

## Upcoming ACC Georgia Events

Throughout the year, ACC Georgia offers a variety of programs, including opportunities for CLE credit. As the pandemic persists into the new year, we will be hosting a series of virtual events in lieu of in-person meetings as we strive to operate in a way that ensures the health and safety of our members and their families. Stay tuned for new and engaging events in 2021!

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## Join Your ACC Georgia Colleagues on LinkedIn

Without a doubt, one of the most popular benefits of being an ACC Georgia member is the professional networking. There's an easy way you can show your online network that you're a member – join the ACC Georgia LinkedIn group. We've launched a new group to allow in-house counsel to network with colleagues and stay up to date on chapter news.

Log in to LinkedIn and type "[Association of Corporate Counsel Georgia](#)" in the search bar to submit a request to join our exclusive group.

By joining the group, you'll add our ACC Georgia badge to your LinkedIn profile, and you'll have something in common to connect with other in-house attorneys. We look forward to connecting with you online!



## DEAR ACC GEORGIA MEMBERS:



*Melloney Douce*  
ACC Georgia President

As I look back over the past year, I can't ignore the difficulties that 2020 has brought each of us. From the unprecedented challenges of the COVID-19 pandemic to the protests related to racial discrimination and beyond, we are certainly living in a historic moment. But as I reflect on 2020, I also can't ignore the ways in which our in-house counsel community has come together to learn, grow and connect in new ways despite uncertain and trying circumstances.

### A Year of Innovative Solutions and Professional Growth

This year, the ACC Georgia Chapter welcomed 196 new members and 3 new sponsors. Our dedicated sponsors graciously pivoted their plans and presentations, and we are proud to have offered 17 webinars this year on a variety of timely topics for in-house counsel. We also hosted six Women's Initiative events, which took place in-person early in the year and transitioned to virtual meetings in response to COVID-19. We could not have done this without the generous support of our sponsors and the relentless efforts of our board members and other partners.

This year, we also offered members unique ways to grow both personally and professionally. In February, the ACC Georgia Chapter and Ogletree Deakins Nash Smoak & Stewart, P.C. hosted a special CLE and networking event for members. The evening began with a CLE session and was followed by a cooking and mixology class where members made dinner and cocktails while networking with peers. In the summer, the ACC Georgia Women's Initiative hosted a Virtual Public Speaking Workshop featuring Netania Walker. Then in September, we hosted a chapter-wide town hall meeting in which members heard from community leaders and discussed diversity, inclusion and racial bias. And the first ever virtual CLE Jamboree sponsored by King & Spalding provided two days of educational sessions for members.

To help bridge this divide, ACC Georgia is sponsoring a series of events, some of which have already taken place, to not only continue the conversation, but also go beyond discussion and take action to make a difference in our community.

ACC Georgia also provided new and innovative resources this year to support members during this unique time. For the first time, we offered a virtual mentorship program to provide guidance and educational opportunities for the next generation of lawyers. We also created an online Chapter Job Board, which lists opportunities for members who are in transition to connect with organizations and potentially find employment.

We are grateful to have been recognized for our contributions to the community in the March PBPA Gratitude Event. The ACC Georgia Chapter received an award this year for being one of The Pro Bono Partnership of Atlanta's top six sponsors during the organization's 15-year history, raising over \$350,000 in partnership with our sponsors. We would not have this award without the support of our members who attend our PBPA Value Challenge every year and the sponsors who provide their time and funding for this event.

### Looking Ahead to 2021

While reflecting on the past is beneficial, looking forward is paramount. As we head into a new year, ACC Georgia is committed to remain a resource through whatever 2021 has in store, and we look forward to strengthening the relationships within our chapter. As we work to make the coming year our best yet, we would welcome the insight of our valued members. If you have any ideas for new programs, events or initiatives, please reach out to Chapter Administrator Connie Swindell-Harding at [georgia@accglobal.com](mailto:georgia@accglobal.com). It is our mission to continue to be a resource for networking, community and education.

