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# FOCUS

## Letter from President Elect

**Aline V. Drucker, President Elect**

I do not believe that a single person reading this column or this newsletter thought in January that their life now would look like it does today. New terms like WFH and social distancing have entered our vocabulary with sneaking speed as if they have always been present. Jobs, families, schools, responsibilities, commitments, networking, career development, and any attempts at having a little fun, have taken on previously unimagined forms and circumstances. You do realize it's the fourth quarter of 2020, right? Last thing I remember with true clarity is back in February. We have been on fast forward since March and living in our own version of The Truman Show.

Fortunately for our legal community and our in-house community in South Florida, the Association of Corporate Counsel has been here to navigate these uncharted waters with a steady purpose and a guided hand. Our current president, Jessica Rivera, introduced a spectacularly timely and fitting theme for this year – *Clarity in Purpose*. I can think of no better goal, especially now, than to provide clarity and purpose to each of our members, in collaboration with our amazing and committed sponsors.

To that end, our chapter of the ACC has been able to deliver some remarkable and topical programming as we all work through the daily struggles of the pandemic, our new working environments, and new, unexpected demands. Our sponsors stepped up to the challenge of hosting webinars with ingenuity and determination. Our substantive program-

ming covered such urgent and complex topics as new labor and employment laws affecting employers during COVID-19; the Payroll Protection Program; and new legislation under the CARES Act that was coming out of Congress on a weekly and sometimes, daily, basis.

These types of programs that our sponsors offered our members in the last several months, as well as a sense of belonging, community and collaboration during times of enormous stress, uncertainty, and ever-shifting struggles, are a perfect example of how ACC continues to be the preeminent professional organization for in-house counsel and attracts the highest caliber of talent, networking, and support for all members of our community and all who are fortunate enough to interact with the ACC.

This year marks a particularly important change for me, which has provided my own clarity in purpose. I have become the President Elect of our ACC South Florida Chapter and I look forward to leading this phenomenal organization. I am supremely grateful to our current President, Jessica Rivera, for her steady, thoughtful, and inspiring leadership during a time which has been defined by all things new, unexpected and unpredictable. It is my goal to be able to provide the same kind of leadership, support, collaboration, and recognition to our members and our sponsors that Jessica has so gracefully and fully embraced as our President.



We look forward to a better and brighter 2021. It is my firm belief that the *Best is Yet to Come*, and not only because Frank Sinatra said so. Our Annual CLE Conference is currently scheduled for April 30,

2021 at the beautiful, newly expanded Hard Rock Hotel in Hollywood, FL. I hope each of you will join us. All safety protocols for social distancing, mask-wearing, and other measures will be taken to full extent to ensure the safety and security of all attendees. Notably, this CLE Conference will give all attendees an opportunity for in-person interaction, real social engagement with peers and colleagues, as well as unique and timely substantive programming that is the hallmark of the ACC.

There will be more announcements about the Annual CLE Conference in April in the coming months, as well as updates on our in-person events, which we are working towards resuming as soon as it is safe to do so. We cannot wait to see you in person.

For now, I want to thank you again for your commitment to this organization. Thank you to our fantastic Board of Directors and our Executive Director, Christina Kim. And thank you for the opportunity to serve as your next President.

As we approach the end of what has felt, to many, a year without an end in sight, I want to wish each of you and your families much health, joy, and peace. Merry Christmas, Happy Hanukkah and may we all have a wonderful, safe, and joyous holiday season.

# A Better Way Forward: Improving Diversity in the Legal Profession

By Adrian K. Felix, Bilzin Sumberg

The deaths of George Floyd and Breonna Taylor and the more recent severe crippling of Jacob Blake, along with the resulting protests around the country, have pushed the ongoing issues of racial injustice and inequality in the United States to the forefront of our national conversation. Indeed, businesses, sports leagues, local leaders, and many individuals have been spurred to take a public stance and play a more proactive role in demanding institutional-level change. Such social activism can result in immediate changes, as we have witnessed over the past months with the announcement by The Quaker Oats Co. (a subsidiary of PepsiCo Inc.) to retire its Aunt Jemima brand, Mars Foods' recent changing of the Ben's Original logo (previously Uncle Ben's), and the Washington Redskins NFL team's decision to change its name and logo due to mounting pressure from its corporate sponsors. History has shown though that sustainable change often takes a prolonged, focused effort at all levels—individual, business, and government.

For instance, it is no secret that the legal industry has not historically been a model of success in terms of the recruitment, retention, and promotion of minority lawyers. A recent [study](#) by the National Association for Law Placement, Inc. (NALP) of over 1,000 leading law firms found that, over the past decade, the percentage of Black/African American partners at law firms has only increased 0.12% (from 1.71% to 1.83%), and the percentage of Black/African American associates at law firms has largely remained flat (4.66% to 4.48%).

Where does that leave us? Over the last several months, law firm leaders have begun to reexamine their firm's participation and investment in diversity and other similar programs (both internal and external). It is understood that firms can help address an underlying cause of racial and other inequalities—i.e., representation--by earnestly supporting and fostering diversity and inclusion in a broader sense.



Diversity is critical to the future of the legal profession. As an initial matter, the nation's demographics have become increasingly diverse over the past two decades, thus having a legal industry that is reflective of the community and the people it serves engenders confidence and trust from the public.

