

**UPCOMING MEMBER EVENTS**

Throughout the year, ACC Georgia offers a variety of programs, including opportunities for CLE credit. Monthly luncheon programs are typically on the second Tuesday of every month.

**June 8, 2021**  
Monthly Luncheon  
Sponsored by Polsinelli

**June 16, 2021**  
Webinar  
Fisher Phillips LLP

**June 23, 2021**  
Webinar – “Executive Presence in a Virtual Environment”  
Sponsored by Smith Gambrell & Russell LLP

**June 24, 2021**  
Women’s Initiative – “Book Club Event”  
Sponsored by Eversheds Sutherland (US) LLP, Fisher Phillips LLP, Ogletree Deakins Nash Smoak & Stewart P.C. and Taylor English Duma LLP

**July 13, 2021**  
Monthly Luncheon  
Sponsored by Weinberg Wheeler Hudgins Gunn & Dial

**August 10, 2021**  
Monthly Luncheon  
Sponsored by Ogletree Deakins Nash Smoak & Stewart P.C.

**August 11, 2021**  
CLE/Networking – Annual Braves Event  
Sponsored by Nelson Mullins Riley & Scarborough LLP

**September 14, 2021**  
Monthly Luncheon  
Sponsored by Fisher Phillips LLP

**September 22, 2021**  
International Webinar  
Sponsored by Kilpatrick Townsend & Stockton LLP

**September 23, 2021**  
CLE/Networking – Rooftop Event for Members in Transition  
Sponsored by The Partners Group

**September 30, 2021**  
Women’s Initiative – “Signature Event”  
Sponsored by Eversheds Sutherland (US) LLP, Fisher Phillips LLP, Ogletree Deakins Nash Smoak & Stewart P.C. and Taylor English Duma LLP

**October 6-7, 2021**  
CLE Jamboree  
Sponsored by King & Spalding LLP

**DEAR ACC GEORGIA MEMBERS:**



*Melloney Douce*  
ACC Georgia President

The first half of 2021 has offered a variety of creative ways for our members to connect. As I reflect on the last several months in our broader community and think back to this time last year, however, I am saddened by the fact that issues of diversity, equity and inclusion are not only yesterday's challenges, but are present struggles. As we move into the second half of 2021, our chapter would like to reaffirm its commitment to diversity, equity and inclusion. As always, we are continuing to offer programming that will advance the legal profession, and we will continue to seek partnership opportunities with well-aligned organizations to stand with marginalized groups.

Thank you to all who participated in our recent Town Hall Meeting on May 12, "Navigating Racism, Bias, and Anti-Asian Violence." We aim to provide additional opportunities for members to connect on DE&I issues in the coming months. Our ACC Georgia Chapter already has provided a variety of ways for members to connect and get involved in the corporate counsel community so far this year. Throughout the spring, our membership has been active in several events designed specifically for in-house counsel:

- **The Role of In-House Legal Counsel in Corporate Communications:** ACC Georgia members participated in a survey on in-house counsel's oversight of and interaction with corporate communications departments, presented in partnership with Poston Communications. The results of the survey were presented in a webinar on March 3.
- **Women's Initiative Events:** ACC Georgia hosted two Women's Initiative events this spring, sponsored by Eversheds Sutherland (US) LLP, Ogletree Deakins Nash Smoak & Stewart P.C., Taylor English Duma LLP and Fisher Phillips LLP. "Your Success is Under Your Mess," took place on February 16, and Dr. Lois P. Frankel hosted a virtual workshop on March 11.
- **Ethical Considerations Between In-House and Outside Counsel:** The March 9 online event was sponsored by Bondurant, Mixson & Elmore LLP.
- **Doing Business in the European Union: Exploring Cross-Border Legal Issues:** This two-part virtual series was hosted by Kilpatrick Townsend & Stockton LLP on March 3 and 17.

Thank you all for your flexibility and willingness to participate in these virtual events in lieu of in-person meetings as we continue to strive to operate in a way that ensures the health and safety of our members and their families. We have many more events scheduled before Labor Day to support our members' career development. These include three monthly luncheons, a Women's Initiative event, the continuation of our Leadership Series and a CLE/networking event. In light of continued uncertainty around in-person gatherings, we are evaluating events on a case-by-case basis. We are excited to return to in-person events when it is safe to do so.

This summer, ACC Georgia is proud to again sponsor the Lori Ann Haydu Memorial Summer Internship program, providing professional development opportunities for future lawyers. In the 10-week program, law school students work as paid interns at two corporations, allowing them to experience what it's like to work in-house.

Thank you to our members for their involvement and to our sponsors whose support has made these programs possible. Together, these contributions continue to make the ACC Georgia chapter a vibrant community for in-house counsel. As always, ACC Georgia is committed to remaining a resource through whatever the remainder of this year has in store, and we welcome the insight of our valued members as we strive to continue to improve our offerings. 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).

See you at our next event!

**Melloney Douce**  
ACC Georgia President

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## MEMBER SPOTLIGHT

### Vivien Peaden

Legal Counsel - Commercial Contracting at Boston Consulting Group ("BCG")



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

The most challenging part has been not having my colleagues down the hall to bounce around ideas. Like so many others, we entered business continuity contingency mode in early March. BCG's leadership made great efforts to keep our workforce engaged. Not only did we not skip a beat, but BCG also grew a lot during the last year despite the economic impact of Covid-19. I'm so grateful for the leadership at BCG legal, who prioritized our wellbeing and continues to do so as we gradually return to work in person.