Special thanks to Immediate Past President Angela Frazier and President-Elect Kathryn Hutton, who have provided sound counsel and guidance throughout this year. The hard work and dedication of our board is also appreciated. I look forward to 2021 and working with our exceptional board members, both those returning and joining for the first time. It has been an honor to serve as your ACC Georgia president this year. We wish everyone a safe and joyful holiday season and look forward to seeing you at chapter events in the new year!

**Melloney Douce**  
ACC Georgia President

## MEMBER SPOTLIGHT

### Katherine Dunn

Vice President and General Counsel at Aptean



Katherine Dunn

#### Q. As a leader of your company, what has your day-to-day been like during the COVID-19 pandemic?

As a global company with offices in Asia, we were monitoring what was happening with COVID-19 from the start. When the pandemic made its way to the U.S., we made the decision to close our offices not only in the U.S., but also around the globe. Today, we are operating almost completely remotely, and like most everyone, my job is focused on supporting efforts to safeguard employees and mitigate financial and operational exposure.

One of the biggest changes for me on a personal level was transitioning from going into the office every day to working from home. This not only presented the challenge of managing a global team virtually, but also introduced a new obstacle – setting up a productive home office under the same roof as my 17-year-old daughter and 2-year-old son.

#### Q. Is there anything that you can share for your in-house counsel colleagues at businesses who are reopening and realigning?

The coronavirus pandemic is a unique challenge in that it affects the entire globe and different locations and governments respond to it differently. With a global employee population, we decided that the best form of guidance we could provide during this time was to create a global policy of best practices, recognizing that it would need to be flexible to respond to future developments and accommodate local requirements. This policy included three phases: 1) empowering employees to go back into the office if the government allows it and they feel most comfortable there; 2) encouraging employees to return to the office; and 3) expecting employees to be in the office. In all phases, employees need to go through the necessary health and physical safety checks for COVID-19.

#### Q. What attracted you to the type of law you practice?

I started my career in employment litigation. After a partner at my firm at the time advised against practicing litigation only, I decided to diversify my skills to provide myself with more options. I was able to try my hand in a variety of practice areas and ultimately decided I enjoyed M&A law the most. After practicing M&A law almost exclusively for a number of years, I was recruited to go in-house. In my current role, I am able to engage in a wide variety of practice areas, as I provide guidance and resources to the diverse team that I manage.

#### Q. What do you like about working at Aptean?

I love my team. They are dedicated, smart, and are the epitome of the adage, “work to make your boss look good.” Aptean is also always changing and growing, which provides constant excitement for what is happening and what is to come.

#### Q. What is the most important thing you’re working on right now?

While 2020 has been a tough year, it has also presented an opportunity to align our head and heart. COVID-19 has forced us to be creative in how we connect with customers and even each other, but the chain of events in America triggered by George Floyd’s death has demanded that we go much further. Our leadership is embracing this moment, and I have been selected to lead our Diversity & Inclusion Program along with our Chief HR Officer. We hosted a town hall to announce the program and the response has been amazing. I believe that this will be one of the most important things to come out of 2020.

#### Q. What are your favorite words of wisdom?

The Third Agreement from “The Four Agreements” – Don’t Make Assumptions. I think all four are important, but in business, it’s essential to ask questions to help ensure clear communication. Just doing that can avoid a lot of conflict and prevent wasting time and other resources.

#### Q. Who is a mentor or a personal hero?

I would usually say that my personal hero is Michelle Obama (and she still is), but as we’ve just concluded the 2020 Election, I have to say that Stacey Abrams is a close second. I love that she turned her defeat in her bid for governor into a win for the entire state of Georgia, a political party and a presidential candidate. Politics aside, it’s difficult not to admire that level of resiliency. It was brilliant.

#### Q. What would you be if you weren’t a lawyer?

If I weren’t a lawyer, I would want to be a journalist. I love giving my opinion, which is probably why I became a lawyer, but it would be fun to combine that with my creative side.

