow Washington Chapter Members,

During our current economic situation, it is good to remember that for over 25 years, ACC has been providing corporate counsel with specialized and practical services targeted to your unique position within the legal and business communities, your responsibilities, and your concerns.

Here is how ACC can help you:

- **Better manage the cost and quality of outside counsel services**, including trends and innovations in cost containment, billing formats, sample policies and procedures manuals for working with outside counsel, and savings realized through alternative dispute resolution.
- **Strengthen and streamline** your department through improved financial management skills, new approaches to department organization, and access to law department compensation surveys.
- **Timely Delivery of Critical Information.** The Virtual Library of practice resources is an outstanding value. Whether you are looking for substantive practice information about managing your department (and outside counsel), we have it for you easily accessible and online

24 hours a day, seven days a week. And access is free with your ACC membership!

- **Networking with other In-house Counsel.** Our local chapter provides access to a group of in-house counsel who share their successes and challenges, a sounding board for ideas, and offers a source for seeking solutions. We organize these meetings to allow in-house counsel to discuss key issues and fulfill their CLE requirements through substantive educational programs.
- **Practicing in the In-house Setting.** The *ACC Docket*, our award-winning journal, is the only periodical written by in-house counsel, so you won't get the theoretical postulations on a subject. What you will receive is practical, succinct, and specific information and guidance on the actions that you can take to improve your legal operations.
- **Legal Trends.** ACC provides valuable knowledge that you can use to improve your performance, operating efficiency, relationship with senior management.



Most significant, though, is the value of ACC membership—the extraordinary quantity and quality of information, networking, professional development, monetary discounts, and problem-solving opportunities that are

available only through ACC and only to ACC members.

Involvement in the Washington Chapter and any of ACC's committees, as well as attendance at local chapter programs, is an opportunity for you to expand your network of professionals facing the same problems you deal with on a day-to-day level—attorney's whose experience and insights can be of direct benefit to you.

We look forward to your participation. Please contact myself or any other board member to get involved. We are actively seeking chapter committee members as well as additional Board members.

Yours truly,
Peter Marchel

Alternative Fee Arrangements: Moving Toward Better Valuation of Lawyer Services

Susan Hackett

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We can all agree that our clients believe that the cost of a legal problem should not be assessed simply by how much a lawyer would like to be paid to spend time solving it. As we struggle to deal with tighter budgets and as clients become increasingly disenchanted with many law firms' lack of focus on value, we get more and more interested in alternative fee relationships.

Both clients and firms struggle when figuring out how to value legal services they previously "costed" exclusively on an "hourly rate X time spent" basis. Some of our frustration with finding other ways to value a lawyer's contribution is inexperience or a lack of comfort with reassessing risk or quantifying the unknown, supported by a lack of good data that would point to the actual cost of a matter (rather than the cost of a lawyer's time).

The result is that clients are guilty of not managing their outside counsel with clear directives and understanding of what value is and how they want it quantified. At the same time, many outside counsel with experience in doing certain kinds of matters really well somehow haven't yet figured out how much the next matter will cost.

What is needed to move us forward?

Law firms need to better "mine" their own business knowledge and align their practices to their clients' needs—in terms of pricing and expertise. But no law firm will agree to throw out what are largely proven and successful business practices (in terms of profit and their current experience) without clients willing to reward them for trying something different and somewhat more risky (from their perspective).

In-house counsel can best drive value in firms by better understanding and communicating their expectations and their assessment of the value of the work they are outsourcing. Too many clients ask firms to think creatively in making a bid for work or in yearly assessments, and then award

their work to firms that continue to bill by the hour and simply offer a discount.

My experience with the ACC Value Challenge project suggests that firms will do whatever you want them to do. So if moving your firm to an alternative fee or staffing structure is important to you, all you need to do is show your firms that you will reward those who step forward with such solutions.

