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# ACC Association of Corporate Counsel

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## TENNESSEE

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# FOCUS

Q2 2018



### President's Message

#### Center of Attention: Community Success

**Justin R. Martin, Senior Corporate Counsel, Electric Power Research Institute**

In 2018, we welcomed Chattanooga as an active participant in ACC-Tennessee's scope of operations. This followed the addition of Knoxville in 2014. With 4 cities and a growing list of sponsors, programs and participants, what is contributing to our success?

If there is an under-appreciated aspect of the Association of Corporate Counsel-Tennessee, I would suggest that it is the ability to *locally* interact and engage with domain experts and peers in private practice, as well as legal services providers that help leverage the value provided by in-house legal.

In a recurring dream, I've been lured back to the private practice of law. Usually, I awake with a start when I pull that first file off the desk to get "back to work." As I try to return to sleep, I recall the lead up: an exciting recruitment, welcoming handshakes, catching up with old friends, glad-handing new peers, and inspecting the new office.

The first reaction is relief that this isn't my new reality. But a lurking question tends to get buried: what's the subliminal cause for me to even have the dream in the first place?

My private practice experiences were fortunate. I worked with two close groups of talented lawyers, who genuinely liked solving problems and spending time together. Most days, we enjoyed lunch together. Although there never was an agenda, the cumulation of stories about current or past matters, lawyers, and judges were entertaining. And the ensuing discussion usually lead to a lesson learned or takeaway.

I still rolodex through those memories when I'm issue spotting today, and am grateful to my former mentors, partners and peers (in that order) because they were my "finishing school."

Corporate legal operations currently enjoy rising support and prominence. Indeed, corporate legal departments are now respected to the point where GC/CLO can be a path to CEO. But, in-house lawyers do not work in professional practice corporations comprised of lawyers, law clerks, paralegals and legal secretaries.

Conversely, law firms don't fly the plane of corporate America. That is, they generally don't have to account to decision-makers for how to acceptably balance business risk against the bottom line. Usually, in-house advises and applies judgment about what is the value of an additional legal protection in view of competing risks, objectives and timelines in consultation with "the business" on what is "good enough." We regularly are also the "first forum" that an internal corporate client visits when deciding whether to open a new form of business or how to comply with new or revised regulatory regimes.

What ACC-Tennessee provides is the bridge between both worlds: the ability to return to our roots (or gain exposure to private practice specialization) while enjoying the interesting challenges and equally rewarding role of supporting, leading and/or guiding an organization through the legal lifecycles of its business needs.

So, to answer the original question posed above: use and leverage ACC-Tennessee to find and participate in a rich and diverse legal community that can help answer your "lurking" legal and professional questions by finding, connecting and engaging with other lawyers based on where you are coming from without leaving your locality.

# ACC TN CALENDAR OF EVENTS

## West Region

### July

Social Event  
Sponsored by Thomson Reuters  
Watch for more details!

### August

Sponsored by Donnelly Financial Services  
Watch for more details!

### September 13

CLE/Lunch  
These Aren't "Covert" Ops: Why Legal Operations is the New Frontier  
Sponsored by Counsel On Call

### October

CLE/Reception  
Wyatt Tarrant & Combs

### November

CLE/Lunch  
Sponsored by Adams & Reese

### December

CLE/Lunch  
Sponsored by Ogletree Deakins



## Lower East Region

### June 26, 2018

CLE/Reception  
Sponsored by Miller & Martin



## Upper East Region

Watch for emails regarding programs for July and August!

### September 20, 2018

CLE/Lunch  
These Aren't "Covert" Ops: Why Legal Operations is the New Frontier  
Sponsored by Counsel On Call

### October 10, 2018

CLE/Lunch  
Sponsored by Butler Snow

## Middle Region

Unless specifically noted, all meetings in the Middle Region are held the 2nd Thursday of the month.\*

### June 14, 2018

CLE/Lunch  
Utilizing Collaboration Tools to Deliver Legal Operations Excellence  
Sponsored by HighQ

### July 12, 2018

CLE/Lunch  
"Labor and Employment—  
An Action-Packed Year in Review"  
Sponsored by Waller Lansden Dortch & Davis

### July TBD

Social Event  
Sponsored by Ogletree Deakins

### August 9, 2018

CLE/Lunch  
Sponsored by Baker Donelson

### September 20, 2018\*

CLE/Reception  
Sponsored by Butler Snow

### October 11, 2018

CLE/Lunch  
These Aren't "Covert" Ops: Why Legal Operations is the New Frontier  
Sponsored by Counsel On Call