## Welcome the newest members of ACC Georgia!

Alan Mitchell, Crawford & Company  
Anne Blitch, The Coca-Cola Company  
Carla Walker, Capstone Property Group, LLC  
Carrie Ratcliff, Change Healthcare  
Christopher Visick, Alimera Sciences  
Cinnamon McLin, Southern Company Gas  
Clay Davidson, Glooko, Inc.  
Corey Hirokawa, Blue Goblin LLC  
Daniel McDevitt, HD Supply  
Dulaney O’Roark, Verizon Corporate Legal  
Elizabeth Nunez, Verizon Corporate Legal  
Ellen Sumner, Volaris  
Emily Sweitzer, RangeWater  
Gretchen Nutz, Crawford & Company  
James Aiken, HD Supply  
James Brumsey, HD Supply  
Jana Anandarangam, PulteGroup, Inc.  
Jenny Horrigan, ABB Enterprise Software Inc.  
Karli Swift, Southern Company Gas  
Kelley Williams, Koch Corporate  
Mark Smiley, Bitcoin Depot  
Martina Wedenig, Tricentis USA Corp  
Mona Xia, InComm  
Nick Going, McKesson Corporation  
Reba Noel, Twilio Inc.  
Sabrina Kania, Hiscox Inc.  
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Stephanie Everett, Rose Acre Foods, Inc.  
Suneel Gupta, Norfolk Southern Corporation  
Sybil McCormack, Keyfactor, Inc.  
Valarie Thomas, McKesson Corporation  
Zachary LeVasseur, Crawford & Company

### Get Involved with ACC Georgia

Want to get involved in the in-house counsel community? Joining an ACC Georgia committee is the best way to start. For more information, go to <https://www.acc.com/chapters-networks/chapters/georgia/chapter-committees>.



### COVID-19: ACC Resource Center

ACC national headquarters has led the way in COVID-19 efforts, developing discussion forums for members to connect and webinars to continue professional development. They have also created an [online resource page](#) that hosts a curated selection of resources to help in-house counsel navigate the pandemic. From anxiety tips to legal news, this webpage includes a variety of information to support members during this unprecedented time.

As you explore this resource, you will be able to:

- Watch the latest ACC Webcasts on COVID-19 issues for in-house counsel;
- Monitor COVID-19 legal news with the ACC Newsstand newsletter;
- Discuss with other in-house counsel on ACC’s COVID-19 online forum;
- Explore the legal resources selection (organized by region and topic);
- Find career tools and tips in the ACC Career Center; and
- Follow updates regarding ACC’s upcoming in-person programs.

For more information, visit <https://www.acc.com/covid-resources>.



## FROM OUR EVENT SPONSORS

### King & Spalding Presents 11th Annual CLE Jamboree

ACC Georgia's 11th Annual CLE Jamboree, hosted by King & Spalding, provided in-house counsel with insights on trending legal topics, highlighted in a keynote talk by King & Spalding Partner and Former Deputy Attorney General Rod Rosenstein.

ACC Georgia President Melloney Douce welcomed more than 290 lawyers and guests on October 7 to the first ever virtual CLE Jamboree. As a measure to ensure the health and safety of all in attendance, this year's event took the form of a series of webinars over two days in lieu of in-person presentations.



In a keynote virtual armchair discussion moderated by Georgia Pacific General Counsel Tye Darland, Rosenstein discussed a variety of timely legal topics with a focus on compliance. While some welcome the U.S. Department of Justice's June 2020 guidance, titled "Evaluation of Corporate Compliance Programs," as an effort to give credit for robust compliance programs, others caution that it is the Department's way of setting the bar even higher.

"In those compliance guidelines, the Department has codified the process that they want to go through to evaluate whether a corporate compliance program is valuable," Rosenstein explained. "The goal of the policy is to enable the Department to have a process to evaluate compliance and also provide some guidance to the private sector for what they should be considering in their compliance regimes."

