

FOCUS

WHERE LEADERSHIP COMES INTO VIEW

President's Letter

Karen Higgins Valentine

Dear Members & Colleagues,

After a mild winter here in the Northeast, our chapter is welcoming spring with a fresh roster of exciting programs, learning opportunities and networking events designed to enhance your professional experiences – and your membership with us. This quarter, we are focusing on ways we can bring mindfulness into our in-house practices, and reduce stress while increasing productivity in our daily lives. Yes, we do believe these goals can be compatible, and achievable!

In this edition, Brenda Fingold, Assistant Director of Workplace and Leadership Education at the Mindfulness Center at Brown University School of Public Health, provides a recap of her May 8th seminar on the topic where she offered members guidance on building a culture of mindfulness within their in-house counsel practices and their daily lives.

Mindfulness doesn't mean you are *always* in control, calm and serene. As defined, mindfulness is the simple act of observing your physical, mental and emotional states in the current moment *without judgment*. Research shows it helps to lower blood pressure, allows you to better manage anxiety, and decreases the impact of stress on your body. So, before you say, "I'm too busy to be mindful," I'd like to share some of my reflections on how we can all incorporate mindfulness into our daily routines:

Self-care and productivity are not mutually exclusive

As attorneys, we're always multi-tasking, rushing from one fire to the next, often at an unhealthy, unsustainable pace. Focused on

completing our never-ending task list, we may not appreciate the negative impact such behavior is having on our ability to be successful. When you don't have your act together, or when you're tired and cranky, you lose your ability to think clearly and influence. You can appear overwhelmed, scattered, or non-confident. It's crucial to take time to pause, to breathe and to *ensure that your mental well-being enables you to succeed*. While it is important to go home on time when you are able, and to take that vacation with family or friends this summer, it is equally important to breathe each and every day, and to find a sustainable, healthy rhythm amongst the daily chaos. Recharging your batteries, by any degree, keeps you at the top of your game – a little mindfulness goes a long way.

Think of a shaken up fish tank. Prioritization is key.

A typical day for an in-house legal professional often means juggling multiple internal clients with competing, time-sensitive and complex legal issues. Identifying which projects to tackle first, at what scale, and at what rate, is both important for your own well-being, as well as the success of your organization. I have often advised mentees to consider your employer to be like a shaken-up fish tank. The sand, water, rocks, fish, debris, food, may all be in a state of chaos, and you want it to be as pristine as the day the new fish came home. But today, your job may be to identify the most lethal hazard for the fish, to eliminate that hazard, and to create a plan for stabilizing and enriching the fish tank over time. Now hopefully, this is not a common scenario in your



office! But if and when it is, you need to be able to react in a calm, calculated and mindful manner in order to resolve the situation.

Mentors and mentees offer peace of mind

ACC Northeast has recently announced the collaborative launch of the MOSAIC (Mentoring Opportunities Shared Amongst In-House Counsel) program for ACC Northeast members. This program will pair up mentors and mentees who will work together in a supportive relationship unique to each pairing. Undoubtedly, this will be yet another means of adding mindfulness to the participants' daily routines, and we invite you to learn more about this exciting opportunity.

In closing, being mindful starts in part by accepting the fact that we cannot ever be fully mindful in the first place, nor can we solve every problem as quickly, completely or easily as we may wish our legal training has prepared us for. But once you start paying attention, you can begin identifying areas where taking a step towards mindfulness can go a long way. Becoming more present can help open your mind, sharpen your skills and spark innovation in your practice. It also makes you a better co-worker, manager and mentor to others. Just remember to breathe.

Communications Committee

Communications Committee and Newsletter Editorial Board: Stephanie Lambert (editor-in-chief), Brian Ciaramicoli, James Coughlin, and Patrick Wu. Additional contributors in Q1: Liz Cox, Gemma Dreher, Donna Killmon, Christine Hughes

How to Elevate Your In-house Practice by Taking a Page from the CFO Playbook

By Neil Peretz, Contract Wrangler, Inc.

Companies need lawyers closer to their day-to-day business operations to handle the new, complicated, and increasingly global legal landscape. The proliferation of new regulations, combined with the need for businesses to move faster than ever before, present major opportunities for in-house attorneys. But before you demand a spot on the executive committee, it's time for an attitude check.