### November 8, 2018

CLE/Lunch  
Sponsored by Merchant & Gould

### December 13, 2018

CLE/Lunch  
Sponsored by Adams & Reese



### Chapter Leadership

Justin Martin, President  
Electric Power Research Institute  
Senior Corporate Counsel

Stephen Cavezza, President Elect  
Mars, Inc.  
Counsel

Eleni Stratigeas, Vice President, East TN  
Scripps Networks Interactive, Inc.  
Vice President, Business and Legal Affairs

Gulam Zade, Vice President, Middle TN  
LOGICFORCE  
General Counsel

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For more information on ACC TN events

go to <https://www.acc.com/chapters.tenn/>

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To submit articles for the 3Q issue, contact Jill Suwanski,  
[suwanskijill@bridgestone.com](mailto:suwanskijill@bridgestone.com).

# IS TECHNOLOGY OBSOLESCENCE KILLING COUNSEL PRODUCTIVITY?

*By Jordan McQuown, LOGICFORCE*

Lawyers routinely come to us with a specific pain point: an outdated document management system, aging server ecosystems, a cyber security issue or a myriad of other challenges. They eagerly await the resolution of the problem so they can get back to focusing on work.

In nearly every situation where we've encountered outdated technology, a single fix will not actually fix the problem. Why? Because technology is an ecosystem. Like all ecosystems, changes in one area impact other areas. An improved document management system might require a new server which might require new network systems which will definitely impact cyber security.

It appears to me that many businesses, including law firms and corporate legal departments, have accepted, as a reality of modern business, that they cannot keep their entire technology ecosystem upgraded and on the cutting-edge. I do not accept this premise. To deliver results, there needs to be an approach to managing technology obsolescence. Here is my advice on what to look for.

## THE 5 MOST VISIBLE PROBLEMS RELATING TO OBSOLESCENCE

We are all familiar with the pace of technological change over the past few decades: The Internet, smartphones, digital music and photography, brain scans, self-driving cars, and so much more. But there is a downside to the productivity enhancements these technologies bring us. The very tools we rely on quickly become outdated—or stop functioning—in what seems to be ever-shorter periods of time.

Consider five of the most visible problems, relating to technological obsolescence, that we see every day:

- Outdated hardware**, from servers, laptops, tablets, and smartphones
- Document management systems** that won't scale or are hopelessly outdated
- Remote connectivity challenges** with speed, ease of use and security
- Cyber security** challenges of many types
- Database Integration** for time and billing, case management, document management, and other database systems that won't integrate, won't scale or both

And these five are just a starting point. Typically, when we are given the opportunity to work through our deep-dive technology discovery process, we uncover literally *hundreds* of issues relating to technology obsolescence.

## 5 ROOT CAUSES

After analyzing the technology management practices of more than 100 mid-size law firms and corporations, I have come to identify what I believe to be the five root causes of technology obsolescence and associated productivity problems:

- Absence of effective technology leadership
- A lack of understanding of technology as an ecosystem
- Sacred cows that should have been sacrificed long ago
- Technology as a constant afterthought
- All of the above resulting in accidental technology policy creation

The first root cause is that many small and mid-size corporations and law firms do not have a Chief Information Officer (CIO). The result is that the leadership is tasked with creating technology strategy and policy.

Even when a Director of IT is involved, his/her role is usually to keep the wheels on the bus of the existing environment. This means that no one is looking five to seven years out and asking the question – what technology ecosystem do we need to run our company/department/law firm?

This is the root cause of nearly every technology obsolescence issue we see at LOGICFORCE. The role of the CIO is to anticipate technology needs and to marshal financial, human and technological resources to ensure realization of business strategy and achieve full potential.

Without this leadership, individuals are often tasked with creating technology policy. This usually doesn't work because most individuals are not technology experts. They tend to make sub-optimal (and occasionally truly damaging) decisions in the heat of the moment, after something has gone wrong.

The second root cause is an under-appreciation of technology as an *ecosystem* of interconnected devices, applications, and technologies. Put simply, everything from storage and backup to security to network connectivity to applications are now connected to and affect each other.