Darland noted that based on their size, companies have different levels of access to legal resources to understand and implement compliance policies and inquired whether the DOJ takes into account this variance. While Rosenstein acknowledged that he would hope the DOJ would be sensitive to this, the point is that everyone should have a policy. "You should have a written policy no matter how small you are, and you should have a regular review process. Ideally, sit down with an outside lawyer so that if something goes wrong, you'll be able to demonstrate that you did make a good faith effort to comply with those requirements," he said.

Rosenstein also said that the DOJ is always revising its compliance policy. Some of the changes made in June were to address the no-one-size-fits-all principle as well as the issue of data analytics in compliance programs, which can spot potential violations before they come to light. "Make sure you take a look at all the data your company collects and figure out if there are potential vulnerabilities," he said.

A challenge that companies often face is determining when to report areas of noncompliance to the DOJ when there is no obligation to do so. Rosenstein suggested that if there is no obligation to report, it is wise to conduct a risk assessment and identify the potential risks of not reporting. His advice? Assume the worst-case scenario. Presume it is going to get out, and be prepared to explain why you did it, and more importantly, what you did to fix it.

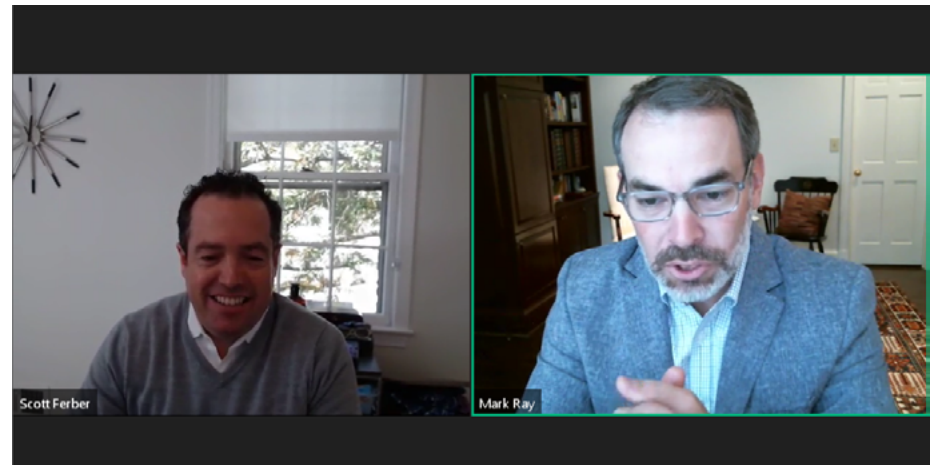
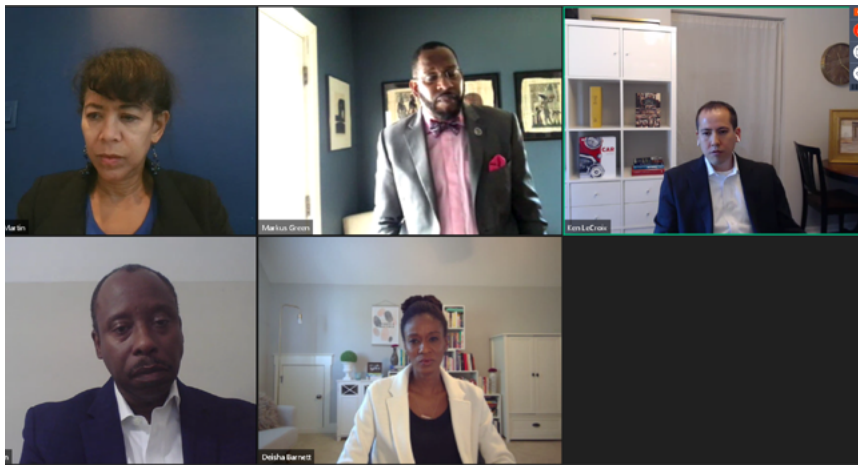
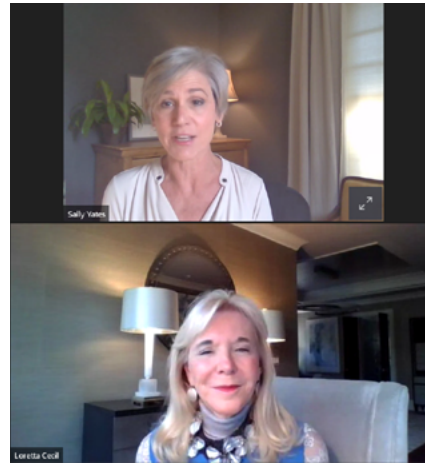
### Hot Topics for In-House Counsel

