

UPCOMING MEMBER EVENTS*

Throughout the year, ACC Georgia offers a variety of programs, including opportunities for CLE credit. In light of continued uncertainty around gatherings in the first half of the year, all events will remain virtual. That said, we are excited to return to in-person events when it is safe to do so.

March 9, 2021

Webinar – “Ethical Considerations Between In-House and Outside Counsel”
Sponsored by Bondurant, Mixson & Elmore LLP

March 11, 2021

Women’s Initiative – “Virtual Workshop by Dr. Lois P. Frankel”
Sponsored by Eversheds Sutherland (US) LLP, Fisher Phillips LLP, Ogletree Deakins Nash Smoak & Stewart P.C. and Taylor English Duma LLP

March 17, 2021

Webinar – “Doing Business in the European Union: Exploring Cross-Border Legal Issues”
Sponsored by Kilpatrick Townsend & Stockton LLP

April 20, 2021

Webinar
Sponsored by Blakes

May 7, 2021

Atlanta Business Chronicle Corporate Counsel Awards

May 11, 2021

Luncheon
Sponsored by Womble Bond Dickinson LLP

June 8, 2021

Luncheon
Sponsored by Polsinelli P.C.

July 13, 2021

Luncheon
Sponsored by Weinberg Wheeler Hudgins Gunn & Dial LLC

August 10, 2021

Luncheon
Sponsored by Ogletree Deakins Nash Smoak & Stewart P.C.

August 11, 2021

Annual Braves Event
Sponsored by Nelson Mullins Riley & Scarborough LLP

September 14, 2021

Luncheon
Sponsored by Fisher Phillips LLP

**Programming subject to change as a result of the COVID-19 pandemic.*

DEAR ACC GEORGIA MEMBERS:



*Melloney Douce
ACC Georgia President*

As we welcome a new year, I am honored to serve as your chapter president once again. Last year, our chapter banded together to navigate new challenges, and I believe we have come out more innovative, nimble and stronger than ever. I am thrilled to again work with our exceptional board members, who are hitting the ground running with new ideas to enhance and expand our services and programming.

Capitalizing on the momentum from last year, our chapter is kicking off 2021 with a renewed focus on community engagement. While this has characteristically been a strong facet of our chapter, we are striving to expand our role as a connector in our community. By continuing our existing partnerships and introducing new organizations, our goal is to provide additional opportunities for members to become involved with the community.

From outreach to DE&I initiatives to CLEs, we want to offer a variety of ways for our members to get more connected.

As part of our efforts to form new relationships, we encourage members and sponsors to join our LinkedIn page (search “Association of Corporate Counsel Georgia” to join) and share their insights. We want participants to have multiple ways to learn what the chapter is doing so they can take full advantage of membership and sponsorship.

Of course, we also are continuing to offer our popular slate of programs and aim to expand with new and innovative offerings. In light of continued uncertainty around gatherings in the first half of the year, all of our events will remain virtual. That said, we are excited to return to in-person events when it is safe to do so:

- **Leadership Development Institute:** Three years ago, we began offering a series of classes to fill a void for in-house counsel who lack leadership training opportunities within their companies. Workshops on leadership topics such as communication, executive presence and other skill sets – training for which people pay thousands of dollars – are provided to our members at no cost.
- **Women’s Initiative:** The Women’s Initiative offers five to six programs each year, including an annual signature event. These programs allow members and our sponsors to collaborate, bond and share ideas with colleagues about career challenges. We will continue this important focus, which provides a tremendous benefit to our female in-house attorneys, and we encourage our male members to join us.
- **Monthly Luncheons, Deep Dives, Social Events and Special Programs:** Frequent educational and social events allow in-house counsel to gain knowledge about timely legal topics while earning CLE credits and networking with their peers.

These programs are made possible by our generous sponsors, and we deeply appreciate their support. As always, ACC Georgia’s goal is to provide members with valuable opportunities to learn, contribute and grow as part of the in-house community in interesting and enjoyable ways. We are also developing new ways to network virtually to provide members with fun opportunities to connect with one another.

ACC Georgia is committed to remain a resource through whatever this year has in store, and we look forward to strengthening the relationships within our chapter. As we work to make this year our best yet, we 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.