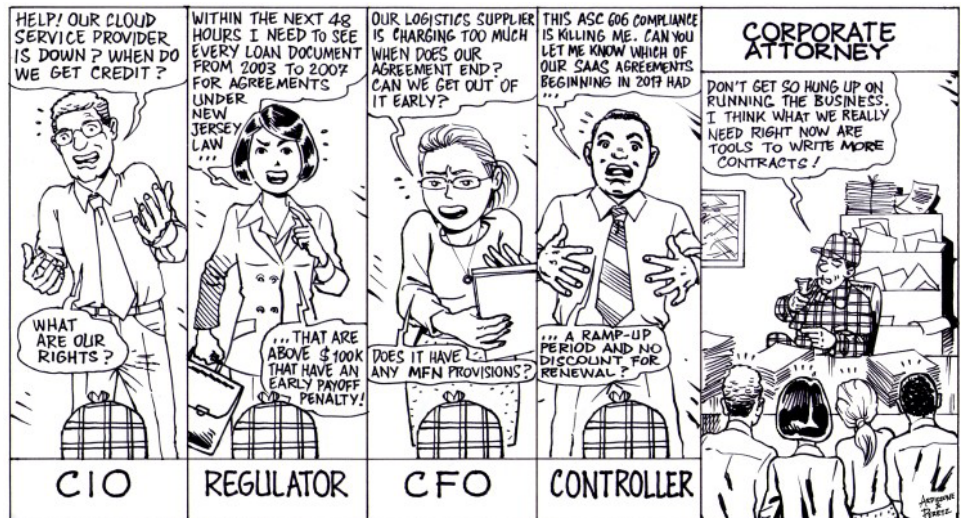
In order to truly succeed in-house, you need to become an involved business partner, rather than a detached advisor. It's no longer your job to be a detached professional advisor whose work is judged on the sheer number of hours worked or "points scored" by finding flaws and dangers around every bend.

These days, the most successful, indispensable in-house attorneys are those who become a member of the company's core senior leadership team. To do that, attorneys would be wise to learn lessons from the chief financial officer (CFO) world, where a similar transition occurred over the last decade. Previously, the CFO was considered a "scorekeeper" who would tally results and perhaps push others for budget forecasts. Today, the successful CFO has transitioned from keeping score to becoming a day-to-day partner with the CEO in growing the business.

How did the CFOs make this transition? And are there lessons for lawyers who want to follow in their footsteps from the role of specialist counselor to core decisionmaker?

Embrace digital transformation

A 2018 study by Accenture involving over 700 senior finance leaders revealed that a key contribution of top CFOs was to lead many of their organization's digital transformation efforts. The result affected the entire company, not just the financial or accounting department. The entire C-suite had new data and insights to guide the business, which led to better corporate decision-making and growth. Rather than



Art by F. P. Ardizzone. fpaolardizzone@gmail.com

focusing on tools targeted solely at making their own life easier, the CFOs set out to make the entire senior team smarter.

Find new value

Over 80 percent of the successful CFOs surveyed focused on how to go beyond their traditional purview of cost-cutting to finding new value or revenue streams for the business. At Adobe, for example, the CFO was integral to the decision to launch a cloud-based subscription service that has propelled the company's growth. In addition to helping the company's financial performance, this strategy also helped make other team members — ranging from legal ops to product to sales and marketing — into revenue-enhancing heroes. It's not a surprise that these other senior executives suddenly wanted more CFO involvement in key business decisions.

Share information widely

More than two-thirds (67 percent) of successful finance leaders worked to train non-finance executives how to take aspects of financial planning, budgeting, and forecasting into their own hands, according to the Accenture study. Rather than hoard information as a source of power, the top finance executives built their power base by essentially deputizing

employees in other departments to add a financial perspective and fiscal discipline to their own work.

So, what can in-house attorneys looking for personal and professional growth learn from the tremendous strides made by CFOs?

1. Lawyers have a tremendous opportunity to enable the company's digital transformation because almost all of their company's core business relationships pass through their hands. The next time you work on a business agreement for a colleague, start asking how that business relationship will be operationalized after the contract is signed. Are there key systems that need to be installed to monitor performance or record goals? As a lawyer, you are at the forefront of identifying key business processes that can be brought from separate paper archives into the digital shared world.
2. Lawyers often overlook the opportunity to leverage technology investments by the company to make themselves more accessible and efficient. For example, in the software industry, large engineering teams utilize systems like Trello and Jira to assign and track tasks, and cloud-based applications like Google Docs to enable team- and project-based collaboration. Your company may already have

continued on page 3

continued from page 2

a license to use tools like these, along with expert users just down the hall from you. Examine your ability to utilize this technology for your law department. A task could be assigned to a lawyer through a system like Jira or Trello and be fed into a prioritization queue that each lawyer could manage, easing collaboration and communication with those outside the legal department. Similarly, using a shared Google doc across multiple departments is a low-cost way to gather feedback or seek approvals where there are many internal stakeholders in an agreement under negotiation.

3. Remember that the law does not just create roadblocks and restrictions: It can also create new opportunities for competitive advantage for your company. If you can find the most cost-effective or efficient method to comply with a new rule, you can gain a tremendous lead on your competitors. Your job as a business partner is to think about how something could be done in a compliant manner by digging into the history, spirit, and nuance of rules, a task for which you are uniquely qualified.

4. Learn what would make your colleagues successful in their jobs, rather than focusing solely on your department's accomplishments. Find out what your internal clients need most to excel in their own areas. Learn about which information will enable them to make better decisions on a day-to-day basis, rather than just serving as their scrivener at the outset of a new business relationship, or their advisor after a mishap has already occurred. You helped them form those external business relationships, negotiating and drafting agreements with everyone from software providers to landlords to investment bankers. Find a way to help everyone remember the key metrics for executing on those agreements, which is much more rewarding than developing *ex post facto* arguments based on bad facts.
5. Remember that corporate law and corporate contracts are not a temple, and you are not a high priest. Contracts exist to serve businesspeople and their departments. Use your legal interpretation skills to help colleagues turn contracts into day-to-day goals and tasks

that they can carry out. Deputize each relevant department to ensure that the value from contracts is maximized.