- **COVID-19 Challenges:** King & Spalding Partner Sally Yates and Change Healthcare Executive Vice President and General Counsel Loretta Cecil began the day's sessions with a virtual armchair discussion on adapting to the challenges presented by the COVID-19 pandemic.
- **Georgia Politics:** King & Spalding Partner Pete Robinson moderated a panel on the policy outlook for the upcoming year and current political climate in Georgia. Adding their insights were Impact Public Affairs Partner John Watson and Georgia House of Representatives Rep. Calvin Smyre.
- **Professionalism:** King & Spalding Partner Josh Kamin led an interactive dialogue with leading Atlanta-based GCs on how to best handle situations professionally, with reflection on the Lawyer's Creed and the Aspirational Statement on Professionalism. Joining the discussion were Carestream Dental General Counsel Noni Ellison; RELX Risk & Business Analytics Executive Vice President and General Counsel William Min; Newell Brands General Counsel Brad Turner; and Skybound Entertainment General Counsel Candisse Williamson.
- **2020 Elections:** King & Spalding Partner Tom Spulak moderated a panel that examined the candidates' transition activities, priorities and legal ramifications for the next presidential term. On the panel from King & Spalding were Senior Advisors Dan Coats and Kendrick Meek, and Senior Counsel Ander Crenshaw.
- **Technology Post-Election:** King & Spalding Partner Sumon Dantiki led a discussion on preparing for a world of changing threats, technology and risks after the election. Joining him were PwC Principals Adrian Mebane and Justin Offen, and Georgia Institute of Technology General Counsel and VP for Ethics and Compliance Ling-Ling Nie.
- **Diversity, Equity and Inclusion:** King & Spalding Partner and Diversity Chair Harold Franklin led a panel that discussed emerging trends and issues related to DE&I. On the panel were Metro Atlanta Chamber Chief Brand and Communications Officer and Head of Diversity & Inclusion Deisha Barnett; Pfizer Assistant General Counsel Markus Green; Toyota Motor North America VP and Assistant General Counsel Jane Howard-Martin; and General Motors Global Products Development Counsel Ken LeCroix.



- **Corporate Law:** King & Spalding Partner Justin King led a quick-hitting and wide-ranging discussion of hot topics in corporate law. On the panel were RentPath Vice President and Deputy General Counsel Sameer Asher, Parallel Deputy General Counsel Lauren Linder, and Global Payments Senior Vice President and Assistant General Counsel Christin Lumpkin.
- **Cyber Threats:** King & Spalding Partner Scott Ferber moderated a panel that explored unique cyber threats occurring during U.S. election cycles and how they can affect private-sector organizations. On the panel were Joey Eom, supervisory special agent in the Global Cyber and Election Interference Unit of the FBI Cyber Division, and Mark Ray, partner at PwC.

## SCENES FROM CLE JAMBOREE



### Thank You to Our Sponsors

The Association of Corporate Counsel Georgia Chapter would like to thank our recent event sponsors, who have pivoted their plans to continue to provide exceptional programming for our members through COVID-19. Without their contributions, we would not be able to deliver the quality events that our chapter members have come to enjoy. We deeply appreciate their generous support.