Further, having lawyers of diverse backgrounds, brings different perspectives, experiences, and opinions to the table; thereby, leading to better collaborative and innovative solutions and better problem-solving models, than those obtained by legal teams who share the same or substantially similar backgrounds. Although outside of the legal industry context, the Gucci's "blackface" sweater controversy in 2019 provides a prime example of an issue that could have been avoided had the company's design team been more diverse.

Last, law firms that recognize the value of and embrace diversity, in their employees and within the culture of the firm, are better positioned to thrive during economic shifts and service corporate clients (many of whom are beginning to demand their law firms be more diverse).

The most important way(s) to improve diversity within the legal industry is for law firms (and businesses) to do a better job at recruiting and retaining diverse attorneys long-term. In that regard, the legal industry has made significant improvements over the years of developing and supporting a sustainable pipeline for diverse attorneys, through such programs as:

- [Year Up](#), a program dedicated to closing the 'Opportunity Divide' by instilling young adults with the skills, experiences, tools, and support through different training and internship opportunities that empower and create a path for them to succeed in today's professional world.

- [Street Law](#), a global, nonprofit organization committed to developing classroom and community programs that educate young professionals about the law and government. Street Law's Legal Diversity Pipeline Programs partner legal professionals with high school law classes to broaden students' knowledge and interest in the law and legal careers.
- [Lavender Law Conference & Career Fair](#), the largest annual LGBTQ+ legal conference in the country dedicated to supporting diversity in the legal profession and offer opportunities for candidates to network with law firms, government agencies, organizations, and legal departments.
- [ABA Judicial Intern Opportunity Program \(JIOP\)](#), a program designed to provide judicial internship opportunities to law students that associate with unrepresented racial and ethnic groups within the legal industry, students with disabilities, gender and sexual orientation, or those that are economically disadvantaged.
- [Southeastern Minority Job Fair \(SEMJF\)](#), one of the oldest and largest legal interview programs in the country that connects employers and diverse students from over 50 law schools in the Southeastern United States.

In addition to the foregoing programs, many law firms have formed internal committees designed to improve diversity and the culture of inclusion within the workplace, and other committees designed to ensure diverse attorneys are getting the same opportunities to meet clients and work on meaningful matters. Through such committees, law firms can help educate employees on implicit bias and discrimination, provide resources to promote understanding and inclusion,

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and create an overall more welcoming environment for diverse attorneys.

Attorneys, legal professionals, and law firms have the resources and ability to make a profound impact on diversity. While there has been some headway in the last few years, recent events have shown that there is still more that can and should be done to make a lasting impact.

We need to create a foundation for the future. Again, sustainable change is not something that will happen overnight. Only through purposeful action, communication, and persistent effort will the legal industry increase its diversity and

evolve, and thus, lead the way for social change. So, it is up to every law firm, legal professional, bar association, legal department, and law school to do their part, both in terms of their own organizations and in terms of their public support of outside social change organizations.

**Author:**

**Adrian K. Felix** is a Partner in Bilzin Sumberg's Litigation Group, where he focuses his practice on complex



commercial litigation across various industries, including construction, franchising, and hospitality. He has significant experience assisting real estate owners and developers in the management of distressed construction projects, as well as helping clients to navigate issues related to the multifaceted legal relationship between franchisors and franchisees. Adrian is the immediate past Co-Chair of the American Bar Association's Judicial Intern Opportunity Program (Miami), where he oversaw the placement of diverse and under-represented law students with state and federal judges in South Florida.

## **New Normal: New Challenges: Guidance for Navigating Facial Covering Requirements and the Challenges of Non-Compliance**

**By Chelsea A. Lewis, Esq.**

As South Florida businesses begin to re-open, face coverings are likely to remain a popular preventative measure to curb the spread of COVID-19. On September 25, 2020, Governor DeSantis lifted the statewide mask mandate; however, many South Florida patrons may still be required to wear masks as determined by various local ordinances. The evolving requirements and opinions related to the use and efficacy of facial coverings has led to confusion and even anger, among some individuals. This article addresses recommended practices for navigating the challenges that may arise when customer or clients refuse to abide by public health or local health mandates.

### **To Mask or Not to Mask: South Florida's Facial Covering Requirements**

South Florida businesses are still required to abide by county-specific facial covering requirements, despite the Governor's decision to forego the statewide mask mandate. Below is a summary of the mask requirements for Miami-Dade, Broward, Palm Beach and Monroe counties.

#### **Miami-Dade County**

Amendment 2 to the Miami-Dade County Emergency Order requires that all

persons throughout Miami-Dade County wear a mask or other facial covering except: i) at or inside a private residence; ii) inside a private automobile; iii) at or inside any religious institution, without limitation; iv) inside a hotel, motel, or commercial lodging establishment guest room, or inside any apartment; v) children under the age of two years; vi) persons who cannot wear a mask or facial covering due to an existing medical condition; vii) an individual who is hearing impaired or an individual who is communicating with an individual who is hearing impaired; viii) where federal or state safety or health regulations prohibit the wearing of facial coverings; ix) of persons actively engaged in strenuous physical activity outdoors if social and physical distancing can be guaranteed or participating in organized sports, except facial coverings must be put on by athletes and other individuals standing on the sidelines of sports competitions; x) of persons swimming or engaged in other activities which may cause the facial covering to become wet; xi) while persons are actively eating, drinking, or smoking; xii) while

# **Littler**

a person is receiving services which require access to that person's nose or mouth; and xiii) if a person is (1) stationary, (2) outdoors,

and (3) a fixed physical barrier, marker, or obstruction exists to ensure a separation of not less than 10 feet between the stationary individual and all other persons.