None of these steps requires you to sacrifice your legal judgment. Rather, these provide an opportunity to use your legal skills from the catbird seat at the heart of business negotiations, which will make your colleagues appreciate your value to the business much more than they already do today.

Author: Neil Peretz General Counsel of Contract Wrangler, which brings business agreements to life through attorney-trained artificial intelligence. Peretz has been general counsel of multiple financial services companies and also served as a DOJ Trial Attorney and co-founder of the Consumer Financial Protection Bureau's Office of Enforcement. His law degrees are from the University of California, Los Angeles (UCLA) School of Law and from Katholieke Universiteit Leuven, in Belgium, where he was a Fulbright Scholar.

ACC News

2019 ACC Annual Meeting: Where In-house Counsel Connect

Mark your calendars for October 27-30 in Phoenix, AZ for the 2019 world's largest event for in-house counsel. Earn up to a year's worth of CLEs, get the essential knowledge and insights you need to navigate today's increasingly complex business environment, and make meaningful connections with your in-house peers from around the globe. No other event delivers such a wealth of education and networking opportunities for corporate counsel all in one place at one time. Group discounts are available. Check out the full program schedule at am.acc.com.

Law Department Leadership: Strategic Decision Making for In-house Counsel

Making effective decisions is arguably your most critical responsibility as a

professional manager. In uncertain and changing business situations, you need a practical framework to make effective decisions quickly. Attend the Law Department Leadership program (23 September, Toronto, ON) to gain influence and advance your career by learning how to make better business decisions. Register today at acc.com/LDL.

Global General Counsel Summit: London Calling

Are you driving the discussion on corporate sustainability? Positive financial performance, regulatory pressure, material risk, and shareholder expectations are some of the reasons why you should be. Join the critical conversation on "Driving Corporate Sustainability—the Expanding Role of the GC" with your fellow CLOs from around the world, May 22-24, in London, UK. [Register today.](#)

Are you prepared to comply with new state privacy laws?

Rapidly growing data privacy regulations from California to New York make you accountable for all third-party service providers that access, process, or store your company's personal data. Visit acc.com/VRS for more information.

New to In-house? Are you prepared?

The ACC Corporate Counsel University® (June 26-28, Minneapolis, MN), combines practical fundamentals with career building opportunities, which will help you excel in your in-house role. Come to this unrivaled event to gain valuable insights from experienced in-house counsel, earn CLE/CPD credits (including ethics credits) and build relationships and expand your network of peers. Register at acc.com/ccu.

continued on page 4

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Drive Success with Business Education for In-house Counsel

To become a trusted advisor for business executives, it's imperative for in-house counsel to understand the business operations of your company. Attend business education courses offered by ACC and the Boston University Questrom School of Business to learn critical business disciplines and earn valuable CLE credits:

- Mini MBA for In-house Counsel, June 3-5, September 9-11, and November 4-6

- Finance and Accounting for In-house Counsel, September 23-25
- Project Management for in-house Law Department, November 13-14

Learn more and register at acc.com/BU.

Connect Your Circles...Expand Your Reach!

When your in-house peers join ACC, you create opportunities to engage with colleagues, expand your professional network, and share ideas and expertise. Now through 30 September, you are

automatically entered into a \$100 USD monthly drawing when you recruit a new member. As an added bonus, your new recruit is automatically entered into a separate drawing, too! Learn more at acc.com/MemberConnect.

Fostering Attorney Well-Being

By Christine Hughes

They tend to be competitive, self-starting, high achieving persons with a zeal for justice, which is all great -- in its right place. For instance, when you're engrossed in a deal that you're passionate about, fueled by adrenaline, and pulling all-nighters, you may feel exhilarated by the daily, sometimes hourly, challenges. In short, it feels uplifting because the rush is episodic, not constant.

However, working at that pitch all the time is unsustainable and counterproductive, it can lead to high levels of toxic stress, burnout, and collapse. It's no surprise, then, that an August 2017 [Report](#) of the ABA National Task Force on Lawyer Well-Being found that many attorneys are struggling with serious health issues that are exacerbated, if not caused, by the

manner in which law is practiced today, including heightened financial pressures, client expectations, and billable hours.

A [2016 study](#) surveyed nearly 13,000 practicing lawyers and found that between 21-36% qualified as problem drinkers, approximately 28% were struggling with some level of depression, 19% with anxiety, and 23% with stress. Major depression is associated with impaired executive functioning, diminished memory, attention, and problem-solving, all of which can affect professional competence in an industry based on client service and public trust.

That's why in October 2018, the Massachusetts Supreme Judicial Court appointed a dedicated steering commit-

tee, to which I belong, to delve into the issue of lawyer well-being. The group is responsible for consulting with a variety of representatives from their respective practice areas to learn what is being done (if anything) to support lawyer well-being. Together, we will explore best practices, and recommend to the SJC changes need to be made to foster the health and reputation of the law profession.