**September 29 – Webinar** – "COVID-19 Impacts on Employer-Provided Health Benefits" – Nelson Mullins Riley & Scarborough LLP

**September 30 – Webinar** – "Managing the Risks and Rewards of Trade Secrets: A Guide for In-House Counsel" – Willenken LLP

**October 1 – Virtual Special Event** – "Cocktails and Connections" – Atlanta Legal Aid Society

**October 7-8 – Virtual Special Event** – 11th Annual CLE Jamboree – King & Spalding LLP

**October 21 – Webinar** – PBPA Rapid Remedy – Pro Bono Partnership of Atlanta and Ogletree Deakins Nash Smoak & Stewart, P.C.

**November 12 – Webinar** – Legal Check Up – Pro Bono Partnership of Atlanta

**December 7-8 – International Seminar** – "Doing Business in the European Union: Exploring Cross-Border Legal Issues" – Kilpatrick Townsend & Stockton LLP

Also, ACC Georgia extends a special thank you to Alison Danaceau, legal team lead at Avolin, for serving as our chapter photographer, and Poston Communications, for production of our newsletter, public relations and other activities.

#### How You Can Sponsor an Event

ACC Georgia welcomes your sponsorship. Sponsors have the opportunity to showcase their expertise and experience to our members in exchange for providing support for substantive programs involving CLE credit. Costs paid by sponsors provide funding for luncheons and special programs, as well as ACC Georgia's community outreach programs that include providing minority internships for deserving law students.

For more information, go to: [www.acc.com/chapters-networks/chapters/georgia/sponsorship-information](http://www.acc.com/chapters-networks/chapters/georgia/sponsorship-information).



## FROM OUR EVENT SPONSORS

### COVID-19's Impact on Your Group Health Benefits – Are You Compliant?

By Ann Murray and Matt Zischke



Ann Murray

brokers, advisors and insurance carriers, who are likely dealing with these issues for numerous clients.

As employers approach the start of their 2021 plan year for their group health plans, the COVID-19 pandemic has upended how we view “normal” healthcare. As a result, employers will need to balance the difficult task of implementing COVID-19 coverage mandates while at the same time continuing to provide affordable and reliable health care to employees. To make these changes more complicated, most employers are also still struggling to adjust to a reduced or remote workforce. As they adjust to the new “normal,” employers should rely on the expertise of their benefits

#### COVID-19 Coverage Mandates



Matt Zischke

When the pandemic first began, Congress enacted the Families First Coronavirus Response Act (FFCRA) and the Coronavirus Aid, Relief and Economic Security Act (CARES Act), which set forth a number of coverage mandates aimed at ensuring that families continue to receive the care they require without having to worry about whether they can afford it. The most significant of these mandates is that plans and insurers are required to cover COVID-19 diagnostic tests without employee cost-sharing (i.e., co-payments, co-insurance).

Plans and insurers must also offer “qualifying coronavirus preventative services” without cost-sharing within 15 days after the service is properly recommended. “Coronavirus preventative services” are items, services or immunizations that are intended to prevent or mitigate COVID-19. “Qualifying” means that the item or service is evidence-based with an “A” or “B” rating by the United States Preventive Service Task Force and that immunizations are administered under the recommendation of the Advisory Committee on Immunization Practices or the Centers for Disease Control and Prevention.

These coverage mandates apply equally to self-insured and fully insured plans, so employers who have not done so already should consult with their advisors and carriers to make sure that coverage mandates are timely implemented and employees continue to have access to the health care they require.

#### Changes in How Healthcare Is Provided

In addition, the pandemic has significantly changed the way health care is delivered. Due to limitations on elective procedures, shelter-in-place orders and social distancing, we have seen a significant increase in the popularity and availability of telehealth. According to McKinsey, consumer interest in telehealth has increased from 11% in 2019 to 76% in 2020. When the pandemic is over, interest in telehealth is expected to continue to be high. The driving force behind the growth in telemedicine is convenience. Individuals in need of medical care now welcome the opportunity to consult with a physician remotely rather than having to pack up and travel to a brick and mortar physician's office. This is especially true in rural areas where small populations have limited access to coverage networks and health care resources are limited.