The following is a short outline of alternative fee issues; you can also find a lot more information at www.acc.com/advocacy/valuechallenge/toolkit/index.cfm. Remember that you can often combine these kinds of fee structures or relationship alternatives to create service models that best fit your clients' needs.

Volume, Blended and Discounted Fees

Description: Law firm reduces its hourly rates or offers a blended rate that all timekeepers adopt, often in return for client guaranteeing a certain volume of legal work. (Not an "alternative" fee at all, but mentioned here since so many folks think this is alternative billing.)

Advantages: It's quick and easy.

Disadvantages: Experience shows us that discounts don't generate real savings, since poor business models at firms remain unchanged. Lawyers have no incentive to bill fewer hours, nor do they need to be more efficient or consider staffing that makes more sense; perversely, some firms will feel penalized for discovering an early resolution of the matter. Lawyers billing on a discount do not learn to establish a value and cost for the services they provide—and they often offer discounts without thinking through whether they can actually profit at that rate. Finally, discounted fees can be difficult to manage.

Contingency Fees

Description: Client pays the law firm based on results achieved. Payment is often expressed as a percentage of the recovery, settlement or amount saved.

Advantages: Clients only pay when the law firm achieves successful results—they don't pay for time. This allows economically challenged clients to obtain legal representation, and allows law firms that carefully screen new matters to fully leverage their efficiency and expertise.

Disadvantages: Law firms assume all of the risk. As a result, those firms with little experience, inefficient operations, poor screening processes, weak financial skills or a case that goes south risk losing money. In addition, some jurisdictions are placing caps on contingencies in certain circumstances.

Retrospective Based on Value

Description: Fee is determined by law firm at the conclusion of a matter and is based on client objectives as defined at the outset. Some firms that are trying this method allow the client to adjust their final bill to what they think is a better assessment of the value.

Advantages: Shifts focus from time spent to the value of results. The amount of the fee is based on the value to the client.

Disadvantages: Requires a great deal of trust between lawyer and client. Client may not agree with how law firm values its services and vice versa.

(This kind of arrangement is best for clients and law firms that know and trust each other well—and when the value to the client of the results achieved can be accurately calculated.)

Retainers

Description: Client makes a deposit against charges for future services or client makes a deposit in return for which law firm guarantees its availability for a specific period of time.

Advantages: Clients are more likely to seek legal help when they know the clock isn't ticking, and this leads to good relationships and better ability for firms to provide meaningful counsel. Law firms are paid upfront and thus can avoid billing, collection and profitability problems, provided retainer is kept current and accurately reflects the costs

of providing legal services. Many folks using retainers in today's market are outsourcing an entire function to a firm on a flat fee per month, quarter or year. **Disadvantages:** Disagreements about what is included in the retainer can occur if details are not clearly specified. This can cause firms to think they're doing too much and/or it can cause clients to think they're receiving too little. (While not required, law firms are wise to provide clients with periodic summaries of tasks performed and results achieved to demonstrate the value of the services the client is receiving.)

Fixed or Flat Fees/Capped Fees

Description: Client engages law firm to provide a specific service for a set price. This service could also represent one segment of a larger matter or a recurrent type of litigation. For capped fees, the law firm is paid up to a specified maximum amount. **Advantages:** Fee is not based on time (even if the firm continues to internally track hours for its own use); both client and firm know at the outset what the (maximum) fee will be. This allows client to budget accordingly and avoid billing surprises, and it allows firm to leverage its expertise and efficiency. It requires both firm and client to document with specificity what services will be performed for the fixed fee. It gives firm an incentive to improve staffing decisions, processes and workflow and make better use of technology. **Disadvantages:** Law firm assumes the risk of cost overruns. Thus, unforeseen circumstances could lead to tensions around the need for higher quality work product and/or additional effort. Clients must also be ready for the firm that succeeds under the model and not expect the firm to return a large profit that they fairly won. Some firms/clients choose to manage risks in both directions by including safety valves or "reopeners" that allow both client and firm to revisit and revise the agreement in specified circumstances.