To learn more, please visit <http://lawyer-wellbeing.net/>

Christine Hughes, Esq., is Vice President and General Counsel at Emerson College and a member of the SJC Steering Committee on Lawyer Well-being.

Membership News:

We ask all Members to help us populate this section by sending us their individual along with all of their legal staff's professional achievements to juliesduffy@gmail.com so they may be included in this section. New jobs, promotions, awards, kudos to in-house colleagues, or anything else you think peers should be congratulated make for strong additions.

- Donna Killmon recently joined Nuance as Healthcare Counsel
- James Coughlin was recently promoted to Senior Managing Legal Counsel at Dell
- Robin Walker and Jamie Whitney, both ACC Northeast Board Members and fellow alumni of BU Law School, were named 2019 Trailblazers by BLSA at Boston University Law School

Enhancing Resilience and Well-Being through the Practice of Mindfulness

By Brenda Fingold

Consider the possibility that we may be missing in action for half of our lives, without even knowing it. A study from Harvard finds that 47 percent of our waking hours are spent thinking about something other than what we're doing, and this disconnection is a major contributor to stress. Neuroscience shows that the part of our brain that is active when we are stressed is the part that would light up if we were being chased by a predator, which doesn't feel very good and interferes with well-being as well as optimal performance.

This is where mindfulness comes in. Practicing mindfulness in our daily lives – even in the most basic tasks, and even for just minutes a day – not only helps

us stay focused and engaged but also protects against the damaging effects of toxic stress.

A recent [Report of the Task Force on Lawyer Well-Being](#) recommended mindfulness training, noting that "mindfulness can enhance a host of competencies related to lawyer effectiveness, including increased focus and concentration, working memory, critical cognitive skills, reduced burnout, and ethical and rational decision-making."

Cultivating mindfulness in your role as in-house counsel was explored during a May 8th program that shared tools, strategies and support to focus on well-being and provided practical experience on how

to integrate mindfulness into your life and work. This is an initiative that ACC Northeast has embraced and will continue to champion.

Brenda Fingold, is the Assistant Director of Workplace and Leadership Education at the Mindfulness Center at Brown University School of Public Health. Brenda spent 17 years at Hale and Dorr, where she was a litigator and the Partner Responsible for Training and Professional Development. Her experience in the fast-paced world of a large law firm coupled with her equal years of immersion in the science and practice of mindfulness give her unique and practical experience to guide lawyers in integrating mindfulness into their work and lives.

COMMITTEE MEMBER/ VOLUNTEERS WANTED.

We are always looking for volunteers to help with our various committees and activities. Please let us know if you would be interested in volunteering a small amount of your time to help keep our chapter running strong. We will work with you to line you up with a project that interests you! Here is a list of our current committees and their chairpersons. Contact James Coughlin, NEXT GEN Committee for more information.

Communications Committee
Stephanie Lambert

Diversity & Inclusion Committee
Robin Walker

Membership Committee
Kathleen Burke

Next Gen Committee
James Coughlin

Practice & Career Management Committee
Sharon Kamowitz

Pro Bono/Community Service Committee
Christine Hughes

Programs Committee
Helen Tsingos & Melinda Burrows

Women's Committee
Marisa Murtagh

LET US KNOW...

- What ideas do you have for program topics?
- How can we help you make the most of your ACC membership?
- Would you like to be more involved, serve on a Committee?
- Do you know someone interested in joining?
- Do you have some news you would like to share with your in-house colleagues?
- What types of networking event would you attend?
- Are you new to the area?

Email your comments to
juliesduffy@gmail.com

MOSAIC stands for Mentoring Opportunities Shared Amongst In-house Counsel and is a not-for-profit organisation. It uses smart technology to match mentors and mentees across companies, industries, regions and countries.



WHAT DOES IT COST?

Annual Fees

Mentee \$99

Mentors are free

Fees are reduced if you join as both a mentor and a mentee

ELIGIBILITY

You **MUST** work in-house. This includes any function with the legal departments of private and publicly held companies, government and regulatory agencies. You can be a qualified solicitor, barrister or attorney, a patent or trade mark attorney, work in legal operations, compliance, the company secretariat or be a former in-house lawyer who now runs your own business.

WHO ARE WE?

MOSAIC was founded, and is run by **Claire Debney** and **Emma Sharpe**, senior in-house lawyers who have been there and get it



Welcome New and Renewing Members!

Please help us welcome the following Members who joined within the last few months:

David Aiello
Fidelity Investments

Kara Alesi
Idexx Laboratories, Inc.

Billie Audia
Planisware, Inc

Mark Beaudouin
Waters Corporation

Lauren Beck
NetCracker Technology Corporation

Janeen Blake
Shire Pharmaceuticals

Mary Elizabeth Boivin
Rhode Island Housing

Amy Bonacquisti
BAE Systems Electronic Solutions

Cara Bradley
Everbridge, Inc.

Michael Brown
Anthem, Inc.