Now is a good time for employers to review their plans to determine what telemedicine coverage options are provided and expand services to keep up with demand. In addition, employers should review and adjust cost-sharing requirements. Many carriers have waived co-pays for in-network telemedicine services. The CARES Act also provided a temporary safe harbor, allowing a cost-sharing waiver for high-deductible health plans, which permits plans to pay for certain services before the out-of-pocket maximum is met (so the individual's ability to contribute to an HSA is not jeopardized).

#### Other COVID-19 Related Changes

Recognizing the challenges facing employers and the need for flexibility, the IRS and DOL issued joint guidance, extending various deadlines applicable to health plans. The election, payment and notification deadlines under COBRA, the special enrollment periods under HIPAA (such as due to birth or marriage), and the claims and appeals deadlines, have all been extended so that the outbreak period (as defined in the guidance) is disregarded.

Recognizing the importance of electronic communication in the now distanced world, the rules regarding e-delivery have been temporarily relaxed to allow employers and plans to use emails, text messages and websites to communicate, so long as the recipient is reasonably believed to have effective access. This significantly relaxes the prior rules that generally restricted e-delivery to employees with regular access to a computer as part of normal duties and did not contemplate text messages at all. The newly relaxed rules make e-delivery a more realistic option (e.g., web-based programs offering on-line enrollment).

In preparing for their 2021 plan year, employers need to recognize that the COVID-19 pandemic may have forever changed what we view as “normal” in many ways. Employers must adjust to make sure that they continue to provide employees with the affordable coverage and convenience they need. Remember that you are not alone; seek out advice from your advisors to help you implement and adjust to these new changes.

*Ann Murray is a partner at Nelson Mullins Riley & Scarborough LLP who practices in the areas of employee benefits and executive compensation. Matt Zischke is an associate at the firm who is a member of the tax and benefits team.*

### Making Strides Toward Diversity, Equity and Inclusion

At ACC Georgia, we not only want to continue the conversation surrounding DE&I, but also inspire action to make a difference in our community. As a means of doing so, we are showcasing examples of our members' companies that are doing great things to make strides toward inclusion in this significant time.

#### Delta Air Lines

In a memo to employees, Delta CEO Ed Bastian shared the steps the company is taking to become an anti-discrimination organization. Amid the global reckoning over historic racial inequality and injustice, we have been listening, learning and taking steps toward becoming an anti-racist, anti-discrimination organization, he said. Those steps have included a series of virtual Town Halls on racial justice, updated Equal Opportunity and social media guidelines, a new library of anti-racism resources on Deltanet, and our advocacy for Georgia Hate Crimes legislation and police reform in Minnesota. While it is important to continue listening and learning, now is also the time to step up and take strong action. Some of these steps have already begun, some will be accomplished in the short term, and some will be realized over the long-term future. We will focus on the following areas:

- Rebuilding Delta to reflect our world;
- Reimagining our talent strategy;
- Addressing inequity;
- Creating more opportunities for underrepresented groups;
- Stepping up inclusion training at every level of the company; and
- Supporting our Black business partners.

This commitment is important, but it won't mean anything until it has an impact on all aspects of our personal and professional lives – at our airports, in our breakrooms and offices, on the ramp, in our hangars, on our planes, and in our cities, neighborhoods, schools and homes.

#### Southwire Company, LLC

Southwire, North America's largest wire and cable manufacturer, continuously seeks ways to mature its culture of inclusion to ensure employees are empowered, engaged and encouraged to be their authentic selves. Among many other activities which support this commitment, Southwire's Legal department:

- Is a talented, diverse team, which includes 61% female and 30% minority representation;
- Participates in and connects with Southwire's six employee resource groups;
- Ensures Southwire's work with outside counsel includes actionable guidelines, which reflect diversity and inclusion; and
- Serves as a thought leader for initiatives such as book clubs, which generate meaningful conversation around social justice and inclusivity.