Another common scenario we encounter is a chain reaction of expenses from upgrades that spiral out of control. I noted a moment ago how an improved document management system might require a new server and network upgrades. A corporation, department, or firm might budget for the license fees of the document management system, but they often do not anticipate the server and network upgrade expenses. This leads to very unhappy budget discussions and tough decisions.

The third root cause is sacred cows. When busy individuals set technology policy, the path of least resistance is the most attractive. We see this in software programs designed to manage specific processes, such as time and billing, that lack integration features. Some chose a piece of software that looked good at a moment in time. But now that software won't connect to other applications that promise much better integration and productivity.

The old software is a sacred cow that everyone knows how to use. Should it be replaced? Yes. Is it holding you back? Yes. But sometimes, the devil you know is better than the devil you don't know. So, the old technology stays and you suffer.

The fourth root cause is technology as a constant afterthought. Many places will wait until a computer or server dies or people can no longer do their work. There is a reactive mindset, one that waits until *after* the next problem or crisis hits, rather than thinking things through in a proactive way and then acting accordingly.

The first four root causes produce the fifth root cause: accidental technology policy creation. When no one is responsible for creating technology policy, but there is a heavy reliance on technology, policy will be created in an ad hoc manner. Not only is ad hoc policy more expensive and less efficient, it misses the mark on producing the high-performance technology ecosystem that you'll need in the future.

With over 20 years of experience strictly in the legal industry we can help spot the five root causes and help corporate legal departments work more efficiently internally and in connection with their outside counsel.



*Jordan McQuown is a Partner at LOGICFORCE. He leads the efforts of the Information Security business unit which provides proactive and reactive information security services to law firms and their clients. He specializes in information technology, cyber security, electronic discovery and digital forensics.*

*LOGICFORCE is a 2018 ACC TN Platinum Sponsor.*

### **ACC Foundation: The State of Cybersecurity Report:**

Cybersecurity touches every aspect of consumer and corporate culture. Preventing, preparing for, and responding to data breaches in real time is a chief concern for individuals, corporate leaders, and government regulators. [Download](#) the 2018 ACC Foundation: the State of Cybersecurity Report, underwritten by Ballard Spahr LLP, and learn what more than 600 corporate counsel say about their cybersecurity experiences, role, and practices. The [full report](#) includes common preventative tactics, lessons learned from those who have experienced a breach (including how the breach occurred and who was affected), and more.

# SHAKE IT UP, STEP IT UP: UPDATING ANTI-HARASSMENT TRAINING TO REFLECT THE NEW EEOC GUIDANCE

By Lisa Lewis, Ogletree, Deakins, Nash, Smoak S, & Stewart, P.C.

Last year, the U.S. Equal Employment Opportunity Commission (“EEOC”) published draft enforcement guidance regarding workplace harassment. The final guidance, revised to reflect public input, is expected to be released soon. The new guidance updates and replaces several of the current guidance documents on harassment mostly generated in the early nineties. This article focuses on the training-specific portions of the draft Guidance and an underlying 2016 EEOC Task Force Report, but first reviews why updated training practices are important for employers.

## ***WHY UPDATED ANTI-HARASSMENT TRAINING MATTERS***

### ***Prevention***

The Guidance and Report emphasize that, while past workplace trainings have primarily focused on avoiding legal liability, training can and should serve as an effective tool for prevention as well. Preventing unlawful conduct from occurring in the first place not only benefits an employer’s bottom line (defending a lawsuit, even successfully, is pricey) but also creates a more respectful workplace in general, which results in innumerable tangible and intangible benefits, legal liability aside. The potential preventative effect of the training recommendations makes them worthy of consideration.

### ***Protection***

Next, in many cases, training is essential to protecting against liability in the event harassment has occurred. Specifically, if the harasser is a supervisor, and the harassment did not result in a tangible employment action, an employer may limit its liability if it can prove a two-part affirmative defense, the first step being that the employer acted reasonably to prevent and promptly correct harassment. Likewise, if the harasser is not a supervisor, the employer is liable for that person’s unlawful harassment if the employer failed to act reasonably to prevent the harassment or to take appropriate corrective action in response to the harassment.