#### **Broward County**

Per Emergency Order 20-27, facial coverings must be worn by all persons in Broward County unless covered by a specific exception. Specifically, facial coverings are required when away from home and social distancing cannot be consistently maintained, while visiting or using an amenity, unless social distancing of at least 6 feet can be maintained, while entering, exiting and otherwise moving around within an establishment, including moving within or leaving a store. All people working at an establishment or amenity must wear facial coverings even when social distancing of at least 6 feet is maintained.

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### **Palm Beach County**

All individuals, businesses, and establishments shall adhere to the requirements in Emergency Order 2020-012 (facial coverings), which include, but are not limited to, mandating the use of facial coverings in all businesses and establishments; in public places where social distancing is not possible; in common areas within private communities accessible to more than one housing unit; when utilizing the County's Palm Tran transit services; and when accessing governmental buildings.

### **Monroe County**

Monroe County requires all persons over the age of six to wear a facial covering inside a business in Monroe County. Monroe County's facial covering ordinance is still in effect and can be enforced against businesses that do not comply. There will be no citations against individuals, but code compliance officers can still cite businesses that are not requiring facial coverings inside of the establishments. Facial coverings are recommended whenever unable to socially distance and outside.

### **Can a Place of Public Accommodation Turn Away Somebody Who Refuses to Wear a Face Mask?**

The short answer is most likely "yes" for now, considering the Centers for Disease Control ("CDC") guidance and local government recommendations regarding facial coverings. However, the question remains, what are stores or other covered entities to do when somebody wants to shop but refuses to wear a mask?

Title III mandates that places of public accommodation cannot deny equal enjoyment of goods and services to individuals with disabilities. If a customer has a medical or disability-related condition that may require an accommodation, then the business must consider what reasonable accommodations it can make for the patron. Further, the customer must advise the business that they need an accommodation if it is not apparent. While an employer can and should request appropriate medical documentation

when an employee requests a workplace accommodation, that same right may be more restricted with respect to customer accommodation requests under Title III.

Despite the foregoing, public accommodations are not required to accommodate customers if doing so would impede the ability to safely provide goods and services. Any concern about safety, however, must be based on actual risks; the business cannot simply assume that risk exists.

Currently, there is a reasonable belief that allowing unmasked members of the public into covered business establishments creates a health and safety risk, based, at the minimum, on guidance from the CDC. Moreover, the existence of a "reasonable belief" is further underscored by the spread of the virus by asymptomatic carriers, who may be unaware they carry the virus and "pass" other safety measures, like temperature checks. Regardless, the local ordinances described herein that mandate mask wearing provide a legitimate basis for requiring that business patrons wear masks or other suitable face coverings, even when referencing an alleged disability.

### **Managing Mask Expectations – "Dos" and "Don'ts"**

#### **DO:**

- Establish consistent face mask and social distancing procedures based on legitimate business considerations

Every business is different. Employers should consider their business needs and establish consistent safety policies that take into account the health and safety risks applicable to their specific industry.

- Request Compliance and Leave Enforcement to the Professionals

Employers should not put their other employees in the dangerous position of escalating confrontation through mask enforcement. Generally, businesses are not security experts and lack the training and expertise to direct

employees how to react when confronted by a non-compliant patron. For this reason, companies should avoid tasking employees with enforcing mask and social distancing orders—as the potential consequences can be both dangerous and costly. Where customers attempt to enter the store without a mask, employers should instruct employees that they may politely ask the customer to put on a mask. Employers should consider having additional masks available in the event a customer does not have access to the appropriate facial coverings.

- Maintain clear and consistent signage with respect to safety-related policies

Signage provides clear guidelines for customers and employees and reduces the risk of a "miscommunicated" policy. Employers should utilize signage outside the business as the first line of communication to customers. The CDC recommends using verbal announcements, signs, and visual cues to promote social distancing and safety initiatives, even before customers enter the building. This signage should be accessible by all customers, including those with visual or other disabilities.

#### **DON'T:**

- Make assumptions regarding non-compliance

Medical documentation may not be easily accessible in the event of a non-compliant customer. It is important not to make assumptions regarding non-compliance, particularly when a disability may be implicated. Occasionally, a customer may have a valid medical reason that they cannot wear a mask, and businesses need not require certifications or other medical documentation where a customer has asserted such a condition.

- Enforce Mandates

Feel free to request compliance but leave enforcement to law enforcement professionals in the event of non-

compliance. The appropriate reliance on local law enforcement officials helps ensure an appropriate response to non-compliant customer, while focusing on the safety and well-being of other customers and employees. When law enforcement arrives, employees should remain calm, follow officers' instructions, and avoid making statements, yelling or making gestures as law enforcement assesses the situation. Employees should attempt to note identifying information to give to law enforcement, such as the clothing, description, and license plate information of the aggressor, if such observations can be made without added risk to the employee or other patrons.

- Forget the "Golden Rule"

Always remember to treat customers, as you would like to be treated. The pandemic has developed into an understandable source of stress for many members of our community and employees should be mindful of this in their interactions with customers and each other.

**Bottom Line: We've Got You Covered!**

The pandemic and the evolving restrictions will continue to challenge companies to ensure compliance with safety standards while accommodating customers and clients. Consistent application of

a facial covering policy can help reduce the risk the virus poses to other customers, clients and employees. As South Florida continues to re-open, we hope that our clients and friends stay safe and as we remain focused on helping employees navigate the "new normal" together.