Budgeting

A growing number of companies have come full circle, from discounts to alternative fee arrangements to "hard budgeting." To my mind, alternative fees are actually little more than a full understanding, anticipation and management of costs through a well-crafted budget, which have been a requirement in retainer let-

ters for years. However, they tend to be observed in the breach, used by one side only or used only for accrual/forecasting purposes—not for cost management.

To truly budget a matter, you have to have data that suggests the matter's worth from the outset. This is the real work of alternative billing—shifting the focus from lawyer contributions to client assessment of value and desired outcome.

My advice to those of you just getting started is to remember that you can approach many of these strategies in smaller bites until you develop greater comfort and more experience. You can design staged fees so that some portions are billed on a traditional hourly basis, but a portion that is more easily segregated for cost purposes can be billed on a fixed or other alternative fee.

Additional Thoughts

- Base your expectations on data that you or your firms have mined: what is the average cost of such matters across all your firms, or in the experience of your in-house practice peers at other companies (time to use the ACC networks!), or in the experience of your firms which have done this work over and over for hundreds of clients. Begin there, even if that information is based on billable hours. You need to start somewhere, so start with what you know.
- Focus on a budget or the cost of all-in tasks rather than an arbitrary fee. Manage to the cost and outcomes, and not time spent.
- Establish metrics and evaluation processes that allow measurement of how you're doing so you can engage in continuous improvement in the process. Link compensation to results.
- Consider an ebilling system, if you don't already have one; the idea is not to focus on "gotcha!" auditing practices on each bill, but to use the system to help both sides manage matters without surprises and stay on target from before the process is done to the mandatory evaluation process that concludes each matter. Check out the services offered by companies such as Serengeti (www.serengetilaw.com), which has offered ACC lots of great ideas and support on our value project.

- Ask your firms if they are monitoring the running costs of your alternatively priced matter against billable hours—they probably are if they're also early into this process. If so, ask them to share the results. There are probably some matters that are better billed on an hourly basis.

Beyond Fees: It's Not Just About Alternatives to the Billable Hour!

Don't just apply these theories to law firms; apply them to other vendors of legal services too.

Combine alternative fee ideas with other value-based alternative strategies, such as partnering your firms with service providers who can do portions of the task for far less. Ask your firm if they will rethink their own staffing of your matters to assure you're driving the right horses for courses, or ask the firm to offer you a seconded associate or junior partner to help you get a matter done that you can't afford to pay for at higher rates (or to help you staff through high volume surge periods or maternity leaves, etc.).

Ask firms to complement their commitment to value-based billing with other kinds of offers: have them train your in-house staff to do certain kinds of work, man a hotline for your clients to call at no additional fee or establish an extranet with resources they can offer to help you get their jobs done. Don't limit your quest for value to the bill: Think broadly.

What we're all interested in is the place where the firm makes more money because you've given them more work and they've gotten really good at doing it, but you pay less because the firm agrees to price your matters based on stronger efficiencies, proper staffing and a focus on what value means to you: speed, result, relationship, communication skills, innovation—whatever that may be!

Read about what others are doing www.acc.com/advocacy/valuechallenge/IdeasDiscussions.cfm, or contribute your or your law firms' best billing and alternative fee practices by emailing us at accvaluechallenge@acc.com.

A Public/Private Partnership to Fight Prescription Drug Deaths

By Attorney General Rob McKenna

Ryan DePuy was an athletic, affectionate teenager from Bothell, Washington. According to his parents, their soccer-loving son was the last person anyone would expect to experiment with drugs.

Ryan died on April 10, 2008, from a combination of four different prescription and over-the-counter drugs.

I had the honor of meeting Ryan's parents, Scott and Charlene, last year at the Washington State Youth Prevention Summit. I was moved by their willingness to share their personal tragedy in order to warn young people about the threat of prescription drug abuse.