Kristy Brown
OneSpan North America Inc.

Kelley Burwood
HubSpot, Inc.

Sarah Cammarata
HubSpot, Inc.

MJ Capodanno
OneSpan North America, Inc.

Jared Cohen
Cogen Therapeutics, Inc.

Amanda Darden
EMD Millipore Corporation

Rigel Farr
EMD Millipore Corporation

Ada Finkel
Ernst & Young LLP

Virginia Fitt
Alexion
Pharmaceuticals, Inc.

Kathleen Fuller
HubSpot, Inc.

Bill Gabovitch
Primark US Corp.

Tamara Garcia
Plan International USA, Inc.

Matt Gilman
Hasbro, Inc.

Jodie Gurry
Charles River Analytics, Inc.

Peter Heissenbittel
WEX Inc.

Dan Hendy
UnitedLex

David Herzer
Constant Energy Capital Management

Mark Irving
Refinitiv

Michael Johnson
Beacon Rail Leasing

Patrick Kealy
FloDesign Sonics, Inc.

John Kelleher
HubSpot, Inc.

Matthew Kelly
HubSpot, Inc.

Sarah Kim
BAE Systems Electronic Solutions

Jared Kinsler
CyberArk Software, Inc.

Nicholas Knoop
HubSpot, Inc.

Ibinabo Koleosho
MaxMind, Inc.

Danielle Kowalski
HubSpot, Inc.

Nicholas Leitzes
United Natural Foods, Inc.

Danielle Lemack
HP Hood LLC

Natalie Logan
Risk Strategies Company

Gregory Maguire
Liquid Measurement Systems, Inc.

Katie Marble
Nuance Communications Inc.

Lan Marinelli
HubSpot, Inc.

Julianne McLean
OneSpan North America Inc.

David Morris
TripAdvisor LLC

Matthew Palmer
Burton Snowboards

Lisa Rahilly Alexion
Pharmaceuticals, Inc.

Andres Reyes
3Play Media, Inc.

Timothy Schneider
Tilson Technology Management

Henry Seto
Citizens Bank

Kristin Smith
salesforce.com, inc.

Matthew Stein
Wells Fargo Law Department

Claire Stringer
HubSpot, Inc.

Dyana Tull
Retail Business Services LLC

Ginger Xu
BeiGene, Ltd.

June Zinck
Bluebird Bio, Inc.

Leslie Zmugg
Gordon Brothers Group

If you forgot to
renew please email
membership@acc.com.

Missed an Event or Webinar

Materials and/or recordings are uploaded one week after each event/webinar. For your convenience, they will be posted under "Resources" at the following link:

<https://www.acc.com/chapters-networks/chapters/northeast/resources>

Home | Chapters & Networks | Chapters | Northeast

Resources

ACC Northeast provides the resources you need to support a thriving in-house legal operation

Board Members attend Women, Diversity & Change Summit: Boston

Left to right
Robin Walker,
Karen Valentine &
Stephanie Lambert



Recent Diversity & Inclusion Program Recap

Internal Investigations: What You Really Need to Know

March 13, 2019

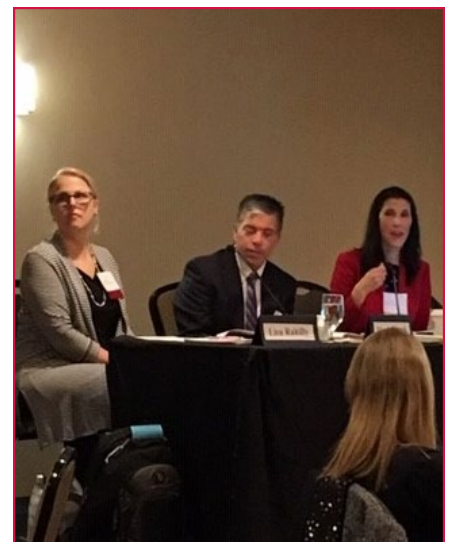
Sponsored by Ogletree Deakins

Would you ever pay for two investigatory reports—one summarizing the facts of the investigation and the other containing legal advice prepared in anticipation of litigation? Yes, said panelists at the Internal Investigations program in March, which provided many valuable and practical tips such as this one for in-house counsel conducting investigations (see sidebar). Challenges as to the extent the attorney-client privilege attaches (if at all) during an investigation were reviewed. The nuances that can make a difference in high-stakes litigation, such as whether law or policy mandates the investigation, were raised. The downside of in-house counsel's failure to provide Upjohn warnings was emphasized, among other topics. The panel was led by **Mark Burak** and **Kate Rigby** of **Ogletree Deakins** and **Lisa Rahilly**, Vice President, Global Employment Law at **Alexion Pharmaceuticals, Inc.**

Practical Tips on Protecting the Privilege or Work Product Doctrine during Internal Investigations:

- Have HR involve counsel early
- Determine whether investigations should or can be protected