## MEMBER SPOTLIGHT

**Justin Carlson, JD, CRCM**

CLO / General Counsel  
Velocity Solutions, LLC

**1. How long have you been an ACC South Florida member?**

My first event was the holiday party at the Dezer Collection in December 2012.

**2. Why did you join ACC?**

My previous employer, Western Union, provided an ACC membership to each company lawyer in the US.

**3. What is a typical day like for you as the CLO / General Counsel at Velocity Solutions?**

Fortunately, my days are pretty varied, but most will involve some sort of contract drafting and keeping up with news on legal or regulatory changes.

**4. What do you most enjoy about being in-house?**

Collaborating with a diverse set of professionals and working as a team to grow a business and problem-solve.

**5. When you're not working, where would we find you?**

Prior to the pandemic, probably on a plane, at a game or at a concert. These days, like everyone, at home.

**6. What's your favorite book right now?**

I often re-read my favorite fictional series by Tolkein, Rowling, Herbert or Martin. I was re-reading the Dune series in anticipation of the new film rendition, but sadly the movie's release is yet another thing that will have to wait until after the pandemic.

**7. Tell us something that might surprise us about you.**

I've hitchhiked across a savannah in Botswana and jumped from a taxi to a moving train in Peru, but both only out of pure necessity!

**Lawyers  
on the  
Leaderboard!**

Add our hashtag #ACCSFL on your Peloton Bike, Tread or Peloton app profile, and come join us for a sweat session soon – see you on the leaderboard!



# More Than Coffee and Hoagies

By Joshua H. Shields

When Michael Eckhardt joined Wawa in 2005 from a law firm, the firm's partners teased him that he would soon get bored being an in-house lawyer for a coffee-and-hoagie shop. Fifteen years later, he can confidently say they couldn't have been more wrong.

Now Wawa's senior vice president – chief risk officer, general counsel, and secretary, Eckhardt has helped the iconic mid-Atlantic convenience store chain navigate class action lawsuits, restructure from a C corporation to an S corporation, and expand into the new market of Florida, which included designing and financing a tug-barge to bring gasoline from refiners in the Gulf.

He has worked on table top exercises on the company's key operational risks, and is now part of a team handling the evolving COVID crisis. He's anything but bored.

## Associates are essential

Wawa, which has more than 36,000 associates in 900 stores across six states and Washington, DC, was declared an essential provider from the outset of the pandemic. Eckhardt and his team responded to a mix of local and state safety protocols and regulations while also adjusting to changing business demand.

The company, already known for its clean and tidy stores, implemented a "clean force" that sanitized customer touchpoints. It installed plexiglass immediately and instituted a company-wide mask and glove mandate by mid-April.

A PTO relief plan was rolled out to ensure every associate had two weeks of coverage in case they or a family member were exposed to the virus. That policy provided the flexibility to close a store if a case was confirmed in that store. "We close minute one," Eckhardt says, explaining that the stores undergo a deep clean and contact tracing for potential exposure before reopening.



Each Wawa store has prominent signage, including on the company's ubiquitous digital displays, that remind customers about local mask ordinances. Associates are taught to de-escalate a situation if a customer does not comply, Eckhardt noted that industry groups strongly prefer the de-escalation method, which has been part of the Wawa training since 2018.

Eckhardt knows that the backbone of Wawa is its associates — in fact, associates own 40 percent of the privately-held, US\$10 billion company. "Corporate is there to support our store teams," he explains. Associates are automatically enrolled in an ESOP, or employee stock ownership plan, after they work for Wawa for one year, reach 1,000 hours of work, and are over age 18.

"When you walk into a Wawa, you're often talking to an owner," Eckhardt points out. Eight to 12 percent of an associate's wage is invested in the ESOP, leading to a long tenured workforce that provides opportunities that don't exist at other companies (and a chance for many associates to retire early).

When Wawa first expanded beyond the mid-Atlantic to Florida, the company moved whole store management teams, some with managers with over 20 years of experience, to open the new stores.

## Embracing change while balancing short- and long-term risk

The company has not permitted recent operational challenges to detract from

the company's focus on strategic risks. "As a management team, we're trying to balance the short-term goals of running the business and being there for our community today, while also preparing for our future and constantly innovating," Eckhardt explains.

He notes that Wawa has teamed up with Tesla to install electric charging stations at certain Wawa stores as electric cars gain market share. With travel plans and commutes disrupted by the pandemic, Wawa is looking at non-fuel stores that have opened in metro centers like Washington, DC, Philadelphia, and Vienna, VA, to compete with fast-casual chains. The company is piloting a drive-through concept that will require a reworked menu to get customers through the line in the industry-gold standard of four minutes.

The company is embracing change in other areas as well, from meal delivery to digital connections with their customers.

Eckhardt credits Senior Legal Counsel Tara Gibbons for coordinating the legal review with the delivery app companies like Uber Eats and DoorDash to bring the chain's hoagies to customers. The option existed in about a third of stores before the pandemic, but Gibbons worked quickly to enable the Company's digital team to expand the option and answer other questions, such as how to deliver alcohol in jurisdictions where it's permitted.

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The company can never rest on its laurels because of its competition. At breakfast, Wawa spars with McDonald's for breakfast sandwiches and Dunkin' and Starbucks in the coffee market. At lunch, it's up against Subway or Chick-fil-a. And it's also competing for customers in the convenience store space with 7/11 and other regional brands.