Shockingly, drug overdoses now outpace car accidents as the leading cause of accidental death in Washington state. According to the Washington State Department of Health, 610 people died in vehicle crashes in our state in 2007. The same year, there were 792 unintentional deaths from drug overdoses – the vast majority involving medications commonly found in drugstores and medicine cabinets, such as Vicodin, Oxycontin and Methadone.

Teens tell drug counselors that they've abused prescription drugs because they think those drugs are safer than meth, cocaine or heroin. That may be why state Health Department surveys reveal that 12 percent of 12th graders say they use prescription pain medications to get high. Prescription drug abuse is common in lower grades, as well, with significant percentages of 8th graders admitting to experimenting. In other words, past generations of teenagers would raid their parents' liquor cabinets. Today, kids raid their parents' medicine cabinets.

Unfortunately, most parents aren't aware of the threat lurking in their own homes. And most consumers don't realize that unused medications are often stolen from garbage cans, to be sold or consumed.

"Prescription medication is more readily available than any illegal drug or alcohol,"

Scott DePuy writes on his web site, RyansSolution.com. "We have become the dealer of drugs to our children. Not only do teens need to know, but parents need to understand that their prescription medications need to be locked up."

Reducing the number of accidental overdoses of prescription drugs requires a major public education campaign coordinated by the public and private sectors. I'm pleased to report that the effort has already begun. This year, my office joined with the Washington State Pharmacy Association, the Washington Council of Police and Sheriffs, the Pharmaceutical Research and Manufacturers of America (PhRMA), the Consumer Healthcare Products Association (CHPA), and others in taking steps to make sure that life-saving medicines aren't misused. They asked me to record public service announcements that promote the safe disposal of unwanted medicines. Those PSAs are now running on radio stations across the state.

Unused medications need to be taken out of their original containers, put into a nondescript container or sealable plastic bag, crushed and mixed with water and an undesirable substance, such as coffee grounds or kitty litter. That container may then be put in the household trash. Not only does this process strongly reduce the chances of theft, but it also provides a disposal method that prevents medications from being flushed down toilets, where they may end up polluting our waterways.

This public service campaign comes on the heels of PhRMA and CHPA's impressive work to reach out to consumers via 25,000 safe-drug disposal brochures distributed to pharmacies, senior centers, community centers, patient advocacy groups and beyond. In addition, Bartell Drugs has proactively partnered with non-profit giants, including Group Health Cooperative, and government agencies in a groundbreaking



drug take-back program that has collected more than 20,000 pounds of unwanted drugs. This program provides specially designed, secure containers located in pharmacies in several locations throughout Western Washington and Spokane. Customers may bring their unused medications to these drop-off points, where they are collected and properly disposed.

According to the Kaiser Family Foundation, Washington residents spend about \$3.3 billion a year on prescription medicines. These innovative drugs have innumerable benefits, including alleviating chronic, debilitating pain. Drug companies and distributors should continue to reap the well-deserved financial rewards from developing products that provide such tremendous benefits. But there must also be a sense of responsibility for some of the unintended consequences that result from the proliferation of these products. The effective, growing alliances between the pharmaceutical industry, law enforcement and government agencies are a positive sign those that those that produce life-saving medications are increasingly willing to make sure those products aren't dangerously misused. I look forward to building on these partnerships in the coming months and years as we work to sharply reduce drug overdoses.

The story of Ryan DePuy and the inspiring work being done by his parents was at the forefront of my mind as I talked with young people who gathered in Grand Mound, Washington on April 30. The Youth Spring Forum, planned by my office and the DSHS Division of Alcohol and Substance Abuse, was a follow up to last year's Washington State Prevention Summit, where teens learned to use the latest technology to create prevention programs in their schools. This year more

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than 300 teens came together to share concepts for implementing that technology in new school-based prevention programs. Their bright smiles, bristling energy and inventive ideas were a reminder of our

common goal: safe, happy futures for today's teens. Learn about the pharmaceutical industry's Safe Drug Disposal work at www.smarxtdisposal.net

Find out about the drug take-back pilot program at www.medicinereturn.com

Chapter News

Recent Events

Tuesday, March 3, 2009

“Climate Change: The Law, Risks, and Opportunities”

Sponsored by: Perkins Coie
Tom Lindley, Chair of Perkins Coie's National Environment & Natural Resources Practice, addressed federal and international developments, recent litigation and business strategies during the climate changes on business.