We look forward to seeing you at chapter events this year!

Melloney Douce
ACC Georgia President

IN THIS ISSUE

Member Spotlight: Anne Kamosso2
Member Spotlight: Bob Jett.....3
Sponsor Article: Eversheds Sutherland4
Sponsor Article: Poston Communications.....5
February Women’s Initiative Event.....6

MEMBER SPOTLIGHT

Anne Kamosso

Corporate Counsel at American Family Life Assurance Company of Columbus (Aflac)



Q. What have been the most challenging aspects of the pandemic? What have been your guideposts?

Without a doubt, the hardest thing about the pandemic is maintaining work/life balance while working from home. I find myself spending more hours working per day simply because my office is right down the hall. The work is thrilling, but my guidepost has been to say out loud to my daughter what time I'll be done working for the day or when I have a day off. That kind of promise keeps me honest.

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

Be flexible. Nobody has been through a situation just like this before, so be ready to pick up slack where necessary and flex into new areas. The business is already having to do this, so in-house counsel should be right there with them.

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

I'm a litigator by training. I had my first bench trial as a first-year associate in a pro bono landlord/tenant case. It was terrifying, but I was so proud of myself when I was done. I love the combination of obeying evidentiary rules, instilling confidence in an audience and thinking on my feet.

Q. What do you like about working at Aflac?

My experience has been great thus far. I was hired to manage litigation, but since I report up through the securities and governance group, I've handled SEC filings, Code of Conduct and M&A work. There has been a lot of room for me to grow and add new skills.

Q. What is your biggest legal challenge?

Fundamentally, the biggest challenge is doing more with the same resources. We've expanded the business through acquisition twice since I've been at Aflac, and with each acquisition comes new legal and compliance challenges.

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

Aflac acquired a new line of business last year, and I'm working with just about every area of the business to integrate the new and the existing operations and governance. I've also taken on some work related to the acquisition that gets me a little closer to sales, which is an interesting change.

Q. What makes a successful leader?

A successful leader is open to input from others, ready to answer questions, willing to share in the victories and the defeats, and not afraid to roll up her sleeves and pitch in when there's work to be done.

Q. What is your best advice for outside lawyers?

My best advice to outside counsel is to pay attention to whom you're working with at a client organization. Even if your relationship is with management, the in-house counsel who answers your daily emails may be management one day. Nurturing those relationships can help both raise their profiles.

Q. What are you most proud of?

In 2018, I took a leap of faith and moved my family from the D.C. metro area, where I had lived for 20 years, to Georgia to take my current job at Aflac. I didn't know a soul here, and I was jumping from the mortgage industry to insurance, but it was the right move for me professionally. I still don't care at all about SEC football, but working at Aflac has helped me grow professionally in ways I couldn't have imagined.

Q. What are your favorite words of wisdom?

The judge I clerked for in Richmond, Virginia, had a plaque in his chambers. It read, "A good lawyer knows the law. A great lawyer knows the judge."

Q. Who is a mentor or a personal hero?

My two personal heroes are female lawyers I've worked with in the past: Janet Nesse and Adrienne Clair. They manage to excel in their professional lives and still be really fun and down-to-earth people.

Q. What keeps you busy outside of work?

Before the pandemic, I was never much of a TV binge-watcher. With the necessity of staying home, I've dipped my toes in. If I'm not staying up late to watch a documentary-style series like "Dirty Money," I'm probably just busy being a parent — playing Monopoly Junior, watching "Bluey" or pretending I'm a dinosaur.

Q. What is your favorite travel destination or place you hope to visit?

My husband was born in Namibia, and I have sworn to myself that we'll get him back there one day.

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

When I was a kid, I wanted to be a professional dancer on "Solid Gold." Since that ship has sailed, I think I would be a therapist or interventionist if I wasn't a lawyer. I like the idea of helping people in crisis.

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.

February 3 – Webinar – "The Role of In-House Legal Counsel in Corporate Communication" – Poston Communications

February 16 – Women's Initiative Event – "Your Success Is Under Your Mess!" – Eversheds Sutherland (US) LLP, Fisher Phillips LLP, Ogletree Deakins Nash Smoak & Stewart P.C. and Taylor English Duma LLP

March 3 – Webinar – "Doing Business in the European Union: Exploring Cross-Border Legal Issues" – Kilpatrick Townsend & Stockton LLP

Also, ACC Georgia extends a special thank you to 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:
<https://www.acc.com/chapters-networks/chapters/georgia/sponsorship-information>.