Data protection is another area where the chain needs to carefully evaluate risk. Kathy Dickinson, Wawa's associate general counsel, works very closely with the marketing department to understand what technology is available for gathering and protecting data, while also being mindful that there is an "ick" factor to harvesting too much data.

In December 2019, Wawa announced a security incident that affected customer payment card information at its stores after discovering malware on Wawa's systems. Wawa made the announcement to its customers nine days after discovering the malware, removing it from Wawa's system, and notifying regulators.

The legal team has always needed to move swiftly to support innovation, which is a key pillar of Wawa's corporate ethos. What started as a convenience store and grocery in New Jersey morphed into a gasoline hoagie shop hybrid and is now becoming more focused on healthier food and products. The legal department will continue to support the business as it evolves.

### Being prepared for "the bread truck"

Eckhardt draws on the tenure of his legal department — his direct reports have

44 years of Wawa experience amongst them, showing that it's not only the store associates who tend to stick around for a long time. He knows that his team can step up if he's "hit by the bread truck" as they say around headquarters.

Eckhardt has always been familiar with Wawa; he grew up in Philadelphia, and moved to nearby Bucks County, PA, for high school, where Wawa stores seem to be on every other block. After becoming disillusioned by politics while an undergrad in Washington, DC, at American University, he had a conversation with an older friend who was pursuing law school. "It was one that made you think about your life and where I wanted to end up," he reflects.

Knowing that he wanted to be near his large family, which was back in Philadelphia, he decided going to law school in the City of Brotherly Love would give him the best shot at landing a job close to home after graduation.

After earning his degree from Temple, he worked at firms in Philadelphia until a fateful January day when the head of the labor and employment group walked into his office and shut the door. Instead of delivering bad news as Eckhardt expected, the partner urged him to apply for a position with Wawa.

After starting his in-house role in 2005, he was promoted to general counsel in 2011. His role has expanded over the years. Wawa CEO Chris Gheysens promoted him to the company's 10-person management team in 2014 and created a legal and risk department, which includes quality assurance, risk management, safety, loss prevention,

internal audit — "all the stuff nobody seems to want," Eckhardt jokes. It's a job he relishes, and one that keeps him occupied with much more than coffee and hoagies.

### Getting to know... Michael Eckhardt

**Is there one thing that you miss from before COVID, and is there one thing that you don't miss?**

As a family, we miss traveling terribly. We love seeing different parts of the country and different parts of the world. As baseball fans, we have attended games at all but five of the major league stadiums. We were planning to knock Toronto, Detroit, Cincinnati, and Cleveland off the list this summer. Hopefully this is a possibility next year.

I feel conflicted about my commute — while it's 35 minutes of driving through horse country, that is 70 minutes I get back every day. At the same time, I do miss it because it gave me the ability to plan for the day on the way in and decompress on the drive home. Now, because everyone thinks everyone is always working, you are getting texts at 6 am when you are trying to ride the Peloton for 30 minutes in the morning.

**Do you have any free time right now?**

My free time is in the morning. I will read the *Wall Street Journal* and ride on my spin bike. We're walking more as a family now and spending quality time together. There is always a positive side of any situation — we just need to look for it and we try to remind our two teenagers of that daily.

## ACC News

### Legal Risk Assessment in a Pandemic Presented by the ACC Credentialing Institute

December 1-3

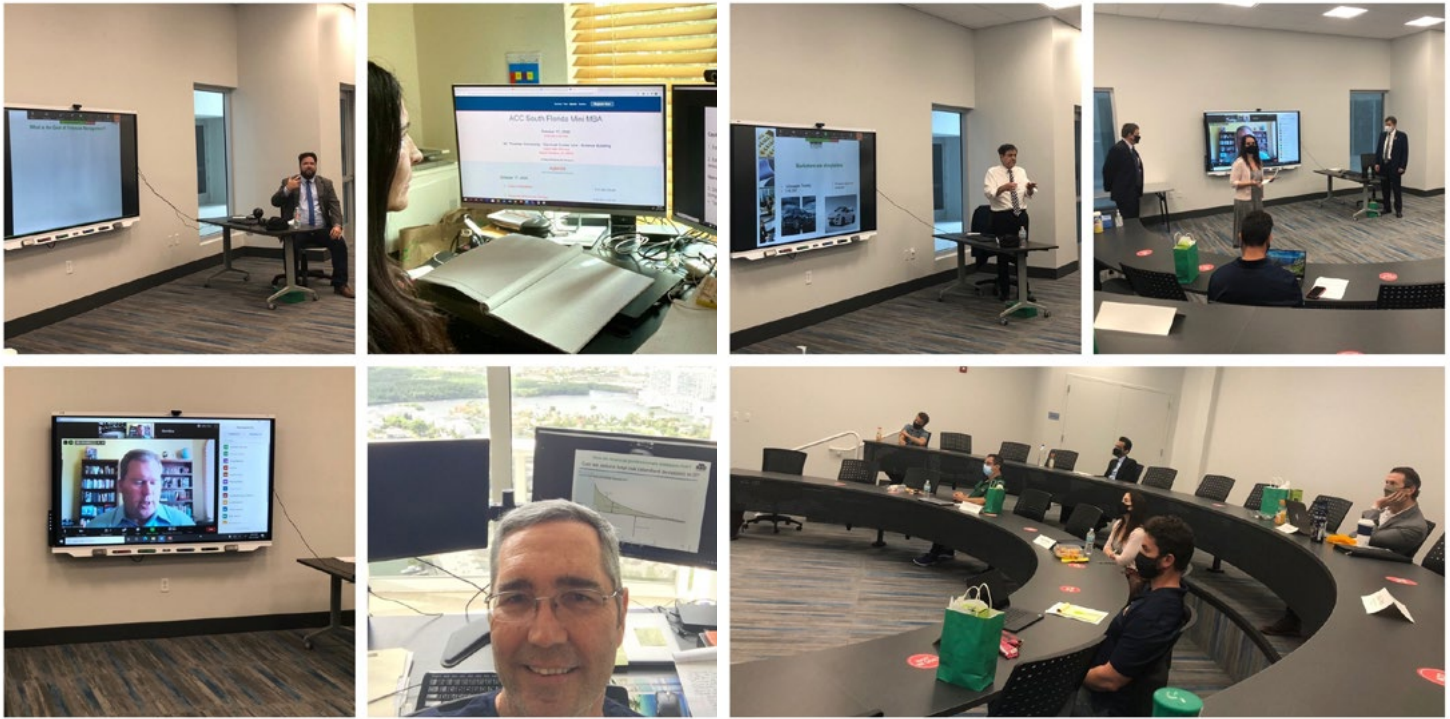
This intensive, live virtual 12-hour course will provide hands-on instruction on how to conduct an effective, siloed COVID-19 legal risk assessment, as well as develop a COVID-19 compliance and crisis management plan. Participants will not just be instructed about how to conduct a legal risk assessment, they will work together in teams to create one and to present it to their cohorts.