Tuesday, April 21, 2009

“Commercial Leasing: What Every In-house Counsel Should Know When Negotiating for Their Company”

Sponsored by: Ater Wynne LLP
Roger Dunaway, of Counsel at Ater Wynne LLP, and Kirk W. Smith, of Counsel at Ater Wynne LLP provided an overview of commercial leasing for in-house counsel who negotiate and review leases for their companies. They also addressed the various issues covered in a typical commercial lease and their significance to a company's bottom-line, as well as “landmines” that may be hidden in boilerplate form leases.

2009 Upcoming Events

Update on Street Law Corporate Diversity Pipeline Program

The Chapter kicked-off the program with a training session on March 10 where participants met Megan Hanson from Street Law and Pam Mushen, Chief Sealth teacher. Chapter members from Safeco, Puget Sound Energy, Starbucks, T-Mobile, Microsoft, Zango, True Blue, HP, Silver Planet and Univar are scheduled to teach classes on litigation and sexual harassment to students in two classes at Chief Sealth in April and May. The program will culminate on May 27 with a day of workshops and events for the students at Safeco's offices.

If you are interested in participating in the conference—either helping to facilitate a workshop or interacting with the students over the lunchtime session, please let Heather Deranek know (heather.deranek@onrequestimages.com).

June and July

Our chapter will work with sponsors for two separate Mariners games this summer. Box seats will be available. Additional information to follow, and tickets sell out quickly.

For more information on upcoming chapter programs, go to washingtonstate.acc.com

Law School Round-Up:

In support of our law schools in Washington State, our chapter is proud to present the following events and updates from our local law schools:

Gonzaga School of Law

Congratulations to Gonzaga Law School Moot Court Teams!!

National Moot Court Team

The team of Michael Kitson, Ryan Ellersick, and Joseph Brown made the final round of competition in New York City. Coached by Bryan Harnetiaux and Lynn Robinson, they made a very impressive showing.

Saul Lefkowitz Moot Court Team

For a fifth consecutive year, Gonzaga Law School has placed nationally in the Saul Lefkowitz Moot Court competition. Gonzaga competitors included Jonathan Bachison, Beau Ellis, Patrick McNulty, Megan New, Samuel Sorensen, Kevin Walsh, and Kevin Zeck. The team of New, Zeck, and Walsh received second best brief in the nation. The Saul Lefkowitz Moot

Court teams are sponsored by the Spokane law firm of Lee & Hayes.

Tax Moot Court Team

Two teams of Gonzaga Law students, under the leadership of Professor Ann Murphy and Chris Drago, associate attorney at the law firm of Winston Cashatt, traveled to the National Tax Moot Court competition in Buffalo, New York. The team of Adam Baird, Tyson Dobbs and Sarah Tuthill won first place Best Brief in the nation and third place overall.

Seattle University Law School **Directors' Academy offers Impressive program May 29**

On May 29, the 2009 Directors Academy at Seattle University School of Law will offer a program that focuses on how Boards can help their organizations succeed, particularly in a challenging economic environment. The program is sponsored by the law school's Center on Corporations, Law and Society.