- Consider whether law or policy mandate the investigation
- State you “were engaged by the Company to conduct an investigation in my capacity as the Company’s employment counsel”
- Understand that investigations motivated by anything other than legal compliance may not be privileged
- Verify that recipients of the investigation report know how to keep it privileged
- Ensure communications clearly show that the purpose is to obtain/provide legal advice
- Avoid client’s knee-jerk reaction to “grab” the privilege anytime an investigation ensues
- At the conclusion of a privileged investigation, consider whether it should continue to be designed as such
- Always assume factual portions of an investigation may be discoverable



The Bridge Between Everyday Stress and Burnout — How to Obtain a Balance in Life & Work
March 20, 2019
Sponsored by Mintz

On March 20, 2019, the Diversity & Inclusion Committee of the Association of Corporate Counsel's Northeast Chapter (ACC Northeast), and the law firm Mintz hosted a panel discussion titled "The Bridge Between Everyday Stress and Burnout — How to Obtain a Balance in Life & Work." The panel featured Brenda Fingold, Assistant Director of Workplace and Leadership Education at the Mindfulness Center at Brown University (and a former law firm lawyer), Paul Francisco, the Chief Diversity Officer and Head of Workforce Development Programs at State Street Corporation, and Reena Thadhani, a member of Mintz, and Chair of the Estate Planning Practice at the firm. The discussion focused on the different types and forms of stress that legal professionals may encounter daily, and the coping and mindfulness techniques that attorneys can implement to mitigate the effects of such stresses. Robin Walker, ACC Northeast board member and SVP, Head of Legal at Casebia Therapeutics, generated the idea for the panel topic after reading an article about burnout in the workforce. Walker highlighted that many attorneys are stressed, and it is important for the legal profession to talk about stress and burnout, and address the issue.

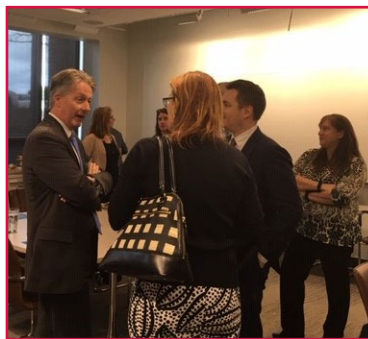


Summerfest
is Almost Here!!

Summerfest is July 11th at the Outlook Roofdeck at the Envoy Hotel in Seaport.

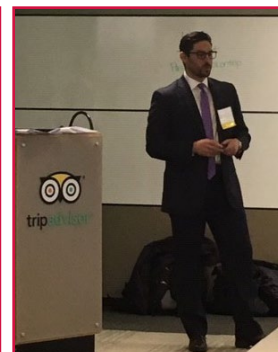
Staying Ethical in an In-house Legal Environment
Sponsored by Locke Lord
April 3, 2019

Locke Lord hosted a live program on April 3, 2019 entitled Staying Ethical in an In-house Legal Environment. The panel included Mark Freel and Laura Wilkinson from Locke Lord. They were joined by Jeremy Weinberg of Hasbro, Inc. The attorneys discussed how the ABA Rules of Professional Conduct, which apply to in-house counsel acting in either a legal or business capacity, are not necessarily written with in-house counsel in mind. This highly interactive program examined a number of rules and how they apply to in-house practice. The participants were asked to take a quiz requiring interpretation of the rules, and the participants and panelists discussed some stupid, but true, examples of ethical misconduct. This was a thought-provoking and engaging program that generated essential dialogue on ethics for in-house attorneys.



ACC Northeast Lunch & Learn Series:
Current Topics in International Law
Sponsored by Osborne Clarke
April 10, 2019

This April, ACC Northeast, together with Osborne Clarke, and hosted at the offices of TripAdvisor, presented a lunchtime program focusing on the legal challenges of business internationally. Attorneys from Osborne Clarke gave a timely overview of the many challenges going from a solely domestic operation to international expansion. The presenters explained that companies, as they enter new global markets, need to be thoughtful in their approach to entity formation, employment, and privacy/data security, among other areas. They gave special attention to the uncertainties and potential issues with the UK's continued struggle with Brexit – even as the situation was developing as they presented. A common element in much of the advice provided was to not assume that foreign local law would be the same as US law. Every country has its own laws, customs, and culture, and in order to succeed, one needs to be mindful of all of those factors.





Reinventing Witness Preparation
Sponsored by Nutter McClennen & Fish LLP
April 25, 2019

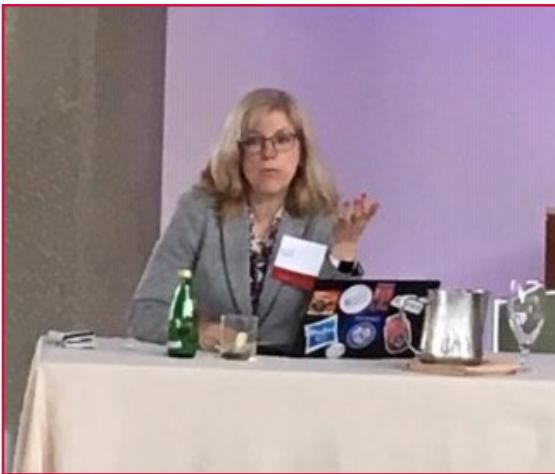
In April, the ACC Northeast Chapter and Nutter McClennen & Fish LLP sponsored a program focused on witness preparation and the secrets to testimonial success. Ken Berman, a Nutter litigation partner and author of the ABA best-seller *“Reinventing Witness Preparation: Unlocking the Secrets to Testimonial Success,”* presented the perils of conventional witness preparation, illustrating points with examples from well-known witnesses, cases and famous statements by presidents and presidential candidates. Based on these examples and his own experience, Ken posited a transformative approach to witness preparation and how changes in this area of law practice can lead clients to give better truthful answers and get improved outcomes. It was a lively program with ACC member engagement on these interesting and emotionally charged topics.