### ACC In-house Counsel Certification Program December 7-17

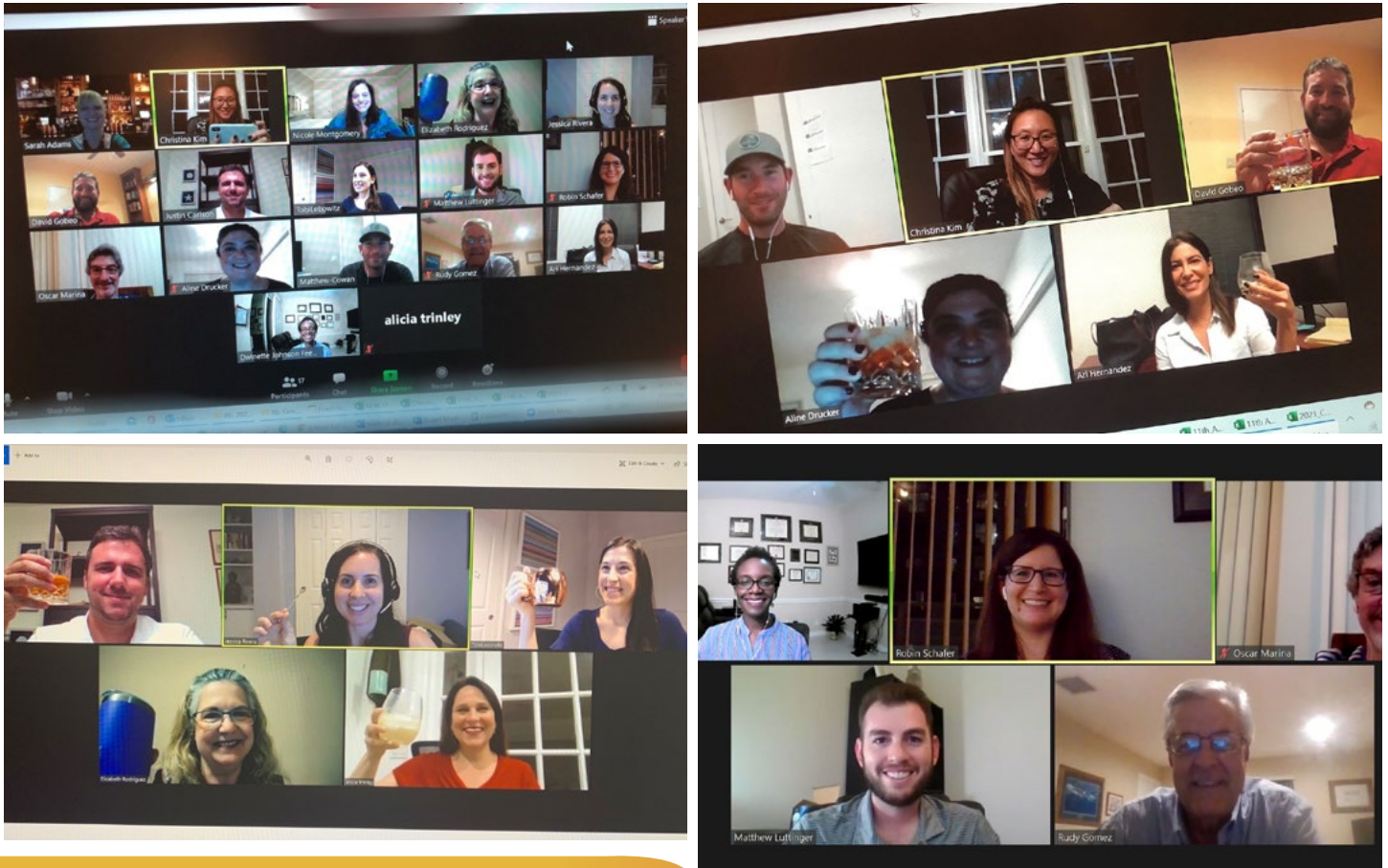
The [In-house Counsel Certification Program](#) covers the core competencies identified as critical to an in-house career. This virtual training is a combination of self-paced online modules and live virtual workshops. The workshops will be conducted over a two-week period, four days a week for three hours each day.