MEMBER SPOTLIGHT

Bob Jett

Vice President and Chief Privacy Officer at Crawford & Company



Q. What have been the most challenging aspects of the pandemic? What have been your guideposts?

Because of the nature of our business and the policies we had in place, and most importantly the dedication and efforts from our employees, we were able to transition from our office workplaces to work from home in less than 60 days. The key thing that made this transition successful was daily meetings, in which we would make sure we had the right people in the room who could make critical decisions, provide guidance and report on challenges and obstacles so those could be assessed and addressed. The best advice I can share is to set and maintain regular communication with employees on what is happening, what decisions are being made that affect them, and that their health and safety is your number one concern.

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

First and foremost, understand what your plans and objectives are for your return to the workplace and reopening. Make sure you have the right stakeholders involved, from HR and business leaders to facilities teams and security. Do a dry run, or “dress rehearsal,” where you invite people to come to the office and interview them afterward to gain intelligence and inform your strategy. Also, understand you’re going to have to be flexible and be ready to make changes and adjustments on the fly with limited information.

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

As a third-generation attorney, I was drawn to the practice of law by my father and grandfather. I have always viewed myself as more of a counselor, and I enjoyed watching how they guided and advised people. I like being presented with challenges and finding solutions that reduce risk.

I became involved in information technology in the mid-1990s and discovered my enjoyment of this type of law. An essential part of my personal and career growth is always learning and challenging things, and information technology allows room to be creative and think outside of the box. I enjoy the ongoing challenge of not only coming up with effective solutions for today, but also future-proofing those solutions.

Q. What is your biggest legal challenge?

In recent years, personal data has become a commodity. Inherent value has been placed on personal data, including health data, credit cards, etc., and as a global company, understanding this in the context of the data privacy and protection laws as they relate to data processing, cross-border transfers and data residency remains a huge challenge.

Q. What makes a successful leader?

Over the last 15 years, I have been hosting weekly meetings with my team members, both as a group and one on one. I have found that this simple habit opens the lines of communication and helps manage the positive discussions as well as the negative ones. These meetings are also a useful intelligence-gathering tool for both sides, creating opportunities to learn about what other people are working on, what questions they have, and what is being requested from them by other people.

I would also say that successful leaders understand that they can never perfect their listening skills. Developing and maintaining good listening skills is key.

Q. What keeps you busy outside of work?

I enjoy sailing and being around the water. I’m also a big wine enthusiast, so I enjoy learning about new wines, savoring a nice bottle, and getting people to learn and enjoy it with me.

Q. What is your last book read, interesting article read or movie seen?

The most recent book I have read is “LeMay: The Life and Wars of General Curtis LeMay.” LeMay ordered the nuclear bombing in Japan, but he also was responsible for restructuring the U.S. Air Force to what it is today. It was interesting to learn more about his life and the strategies he used in decision-making and leadership.

Q. What is your favorite travel destination or place you hope to visit?

My favorite travel destinations are France and Italy. I lived in Europe for almost 10 years, and they were some of the most beautiful and impressive countries to visit.

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

If I weren’t a lawyer, I would like to have been a professional sailor. I like the serenity and, much like the practice of law, I enjoy the teamwork and communication required.

Welcome the newest members of ACC Georgia!

Aynsley Mull	Kristine Green
Bradley Gayton	Laura Putz
Brett Lane	Mario Cooper
Cheoma Smith	Michael Clements
Christopher Boldman	Michelle Scharfenberg
Deana Johnson	Paul Cohen
Elisabeth Shepard	Rebecca Gahete
Eric Johnson	Sameer Asher
Firouzeh Gohari	Scott Lenhart
Jane Ratner	Stephanie Hansen
Jeffrey Cooper	Susanne Hollinger
Jimmy Kim	Travis Hughes
John Price	Yoon Kim
Josh Torres	
Juliana Shelley	
Karen Cooper	
Kay Stanley	
Kristen McIntyre	

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>.