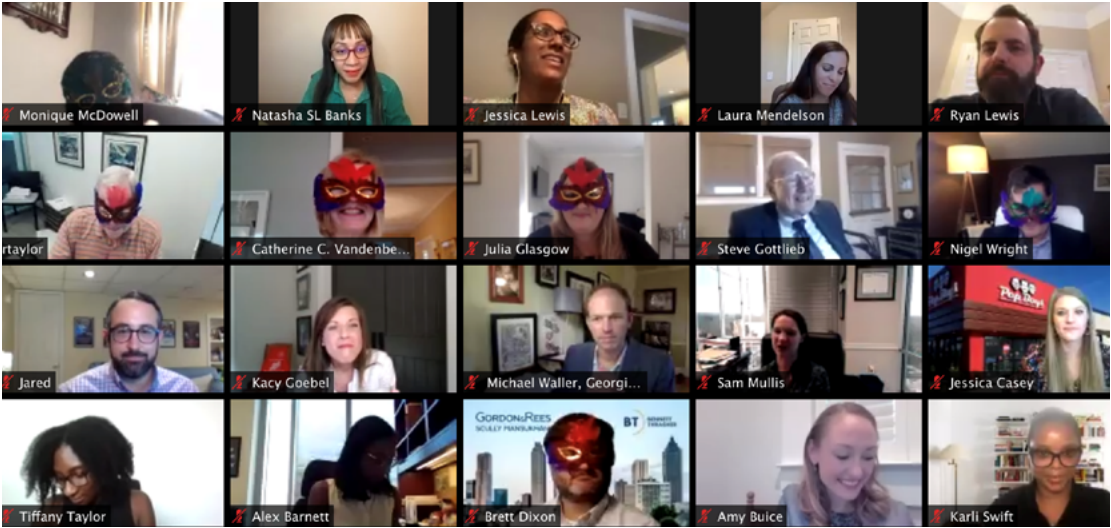
PHOTOS FROM FALL WEBINARS AND EVENTS



**COVID-19 and the Impact on Employer-Provided Health Benefits**  
September 29, 2020

Speaker: Ann Murray  
Nelson Mullins Riley & Scarborough, LLP  
201 17<sup>th</sup> Street, NW, Suite 1700, Atlanta, GA 30363  
(404) 322-6603 / ann.murray@nelsonmullins.com

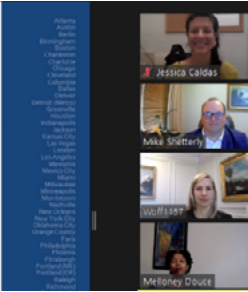
**NELSON MULLINS**



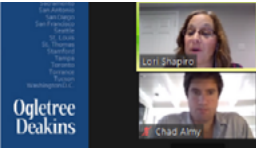
**ACC** Association of Corporate Counsel  
Rapid Remedy Employment Law Projects · October 21, 2020

**PROENO** PARTNERSHIP/ATLANTA

**Social Justice and Racial Equity: How Employers Can Make A Difference In The Workplace**



Presented by:  
**Michael M. Shetterly and Penny C. Wofford**  
Ogletree, Deakins, Nash, Smoak & Stewart P.C.



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ATLANTA  
BUSINESS CHRONICLE

# Nominate Today!

Nominate your in-house attorneys and general counsel for the ninth annual Corporate Counsel Awards! These awards honor the top attorneys in Georgia practicing in the legal departments of corporations, associations and other private sector organizations. The Corporate Counsel Awards highlight the vital and important, but often behind-the-scenes role of corporate counsel. Winners will be honored during a special program on May 6, 2021, and featured in a special section.

## CATEGORIES

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*Dealmaker Award*

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*General Counsel – Large Legal Department*

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