Speakers include: John Connors, former CFO, Microsoft Corporation, director, Nike, Inc., and partner, Ignition Partners; Richard Galanti, director & CFO, Costco Wholesale Corporation; Cynthia Jamison, partner, Tatum, LLC, and director, Tractor Supply Company and B&G Foods, Inc.; Brian Turner, former CFO, Coinstar, Inc. and RealNetworks, Inc., and director, Microvision, Inc.; Marian Durkin, senior vice president, general counsel & chief compliance officer, Avista Corporation; Ron McCray, vice president & chief administrative officer, Nike, Inc.; Kathy Surace-Smith; vice president, general counsel, & corporate secretary, SonoSite, Inc.; Kelly Jo MacArthur, former senior vice president, general counsel & corporate secretary, RealNetworks, Inc.; Greg

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Gottesman, managing director, Madrona Venture Group; Mike Peronto, president & CEO, Wild Tangent, Inc.; Alex St. John, co-founder, former chairman & CEO, Wild Tangent, Inc.; Craig Sherman, partner, Wilson, Sonsini, Goodrich & Rosati; Phyllis Campbell, chairman of the Pacific Northwest, JP Morgan Chase and Co., and director, Nordstrom, Inc. and Alaska Air Group Inc.; Brad Tilden, president, Alaska Airlines; Peter van Oppen, former chairman & CEO, Advanced Digital Information Corporation and Director, Isilon Systems, Inc.; and Bill Ruckelshaus, chief operating officer & chief financial officer, Audience Science, and director, Infospace, Inc. For more information, visit www.law.seattleu.edu/x5215.xml.

Moot Court and DR teams have great year

Seattle University School of Law's Moot Court and Dispute Resolution teams had a successful year, winning national and regional competitions.

Natalya Kasyanyuk, 2L, and Gregory Morphew, 3L, won Best Brief at the Thomas Tang International Moot Court Competition. They came out on top of 60 teams and won a \$1,000 award.

Kyle Dowd and Sharon Eldredge, both 2Ls, won first place in the Regional Client Counseling Competition, hosted by Seattle University School of Law this year. Michelle Fontenot and Larissa Chan, both 3Ls, were regional semi-finalists.

The Black Law Student Association team of David Baker, 3L, and 2Ls Pascal Herzer, LaKeysha Miles-Washington and Ama Okoro, won first place in the Thurgood Marshall Black Law Student Association Western Regional Mock-Trial Competition and finished third in the national finals.

Terra Evans and Bryan Olsen, both 2Ls, were first in the Northwest Regional Mediation Competition.

The National Moot Court team of Celia Lee, Stephanie Jensen and Melissa Mordy, all 3Ls, performed well at the New York City Bar Association's regional competition and advanced to nationals, also in New York.

Students spend Spring Break in court fighting for immigrants

Students from Seattle University School of Law's Immigration Law Clinic saved two clients from deportation and continue to fight to keep a third in the country.

The students and Professor Won Kidane spent spring break in Immigration Court hearings. The hearings were the first such hearings ever handled by Ronald A. Peterson Law Clinic students. The students filed pretrial briefs, delivered opening statements and closing arguments, and conducted examinations of numerous witnesses.

One client, a Cambodian refugee in his mid-'20s, was awarded cancellation of removal, which entitles him to remain in the country. He should be able to apply to become a naturalized citizen in a few years. Another client, a Ukrainian refugee who has also lived in the United States for a long time, received a form of relief known as withholding of removal.

"Working in this clinic has taught me so much about being an effective lawyer," said Kati Ortiz, also a 3L. "I appreciate the exposure to this particular population and now see the great need for good immigration attorneys willing to do deportation defense."

University of Washington

UW School of Law Conference

Addresses Climate Change and Human

Rights: A CLE confronting the humanitarian crisis at the heart of climate change

The UW School of Law will host Three Degrees (www.threedegreesconference.org): The Law of Climate Change and Human Rights Conference May 28 and 29, a UW law student-led effort to develop a legal system addressing the impacts of climate change on human rights. In addition to gathering world leaders with expertise in climate change, human rights, public health, humanitarian relief, science, and international and U.S. law, the goal of the students organizing the conference is to draft and present recommendations to international policy makers at the United Nations Climate Change Conference Copenhagen 2009 (COP 15) later this year.