FROM OUR EVENT SPONSORS

Georgia Spoke: What Does It Mean for the 2021 Federal Tax Landscape?

By Ellen McElroy, Taylor Kiessig and Mary Kate Nicholson



Ellen McElroy

Campaign proposals and what a president can accomplish once inaugurated often starkly contrast. Congressional makeup, world events and economic conditions often force a change in plans – and that’s true even when there is not a novel pandemic. President Biden’s tax proposals, which included increased taxes for corporations and high-income individuals, will likely have to wait. First up? COVID-19 relief through Biden’s American Rescue Plan, a follow up to the relief measures enacted last year.

Power Play

Following the Georgia Senate elections and Biden’s inauguration, Democrats cemented their narrow control of government. Democrats maintained a small majority in the House of Representatives. A simple majority in the House of Representatives is 218 members, and the Democrats hold only 221 seats, meaning the departure of three Democrats from any measure would require Republican support for passage in the House. These numbers may change as three outstanding vacancies are filled. Democrats also picked up seats in the Senate, establishing a 50-50 split. With Vice President Kamala Harris’ tie-breaker vote, the Democrats hold the smallest possible majority in the Senate. This simple majority affords the Democrats the power to control the agenda, make appointments, head congressional committees and pass legislation with a majority vote through budget reconciliation. Bills passed under normal order effectively require 60 votes in the Senate, as it takes 60 votes to overcome the legislative filibuster. Under budget reconciliation, bills are passed under a simple majority and cannot be filibustered. However, under budget



Taylor Kiessig



Mary Kate Nicholson

reconciliation, legislation is generally limited to fiscal matters. The Administration is evaluating whether discretionary spending in the American Rescue Plan may be passed through reconciliation. With such a narrow margin in the Senate, reconciliation may be the only way to get many of the Administration’s measures enacted. Given Republican opposition to increasing taxes, it seems unlikely that Biden’s tax legislative priorities would overcome a likely filibuster and advance through regular order. Note, however, that the 2017 Tax Cuts and Jobs Act was passed through budget reconciliation when Republicans held unified control of government.

Pandemic Problems

Biden’s campaign included tax proposals impacting corporations and individuals. The corporate tax proposals included (1) imposing a corporate minimum tax of 15% on book income of \$100 million or higher; (2) increasing the corporate tax rate from 21% to 28%; and (3) increasing the rate of tax on earnings of non-US subsidiaries. The individual tax proposals included (1) raising the top marginal rate from 37% to 39.6% for those with income over \$400,000 – a reversion to pre-2018 rates; (2) taxing capital gains and qualified dividends at the ordinary rates for those with income over \$1 million; and (3) imposing Social Security taxes on wages over \$400,000.

However, the demands of pandemic relief mean that Biden’s tax proposals will have to wait. Currently, the Administration is focused on providing COVID-19 relief and hopes to enact legislation before relief provisions enacted in December expire in March. Echoing the Administration’s stimulus priority, Secretary Yellen has stated that individual and corporate tax rate increases are unlikely in the short term. At her Senate hearing, Yellen vowed to work with Congress toward further coronavirus relief and noted that historically low-interest rates make a large relief package the smartest move towards economic recovery.

When Will Congress Turn to Tax Legislation?

Once the pandemic is under control, the Administration will likely launch its Build Back Better plan, which emphasizes the need for infrastructure spending. Infrastructure, a broad term covering roads, bridges, ports, public transportation, clean energy and universal internet, would provide for jobs and other economic enhancements. Clean and renewable energy tax credits would likely be included in an infrastructure plan. An infrastructure bill could potentially be funded, at least in part, with tax increases. How well the economy recovers in the first half of 2021 will impact the desirability of revenue-raising tax measures to support a large infrastructure package.

While many expiring tax extenders were addressed in 2020, Congress will need to address other expiring provisions in the next two years. Three notable provisions arising out of the Tax Cuts and Jobs Act that are set to sunset or otherwise change are section 174 (requiring capitalization of currently deductible research and experimental expenditures), section 163(j) (limiting interest expense deduction), and section 168(k) (current expensing of qualified property). Congress may extend these taxpayer-favorable provisions to aid struggling businesses. For example, bonus depreciation under section 168(k) was initially enacted in response to the economic downturn triggered by September 11, and again offered in response to the 2008 economic downturn. Additionally, as part of the CARES Act, the deduction available under section 163(j) was expanded temporarily. If the economy continues to languish, Congress may be reluctant to let these provisions expire or otherwise become more onerous as 2021 unfolds.