Cause marketing, specifically, “embedded giving” in marketing campaigns

Sponsored by Verrill Dana LLP
April 30, 2019

The ACC Northeast Chapter and Verrill Dana LLP sponsored a program at the Seaport World Trade Center Hotel focused on cause marketing, specifically, “embedded giving” in marketing campaigns. Verrill Dana promotions law attorney Rob Laplaca led an overview of the various states’ requirements for “commercial co-ventures” for both brands and charities, including state registration, mandatory contract provisions and advertising disclosures. Rounding out the program, Liz Cox, Managing Attorney at Hasbro, Inc., shared practical tips for advising in-house Marketing and PR clients, such as teasing out the campaign goal, vetting the charity & its principals, and working creatively under deadline. Liz also rewarded participation with Hasbro toy prizes. Hmm...why didn’t any of ours pros think of that back in law school?



Upcoming Events

Mark your calendar and plan to attend:

ACC Northeast offers a variety of programs, webinars and events designed for our members' unique interests. Keep your eye on the Chapter Events calendar on the [website](#) and be sure to attend a few or ALL of the Chapter Programs happening in 2019.

May 30, 2019 | 5:00 PM - 7:30 PM

Lost in the Balance (Sheet): A Guide to Financial Accounting for In-house Counsel

Sponsored by PwC

June 4, 2019 | 1:00 PM - 2:00 PM

WEBINAR - Data Privacy & Cybersecurity Compliance: The Tipping Point

Sponsored by Jordan Lawrence

June 5, 2019 | 5:00 PM - 7:30 PM

Contracts & Communication: Anticipating Risk and Effectively Communicating with the Business

Sponsored by Nelson Mullins

June 13, 2019 | 12:00 PM - 1:30 PM

Hot Topics in Environmental Law

Sponsored by Beveridge & Diamond PC

June 25, 2019 | 8:00 AM - 11:30 AM

Skills Needed to Serve on a Nonprofit Board

Sponsored by Arts & Business Council of Greater Boston

July 11, 2019 | 6:00 PM - 8:00 PM

Summerfest 2019

Sponsored by ACC Northeast

Bring a Guest: Non ACC Members are allowed to attend one Program per year. Please invite your in-house friends and colleagues to any of the above.



PRO BONO SPOTLIGHT

Here is a worthy organization that is seeking volunteers. If you or any of your legal colleagues are interested, please reach out to the contact below:

Street Law Corporate Legal Diversity Pipeline Program

(www.streetlaw.org/acc)



We're Street Law—a global, nonpartisan, nonprofit organization with more than 45 years of experience developing classroom and community programs that educate young people about law and government. Street Law programs and materials help advance justice by empowering people with the legal and civic knowledge, skills, and confidence to bring about positive change for themselves and others.

The Legal Diversity Pipeline Program tackles the lack of diversity in the legal profession by focusing on strategies that encourage students of color to enter the legal profession. It provides students with role models, connections with legal professionals, and the opportunity to experience the types of work lawyers do. Students are able to broaden their impressions of the legal profession and fuel their interest in legal careers. The program sets out to achieve these objectives through four program components: training, classroom visits, a Legal Careers Conference at the corporate headquarters, and program extensions for the most promising students.