## EVENT PHOTOS

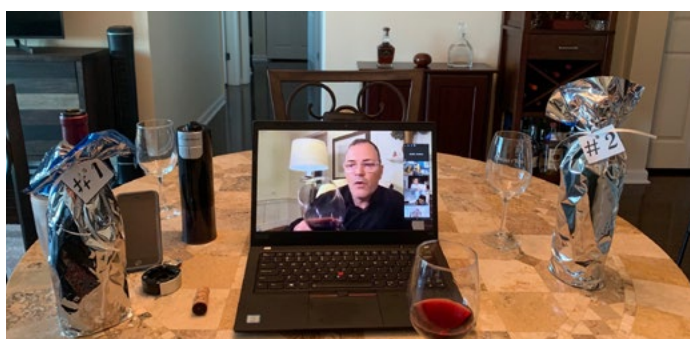
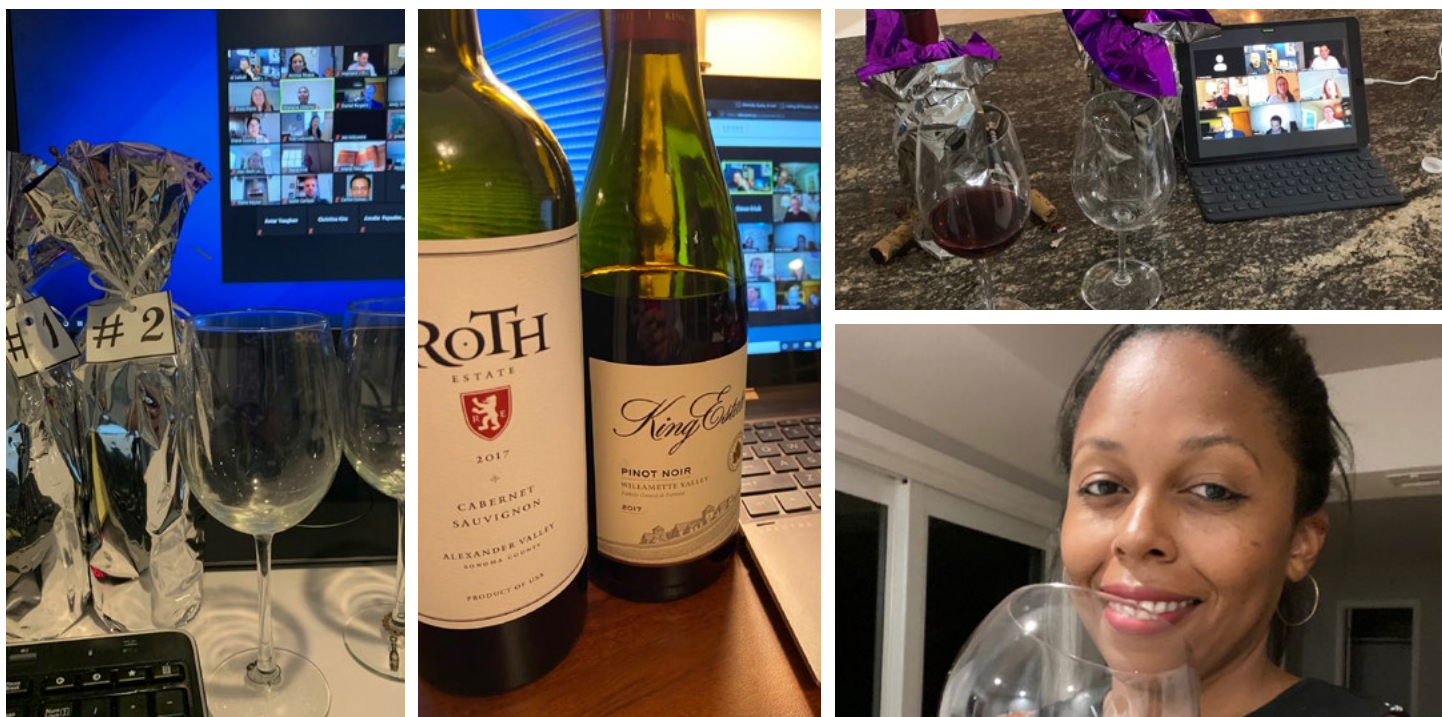
### Mini MBA in partnership with St. Thomas University



### Pub Trivia Night hosted by FordHarrison LLP



## Virtual Wine Tasting hosted by Shook, Hardy & Bacon



### We're Getting SOCIAL!

For the latest photos and details from our events, please be sure to follow ACC South Florida Chapter on Instagram and Facebook. On LinkedIn, join our group page exclusively for members. In addition, we are excited to now have a public ACC South Florida Chapter page for interaction with our sponsors, respective companies and everyone. On all of our social media platforms, feel free to tag ACC South Florida Chapter on your posts and hashtag #accsouthfl.