Even if tax legislative changes aren’t imminent, the Administration may change published guidance to accomplish certain tax policy goals. An Executive Order has been issued, freezing pending regulations and sub-regulatory authority. As guidance issued by the Trump Administration is reviewed, changes to regulatory or sub-regulatory guidance may be identified that could achieve certain of the Administration’s tax priorities.

Congress and the Administration must balance the need for stimulus with rising national debt, the need for infrastructure and demand for pandemic-relief measures. One thing is certain, 2021 will be an interesting year as these competing priorities are addressed.

Ellen McElroy and Taylor Kiessig are partners and Mary Kate Nicholson is an associate in the Tax Practice Group of Eversheds Sutherland (US) LLP.

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!



FROM OUR SPONSOR

The Role of In-House Legal Counsel in Corporate Communications

By Dave Poston



Dave Poston

In 2020 due to COVID-19 and the long-awaited resurgence of diversity, equity and inclusion concerns, many in-house counsel were called upon to lead or contribute to the crisis response of their organizations in some way.

When we marry 2020 with the changes which occurred to the role of legal departments before COVID-19, such as environmental, social and governance issues (ESG) and how companies publicly committed to measuring their own performance beyond shareholder value, reputation and brand value appear to have become the responsibility of all company leaders.

As a result, the culmination of these factors and aftermath of last year will have resounding implications on the roles and responsibilities for the legal department.

In an effort to confirm and measure these changes, the Association of Corporate Counsel Georgia Chapter surveyed its members in January in partnership with its public relations partner Poston Communications. The survey, "The Role of In-House Counsel in Corporate Communications," asked ACC GA Chapter members to assess their responsibilities overseeing corporate communication, the integration of legal and corporate communication departments, and their knowledge of and comfort executing communications initiatives on behalf of their organizations. The survey was followed up by a webinar to present its results on February 3, 2021.

"We are proud to have conducted this survey to provide our members with the tools and information they need to heighten their impact on their organizations. Our hope is that our chapter will produce more thought leadership in the future," enthused Melloney Douce, ACC GA Chapter President.

The Intersection of Risk and Reputation in Today's Market

Nearly all of the 42 respondents (90%) agreed they are responsible for maintaining organizational reputation. Yet, only 5% are directly responsible for corporate communication and less than half (48%) regularly support corporate communications as a departmental initiative.

Respondents indicated that 92% of in-house counsel collaborate with corporate communication on an individual basis. But for 45%, it seems collaboration between legal and communications is on an "as needed" basis.

So, what accounts for the disconnect between the two departments most responsible for reputation management? The answer lies in the conflicting perception of corporate communication. Forty-five percent of respondents believe corporate communication is essential to their business and bolsters its reputation. However, 47% see corporate communication as more transactional, disseminating critical information and/or promoting products and services.

"I believe it is important that attorneys work closely with their communications experts," said Alina Lee, founding partner at Your Ad Attorney, LLC, in the ACC Georgia webinar in which the survey results were presented. "Just as we hope our corporate communications teams and other departments are proactive about reaching out to legal when they feel there could be a potential legal concern, it is a good rule of thumb to invite your corporate communication partners to weigh in, especially if it's a public facing matter."

Your Role as Counsel

The quick-pulse survey data reinforces current trends in cross-functional collaboration as all consumer markets continue to become more belief-driven and shareholder value is increasingly derived from community engagement.

In 2019, as reported by The New York Times, more than 200 CEO members of the Business Roundtable discussed "how companies are perceived by an increasingly skeptical public." The group said it is no longer enough to focus only on the interests of shareholders. Instead, they asserted that they all "share a fundamental commitment to all of our stakeholders," and that they must "deliver value to all of them, for the future success of our companies, our communities and our country."