To become involved in the Corporate Diversity Pipeline Program, contact

[Joy Dingle](#), program director

We would like to acknowledge and thank our 2019 sponsors

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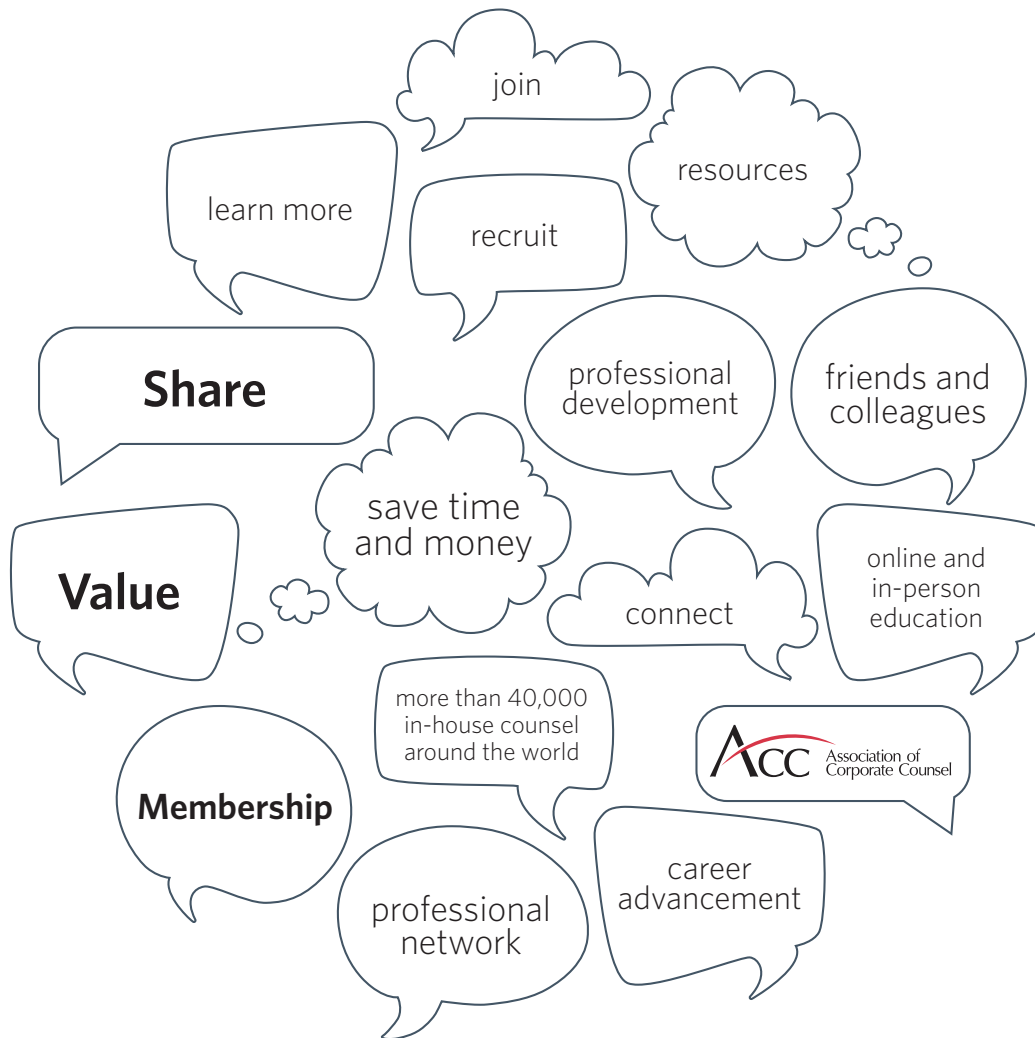
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If interested, all membership information can be found at www.acc.com/membership/benefits-membership.

NEXT GEN is ACTIVE

On March 24, 2019, six ACC Northeast Chapter, NEXT GEN members ran in the Cambridge Spring Classic 5K road race. This was a pilot event for the NEXT GEN Committee, and the group is planning to field a team for the *Lawyers Have Heart 5K Road Race* on **June 25th** in the Seaport. Please save the date and be on the lookout for the invitation!



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781-354-8153
Karen.valentine@constellationpharma

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gemma.dreher@td.com

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brian.berube@cabotcorp.com

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kathleen_burke@mksinst.com

Tavares Brewington
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Leica Biosystems
617-914-7139
Tavares.brewington@biogen.com

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Senior Managing Legal Counsel
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857-282-1974
pcushing@partners.org

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Novara Global Consulting LLC
617-312-2003
claudia.j.gilman@gmail.com

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VP and General Counsel
Teradyne, Inc.
978-370-1189
Charles.gray@teradyne.com

Krish Gupta
Senior VP and Deputy GC
DELL
508-293-6654
Krish.gupta@dell.com

Leonard Ho
Division Counsel
Zipcar, Inc.

Christine Hughes
VP and General Counsel
Emerson College
617-824-8908
christine_hughes@emerson.edu

Laurence Lewis
VP, Assoc. General Counsel
Care.com, Inc
781-795-7215
llewis@care.com

Sharon Kamowitz
Assistant Privacy Officer
Fresenius Medical Care North America
781-699-4623
Sharon.kamowitz@fmc-na.com

Stephanie Shores Lambert
VP & Assoc. General Counsel
Staples, Inc.
508-253-2035
stephanie.shoreslambert@staples.com

Paul C. Nightingale
Senior VP & General Counsel
HP Hood LLC
617-887-3035
paul.nightingale@hphood.com

James W. Peck
VP and General Counsel
Cognex Corporation
508-650-6374
Jim.peck@cognex.com

Helen Tsingos
Senior Counsel
Velcro
617-921-1060
htsingos@velcro.com

Robin A. Walker
Vice President, Head of Legal
Casebia Therapeutics
857-270-5100
robin.walker@casebia.com

Jamie C. Whitney
Senior Vice President and Senior
Managing Counsel
State Street Bank and Trust
617-664-7788
jcwhitney@statestreet.com

Danette Wineberg
Adjunct Professor
UNH School of Law
603-770-5505
dwineberg@comcast.net

Executive Director
Julie Duffy
617-480-8413
juliesduffy@gmail.com