Both of these situations generally require an employer to show that it (i) had a policy against harassment, including a process for addressing complaints, and (ii) provided effective training on the policy. Cases across the country show that training can be the make-or-break determination for legal liability. For example, in *Hawkins v. Anheuser-Busch, Inc.*, 517 F.3d 321, (6th Cir. 2008), the employer, which had an anti-harassment policy and did some general training on the policy, nonetheless lost summary judgment on a claim of co-worker harassment because it failed to take steps aimed at correcting the harassing behavior, including, first and foremost, by giving individual training to the harasser regarding his specific conduct. On the flip side, in *Williams v. Barnhill's Buffet Inc.*, 290 F.App’x 759 (5th Cir. 2008), the Fifth Circuit relied on evidence that the employer regularly conducted anti-harassment training for its employees, including at the start of employment and almost yearly thereafter, in concluding that the employer had exercised reasonable care to prevent a supervisor’s harassing behavior.

In sum, training matters. To realize the full benefits of training, however, employers need to ensure that they are providing the right type of training, which is where the EEOC’s new Guidance comes into play.

## ***OVERVIEW: NEW GUIDANCE ON EFFECTIVE HARASSMENT TRAINING***

The agency’s recommendations for effective training address the structural and substantive “best practice” components of anti-harassment training, and also review additional types of training, beyond the scope of unlawful harassment, that may help prevent workplace harassment.

The EEOC explains that, structurally, harassment training should be:

- Championed by senior leaders;
- Repeated and reinforced regularly;
- Provided to employees at every level and location of the organization;
- Provided in all languages commonly used by employees;
- Conducted by qualified, live, interactive trainers;
- Routinely evaluated by participants and revised as necessary; and
- Tailored to the specific workplace and workforce.

Substantively, effective harassment training for all employees includes:

- Descriptions of unlawful harassment and conduct that, if left unchecked, might rise to the level of unlawful harassment

- Examples that are tailored to the specific workplace and workforce;
- Information about employees' rights and responsibilities if they experience, observe, or otherwise become aware of conduct that they believe may be prohibited;
- Explanations of the complaint process; and
- Explanations of the range of possible consequences for engaging in prohibited conduct.

Additionally, because supervisors and managers have additional responsibilities with respect to harassment, supervisors should receive additional training that includes:

- 1) information about how to prevent, identify, stop, report, and correct harassment, such as the potential risk factors for harassment, realistic methods for addressing harassment that supervisors observe or otherwise learn of, and explanations of the confidentiality rules associated with harassment complaints;
- 2) an unequivocal statement that retaliation is prohibited and will not be tolerated, including an explanation of prohibited conduct; and
- 3) explanations of the consequences of failing to fulfill their responsibilities related to harassment, retaliation, and other prohibited conduct.

***NEW APPROACHES: WORKPLACE CIVILITY TRAINING AND BYSTANDER INTERVENTION***

The EEOC also identifies two additional types of training that may help prevent workplace harassment: workplace civility training and bystander intervention training.

Workplace civility training focuses on what employees and managers *should* do rather than on what they should not do. The training usually includes:

- an exploration of workplace norms, including a discussion of what constitutes appropriate and respectful workplace behavior; and
- a skills-based component, including training on interpersonal skills, conflict resolution, and effective supervisory techniques.

Bystander intervention training seeks to empower co-workers and give them the tools to intervene when they witness harassing behavior. Most bystander intervention trainings involved the following aims and/or components:

- Create awareness – enable bystanders to recognize potentially problematic behaviors;
- Create a sense of collective responsibility – motivate bystanders to step in and take action when they observe problematic behaviors;
- Conduct skills-building exercises on appropriate intervention
- Provide bystanders with resources they can call upon and that support their intervention

It is worth noting that the EEOC discusses these trainings in the context of prevention rather than legal liability.

In sum, effective workplace training is not only important but also something that evolves over time. The EEOC's upcoming revised harassment Guidance provides employers a good opportunity to check their current training practices against the agency's "best practices" to ensure their training is both practically and legally effective.



*Lisa Lewis is an associate in the Ogletree Deakins Memphis office. Her practice focuses on employment litigation. A significant portion of her practice involves claims of employment discrimination, harassment, and retaliation, as well as claims asserted under the Fair Labor Standards Act and the Family and Medical Leave Act.*

*Ogletree Deakins is a 2018 ACC TN Gold Sponsor.*

# Public Speaking: 3 Reasons to Take the Floor

By Olga V. Mack

Public speaking, whether it's in front of a small meeting or a large audience, can be intimidating. To be a great public speaker, you need to engage with an audience, command their attention, and leave them with a lasting message. And before that, you need to overcome the typical public speaking “nerves” most people face.