The webinar also presented data from another important study which seemed to support the outcomes of the ACC GA survey and sentiments of the Business Roundtable. In the 2021 General Counsel Report, researchers found in-house counsel continue to face increased challenges along with the need to build organizational resiliency. Eighty

one percent of General Counsel surveyed said COVID-19 has impacted their scope of work; however, General Counsel had already envisioned the transition ahead. In 2020, 97% of those surveyed for the same report saw the role of General Counsel transitioning to more of a business strategist.

To help their organizations successfully navigate 2021, the General Counsel Report found six primary ways General Counsels have been tasked with elevating their role. These include guardian over emerging risk, chief health/safety officer, mitigator of skills gaps and outsourcing, advocate for tech proficiency and adoption, steward of diversity, equity and inclusion, and representative and mentor for the legal field.

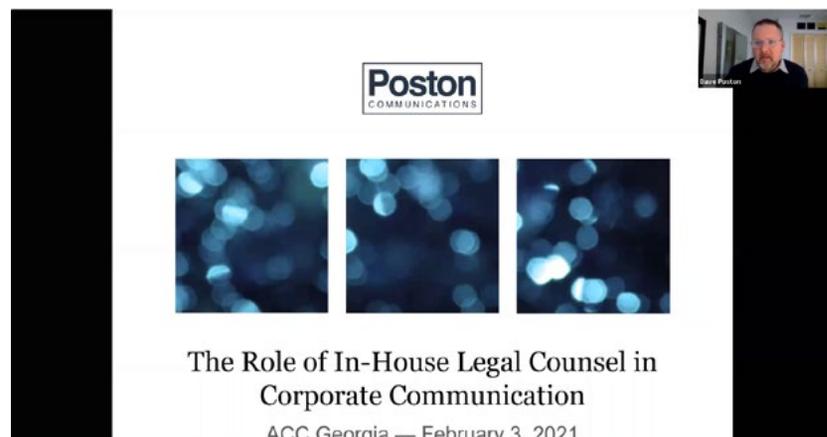
In each of these areas, collaboration with corporate communication and outside legal and communications counsel is key. While such is the case, 84% of those surveyed agree that they need expertise that is not currently available on their team. So, we set out to find where the role of corporate communication fits in today's legal department.

Process for Collaboration

While the benefits of collaborating with corporate communication are clear, the process to bridge the gap between legal and communications departments often seems less apparent. How then can in-house counsel develop and maintain these relationships while ensuring that the interests of all parties are represented and addressed?

"It takes developing, and like every relationship, you need to work on it," said webinar co-presenter Yoon Ettinger, chief counsel, litigation and claims at Southern Company Gas. "You have to be willing to take each other's perspectives into consideration, and as you develop your relationship, you discover what is important to one another. The more you do it, the more automatic it becomes."

Dave Poston is CEO and General Counsel of Poston Communications.



FEBRUARY WOMEN'S INITIATIVE EVENT

The ACC Georgia Women's Initiative gathered virtually on February 16, 2021 to hear Wendy Ellin's presentation on, "Your Success is Under Your Mess!" An international speaker and bestselling author, Ellin led the group through a discussion on tools they can use to tackle chaos and disorganization in any workplace environment – even at home. In the event sponsored by Eversheds Sutherland LLP, Fisher Phillips LLP, Ogletree Deakins Nash Smoak & Stewart P.C., and Taylor English Duma LLP, Ellin discussed best practices to clear the clutter and maximize productivity. These include an "I-can" attitude, the "3 R's" for turning chaos into clarity, and tips to create a productive workspace, including cleaning up your mess, setting up your space and stepping up your productivity.

"COVID-19 brought us an opportunity to re-energize our work, to re-imagining how we work, and to set ourselves up for success," Ellin said. "Now is the time to step up your game to ensure you're working on a solid foundation that maximizes productivity, performance and peace of mind."

The "3 R's" for turning chaos into clarity include reassess, recreate and restart. Reassess your processes and daily routines, recreate your workspace, and restart one day at a time.

"Following intention comes commitment, finding ways to realize your focus and then going for it," she explained. "Knowing your intention makes commitment all the more powerful."



MOST IMPORTANT THING I SAY TODAY...

We get to choose how our environment functions by how we SET IT UP!

Here's what I shared:

- **I-CAN** Attitude
- **F.O.C.U.S** Formula
- **My 3 R's** for starting to turn chaos into clarity
- **My 3-Box Process** to de-cluttering your life



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