You can find updates, event information and more at:



[accsouthflorida](#)



[@accsouthflorida](#)



[ACC South Florida Chapter](#)

## Welcome New Members!

### Florencia de Freitas

Sr. Counsel -Americas  
Mambu Americas

### Tamara Green

Assistant General Counsel  
Humana Inc.

### Nichole Hines

Senior Counsel  
Humana Inc.

### Ryan Urness

Vice President, General Counsel &  
Secretary  
Dycom Industries, Inc.

### Michelle Landrian

Associate Corporate Counsel  
ChenMed, LLC

### Heather Scher

Associate Counsel  
OPKO Health, Inc.

### Gary Nesbitt

CEO  
Synergis

### Jennise Acosta

Corporate Counsel  
ChenMed, LLC

### David Mark

SVP, General Counsel & Head of  
Compliance  
LendKey Technologies, Inc.

### Kathryn Chandler

Associate General Counsel  
ChenMed, LLC

### Alena Brenner

Vice President and Deputy General  
Couns  
Ryder System, Inc.

### Natalie Schlager

Associate Legal Counsel  
GOJO Industries, Inc.

### Meredith Primeau

Corporate Counsel  
ChenMed, LLC

## Sponsors for 2020

### PLATINUM

Bilzin Sumberg

### GOLD

Fisher & Phillips LLP

FordHarrison LLP

Gunster

Littler

Shook, Hardy and Bacon, LLP

### SILVER

Akerman

Boies, Schiller & Flexner LLP

Bowman & Brooke LLP

Cozen O'Connor

Exterro

Jackson Lewis P.C.

Squire Patton Boggs

### BRONZE

Alvarez & Diaz-Silveira LLP

Baker McKenzie

Buchanan Ingersoll & Rooney PC

CSC

DLA Piper

Nelson Mullins

Robert Half Legal

Shutts & Bowen LLP

### Miami-Dade Progressive Dinner

Shook, Hardy and Bacon, LLP

(Premier Sponsor)

Buchanan Ingersoll & Rooney PC

(Dinner Sponsor)

DLA Piper (Dessert Sponsor)

### Palm Beach Progressive Dinner

Shutts & Bowen LLP (Premier Sponsor)

FordHarrison LLP (Dessert Sponsor)

### Member Appreciation Event

Foley & Lardner

### Holiday Party

Cozen O'Connor (Miami)

DLA Piper (Palm Beach)

### Coffee Talk CLE Series

Baker McKenzie

Fisher & Phillips LLP

Rumberger, Kirk & Caldwell

White & Case LLP

### Chief Legal Officer Roundtable

Nelson Mullins

### Sports Outing & CLE Program

Buchanan Ingersoll & Rooney PC



## JOB OPPORTUNITIES

If you would like to be included on a distribution list for South Florida in-house employment opportunities, please e-mail Christina Kim at [southflexec@accglobal.com](mailto:southflexec@accglobal.com). E-mails will be sent out on a periodic basis based on availability. Distribution list is only for ACC South Florida members.

## Chapter Leadership

### President

**Jessica Rivera**

EVP, Global Sales & Corporate Affairs, MotionPoint Corporation

### Immediate Past President/ CLE Conference Chair

**Carlos Cardelle**

Managing Senior Counsel, ADP TotalSource, Inc.

### President-Elect/Sponsorship Co-Chair

**Aline Drucker**

General Counsel, Invicta Watch Group

### Secretary

**Justin Carlson**

CLO / General Counsel, Velocity Solutions, LLC

### Treasurer

**Warren Stamm**

General Counsel, Niido

### Sponsorship Co-Chair

**Eric Masson**

Chief Legal Officer, Dental Whale

### Communications Chair

**Joanne Dautruche**

Corporate Counsel, ChenMed

### Community Outreach Co-Chair

**Sharaine Sibblies**

Deputy General Counsel - Corporate Services,  
JM Family Enterprises, Inc.

### Community Outreach Co-Chair

**Alex Perez**

Senior Legal Counsel, Assurant

### Membership Chair

**Matthew Cowan**

Director, Assistant General Counsel, Office Depot

### Board of Directors

**Robert D'Amore**

Senior Counsel, Attorneys Title Insurance Fund, Inc.

**Alan Kramer**

Associate General Counsel, Deutsche Post DHL

### Executive Director

**Christina Kim**

Christina Kim  
Executive Director

## Executive Director Note

### Dear Members,

It seemed like the year was moving so slowly at times but somehow here we are in November and looking at the end of 2020. We hope you and your families are continuing to stay healthy and safe.

It was definitely a year like no other and certainly one we will remember. There were glass-half-full moments though – after racing through each week with so many things pulling us in different directions, we had a chance to slow down, we all learned how to use every virtual platform out there and the etiquette (!), and some of us (me, included) got puppies! I know many of us are eager for things to return to “normal” – crossing my fingers for 2021.

In the meantime, our ACC Board of Directors have been working diligently to come up with creative ways to keep our members connected and provide relevant programming and will continue to do so into 2021. In addition to planning our 11th Annual CLE Conference for April 30 at the Seminole Hard Rock Hotel & Casino, we are shaping our calendar to bring you events and seminars as the new year begins.

Thank you to our sponsors for always keeping us up-to-date on the latest legal insights and supporting our chapter throughout these challenging times. We appreciate all you do!

From all of us at ACC South Florida, we wish you and your loved ones a healthy, safe, and joyous holiday season and only the best in the new year.

Sincerely

**Christina Y. Kim**

Executive Director, ACC South Florida