However, public speaking has countless benefits. Most notably, speaking is a great way to enhance your career and [build a reputation](#). Below are three major ways public speaking can benefit your career.

## 1. Networking through public speaking

Public speaking is an excellent way to network with people who share your interests and goals. Although professional networking often takes place over social media or at formal networking events, making a direct connection with an audience as a speaker can be a more effective way to create lasting professional relationships.

You will get a more overwhelmingly positive response if you can maintain a good, conversational tone with your audience members. Make sure that you know your audience's interests and keep them in mind as you craft your speech. This will help you seek out audience members who you could benefit from networking with.

Public speaking can also help you stand out in the sea of online professional networking. Speeches are much more personal than resumes and CVs. If you've made a speech that particularly showcases your personality, ideas, or values, consider adding it to your LinkedIn profile or professional website.

## 2. Professional opportunities through public speaking

Public speaking can open the doors to many professional opportunities. A great place to begin public speaking is at educational institutions. Many student groups at universities are eager to host professionals who can share their career experiences.

Your company or organization may also be looking for employees to speak at recruiting events. Other professional opportunities include introducing company leaders at events or seminars. Once you have spoken at a few of these events, you can leverage your experience to speak at events where you are a more featured speaker.

Many professionals who dive into public speaking specialize in a particular field. For example, you can focus on speaking about finances or motivational speaking. Your specialization can also be inspired by your unique career path, such as a high-profile profession in [sports](#) or [politics](#). If you are looking to transition from one specialization to another, public speaking can be an excellent way to build a name for yourself in your new industry.

## 3. Raising your public profile through public speaking

Finally, public speaking can benefit your career by helping raise your public profile. When you speak at a lunch talk, conference, or other events, you are regarded as an expert on your speech's topic. Every speaking engagement provides you with a portable example of your expertise and skills. Public speaking events can also be more effective at raising your exposure than social media or online networking. Anyone can publish a tweet or share a new link — standing up in front of one's peers and speaking as an authority on a topic will make you truly stand out.

Of course, it is essential to have the knowledge in the relevant field when you make a speech. Always do your research when speechwriting and do not overextend yourself as an expert in areas where you are not one. It is also important to know that when you make a speech, there is no delete or edit button. This may be a terrifying concept, but with practice, your public speaking skills will improve. If you sense you may need more help, you can also seek out a speech coach or group.

Overall, public speaking is a valuable professional skill that can enhance your career. Overcoming your fears to address and connect with an audience can be a great self-esteem booster. It is also a great way to make new social and professional contacts. Finally, of course, public speaking can help you spread your ideas and make a real impact in your field or community. No matter your motivation, it's worth taking the chance to step up to the microphone.



*Olga V. Mack, Career and Technology columnist for [ACCDocket.com](#), is a technology strategist who enjoys advising her clients to success and growth.*

*Printed with permission from [ACCDocket.com](#) May 28, 2018*

## *... From ACC Headquarters*

### Online Programs of Interest

Find out more at [www.acc.com/2018events](http://www.acc.com/2018events)

- June 19—Considerations for Your 2018 Severance, and Compensation Agreements
- July 12—Legal Operations Maturity Model Series - Better Leveraging Technology
- July 18—How to Handle a Tidal Wave of Contracts in your Small legal Department
- September 11—Difficult US Transactional Issues Made Simple
- September 26—Microsoft Office 365: The Legal and Regulatory Implications
- October 2—Joining a Start Up or New Tech Company? Be Prepared!
- October 4—Legal Operations Maturity Model Series - Evolving Your Metrics and Analytics Process
- November 7—Understanding Technology: A Strategic Necessity for In-house Counsel
- November 13—Corporate Counsel's Role in Resolving Employee Conflicts
- December 4—State of the U.S. State Privacy Laws: An Update and Eye Opener

**Recruit members, Win Rewards:** ACC's 2018 [Member-Get-A-Member program](#) is underway! As a devoted member of our volunteer network, no one better than you knows the full value and time-savings benefits of ACC membership – so who better to share that value with colleagues and [recruit new members](#)? New members must complete the [online form](#) and provide your contact information where requested. For every new member you recruit in June, you'll be entered for a chance to win a \$100 gift card! [Contact us](#) if you have additional questions.