Conference speakers include Mary Robinson, former president of Ireland; Henry Shue, senior research fellow at Oxford University's Centre for International Studies; Bill Neukom, former president of the American Bar Association; Kilaparti Ramakrishna, senior advisor to the Division of Environmental Law and Conventions at the United Nations Environment Program; Marc Limon, an advisor to the Maldives Ministry of Foreign Affairs; and David Battisti, UW professor of Atmospheric Sciences.

Moderator Kim Taylor-Thompson, best known for her work as a moderator of Socratic dialogues, will challenge panelists to debate legal responses to a fictitious disaster scenario based on a three degree Celsius rise in the Earth's temperature. "It's long overdue that the climate crisis and its effect on human lives around the world is addressed from the legal perspective," said Taylor-Thompson. "The conference will bring a mix of perspectives, thoughtful leaders, and practitioners together to draft an agenda for change."

Vice President Al Gore's grassroots organization, The Climate Project (TCP), has teamed up with the students to help disseminate dialog from and results of the conference. "Partnership with TCP gives global visibility to results from the conference using the effective grassroots-approach of Gore's organization," said UW law student Jeni Krencicki Barcelos, a conference organizer. Krencicki Barcelos, a Gates Public Service Scholarship (www.law.washington.edu/GatesScholar/Scholars.aspx?YR=2007) recipient, is a current TCP presenter who was trained by Gore to deliver a slide show based on his Academy Award-winning documentary, *An Inconvenient Truth*.

Three Degrees is the law school's third annual climate conference and is sponsored by the Linden Rhoads Dean's Innovation Fund, Gates Public Service Law Program (www.law.washington.edu/GatesScholar/), and the UW School of Law. Registration is requested at www.uwcle.org/register_climate.php, and CLE credit is available. A reporter from the *New York Times* will be covering this program.

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ACC News Briefs

Free “Ethical” Phone Message on Fraud in the Workplace

ACC and ACC Alliance Partner WeComply are making available a free “Ethical,” a two-minute phone message intended to alert your organization’s employees to the phenomenon of fraud in the workplace. Both the message and the call are provided free of charge on a limited basis to ACC members. Learn more at www.wecomply.com/home/pages/summaries/ethical4.htm

On Your Mark. Get Set. Get Credit!

Looking for a fast and cost-effective way to learn the latest developments that affect your in-house practice? Try ACC Webcasts. With live sessions offered weekly and plenty on-demand, ACC Webcasts is the smarter and better way to stay informed. Go to webcasts.acc.com for upcoming sessions and to register.

Recruit a Member and Win A Prize—Guaranteed!

Each time you use the ACC network, you gain valuable skills and experience only available through ACC. More members in ACC translate into improved educational opportunities, enhanced networking, increased online resources, and advancement of the profession worldwide. Help expand your ACC network by taking part in the “Everybody Wins” membership drive! When you recruit new members to ACC, you will win prizes ranging from complimentary \$5.00 Starbucks’ cards and cutting edge electronics including portable DVD players, digital cameras and video recorders, to free ACC Annual Meeting, CCU, or ACC Europe Meeting registration with a \$750.00 travel stipend. ACC’s “Everybody Wins” membership drive ends on July 31. Don’t delay, recruit today! Learn more at www.acc.com/everybodywins.

The ACC Value Challenge: Getting Started—“Meet. Talk. Act.”

Many traditional law firm business models and many of the approaches to lawyer training and cost management are not aligned with what corporate clients want and need. ACC Value Challenge seeks to reconnect value and costs for legal services. Part of ACC Value Challenge initiative, “Meet. Talk. Act.” encourages in-house counsel, law departments, and outside law firms to take action in connecting value to the costs of legal services. Participation is easy: attend a live event or join the discussion through webcasts. Visit www.acc.com/valuechallenge to learn more.

Have a question about the Washington Chapter?

Interesting in joining our legal community? Please feel free to contact any one of our board members with any questions. We would be happy to talk with you and encourage you to join. Our chapter is always accepting new members!

Have an idea for our next newsletter?

Feel free to contribute! Please email questions or submission requests to heather.deranek@onrequestimages.com