**Legal Department Benchmarking Supplemental Reports:** ACC surveys the heads of legal departments globally to better understand the status of top legal officers within the in-house legal profession as well as to acquire in-depth operations data to help legal departments make more informed business decisions. The reports for [small](#), [mid-size](#), and [large](#) companies are [available now](#).

**Register for the Annual Meeting:** Register for the 2018 [ACC Annual Meeting](#) on October 21-24 in Austin, TX, choose from over 100 substantive sessions to fulfill your annual CLE/CPD requirements, meet leading legal service providers and network with your in-house peers from around the world. This year's education [sessions](#) cover the most pressing in-house issues and trends. Current and incoming presidents are eligible to receive the leadership rate.





## **Board Member Spotlight: Peter Malanchuk, Director Middle Tennessee**

**Where did you grow up? Tell us about your path to practicing law.** I grew up in Gainesville, Florida (known as “Titletown” by the rest of the Southeastern Conference). After graduating from Kenyon College I taught for three years in New Orleans, Louisiana, as a member of Teach for America. Upon graduating from the University of Alabama School of Law, I had the good fortune to clerk for Federal Magistrate Judge Juliet Griffin in the Middle District of Tennessee. That was my first job after law school and my legal career was off and running.

**Tell us about your family.** I am married to Sarah Malanchuk and we have a two year old daughter named Romona. Sarah and I moved to Nashville in Summer of 2008, so we’ve

watched the city and skyline change right before us. Last, but not least, we also have golden retriever mix named Teddy who affectionately goes by “Bubba.” Bubba is very proud of his tracking and hunting skills. The squirrels, rabbits and possums who dare wander into our backyard are no match for him.

**What do you do professionally and what is your favorite part of your job?** I am Senior Counsel of Labor & Employment for Bridgestone Americas.

I am fortunate to be part of a very talented, inclusive and collaborative L&E team and legal department at Bridgestone. As in house counsel, I have the unique opportunity to advise and support Bridgestone business leaders on a daily basis. One of the best aspects of my role is being able to identify potential issues and provide strategic guidance before those issues become expensive and distracting.

**If you weren’t a lawyer, what would you be and why?** Option A: I’d be a federal agent. Integrity and pursuit of truth, regardless of political or ideological affiliation.

Option B: I’d like to work in Historical Preservation Construction. I enjoy working with my hands and the design of older homes and buildings. This stems, in part, from living in New Orleans for three years.

**What is your favorite thing about being an ACC member?** The ACC allows in house counsel from across multiple industries and regions to connect and discuss the unique nature of their jobs. And those connections and relationships will last for the duration of my career. Plus I get to hang out regularly with Gulam Zade and honestly, does it get any better than that?

**What do you like to do in your spare time (if you have any)?** Spare time is at a premium since Romona was born.

There’s a great line by Will Ferrell’s character (Frank the Tank) in the movie *Old School* when asked about his weekend plans: “Actually pretty nice little Saturday. We’re going to Home Depot. Yeah buy some wallpaper, maybe get some flooring, stuff like that. Maybe Bed Bath and Beyond... I don’t know! I don’t know if we’ll have enough time!”

Just replace Home Depot and Bed Bath and Beyond with Costco, Kroger and Sevier Park and there you have it! My weekends. In all seriousness, I enjoy spending time with my family and pup, exercising, playing golf very poorly, watching sports (especially the mighty Florida Gators), and getting to the Ryman for a show or Bridgestone Arena for Preds games.

**What books are you reading right now and what is the last book you read?** I finished *Hillbilly Elegy* by J.D. Vance a few weeks ago. Currently, I’m reading *Good Dog: True Stories of Love, Loss and Loyalty* and *Music Everywhere: the Rock and Roll Roots of a Southern Town*.

**What is your favorite quote, piece of advice, or a motto you try to live by?** “Your life, your call.” Best attorney advice I received: “Simple is best . . . and incredibly difficult to do.”

**What person most inspires you and why?** My parents. Both of my parents worked and had successful professional careers but also made sure to have time for my brother and I. My wife and I both work and with Romona arriving two years ago, now truly appreciate how challenging it can be to juggle career and family.

**It’s a Saturday in Nashville, what are you doing?** Walking up to Sevier Park for some playground time before heading to 12<sup>th</sup> South and stopping for lunch.

# *Regional Event Highlights*

The Middle TN Region displayed their golf prowess at Topgolf on May 29th. Thanks to Thomson Reuters for sponsoring the event!



Thank you to our 2018 Sponsors!

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