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

At the start of my career, I picked up whatever work that came my way without much of a specialization. I then went to a national labor and employment law firm where, while I enjoyed the work, I realized that I am drawn more to solving problems related to technology than to personnel issues. With that realization, I left private practice in 2016 to expand my expertise and work as the sole in-house counsel for a technology company. During that time, I fell in love with data privacy. Now I work at BCG handling commercial contracts with a heavy emphasis on data privacy.

#### Q. How did you go about building your personal brand?

I sometimes say that the closest thing to the legal industry is showbusiness. While these seem completely different, they intersect in the fact that each industry's participants are hired to play a role. The more lawyers specialize in the legal industry, the more people associate them with that role and seek their services related to that specialization. Switching roles then becomes a difficult task that requires hustle and determination. In order to transition from my previous positions and break into the field of commercial contracts and data privacy, I had to chart a bolder course. I did so by developing new skills, enhancing my social media presence, and creating original content related to my target specialization to increase my visibility and thought leadership.

#### Q. What do you like about working at Boston Consulting Group?

BCG specializes in solving the hardest questions in the business world, which is exciting to be a part of. What I really love about BCG is its commitment to diversity and the creativity of my colleagues. I enjoy working with exceptionally smart people because they challenge me and offer new perspectives to any situation. As an Asian-American, I also love how the BCG team is made up of so many first-generation immigrants from around the world.

#### Q. What is your best advice for outside lawyers?

The term "digital transformation" has become a buzzword in the in-house legal world. Outside counsels should align their services with this trend. They can develop great ideas and processes to help in-house counsel minimize the translation between legalese and business language.

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

One of the hardest things to do is to show up. Sometimes it takes a leap of faith just to show up, but that simple step always pays off in getting you where you want to go.

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

At ACC Georgia, I'm so fortunate to have Melloney Douce and Guanming Ray as my mentors and role models. They inspire me to pursue my dreams as they are both first-generation immigrants who have achieved great successes as in-house counsel. In terms of personal heroes, I am encouraged by the examples of Sandra Day O'Connor and Ruth Bader Ginsburg, who did amazing work to break the glass ceilings of their times.

#### Q. As a first-generation immigrant and an Asian-American attorney, what is your "superpower" to grow as an in-house counsel and what are you most proud of?

I came to the U.S. from China when I was fresh out of college, my language skills were subpar, and I didn't know anyone. If you look at a person's career as that of an athlete, I felt like a "redshirt" for a long time. I was sitting on the bench, watching my friends and law school classmates playing the game. As an Asian-American woman in Georgia, I also doubted whether I would ever make it in the legal industry. My superpower comes from being resilient, eager to learn, a thoughtful listener, and strongly empathetic. Resilience and patience have helped me to advance my career, and I'm proud that I continue to raise my hand to play the game.

## 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!

## Welcome the newest members of ACC Georgia!

Heather Asher	Rachel King
Temtemie Atanafie	Shelley Lejeune
Douglas Balyeat	KJ Lemoine
Gwen Barton	Crystal Lucas
Meg Blackwood	Frances Mathis
Kristine Bobrowski	Cynthia McCaskill
Paul Breaux	Sherry Nielsen
Allie Chinsky	Janna Nugent
Caren Cook	Yingjun "Vivien" Peaden
Elizabeth Darrington	Jerico Phillips
Daniel Deckbar	Brittany Poole
Shaudie Fassih	Samyra Porter
Kimberley Flick	Wade Purcell
Rachel Gervin	J.C. Rivera
Zandra Hall	Suzanne Roberts
Jennifer Harris	Robert Schreiner
Michael Hartman	Herman Schroeder
Anne Hicks	Nari Shin
Carolyne Hilton	Ronald Smith
Monica Howard Douglas	Joseph Treanor
Velvet Johnson	Adam Vexler
Michelle Jones	Kelly Watson
Christopher Jones	Yvonne Williams-Wass
Diana Kim	

### 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>.

## MEMBER SPOTLIGHT

Jessica M. Guevara

Legal Counsel at Wood



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

I think the most challenging aspect of the pandemic has been working from home and balancing work life with family life. My advice is to communicate with your “house team” (and not just your work team) in order to plan your day and assign duties.

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

I think many companies are moving away from the five-day in-person work format to a full-time remote format. However, as tempting as it may be to remain working remotely full-time, I would advise that in-house counsel go back to the office (whenever it is safe to do so) at least for two to three days a week, in order to keep advancing in your career and collaborating with your team.

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

I really enjoy the complexity of working in-house. It is not enough to know the law – you must also consider business values, goals, economics and challenges before giving legal advice.



### Q. How did you go about building your personal brand?

Be yourself. You will be known for a specific characteristic, so it needs to come easy to you. Also, people can tell if someone is being fake from miles away; it is better to be sincere and true to yourself and your values.

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

I am proud of the diverse and multi-cultural environment that exists at Wood.

### Q. What makes a successful leader?

A good listener. No matter how smart a person is, if he or she cannot connect and listen to the team of people under his or her supervision, then the whole group will not succeed.

### Q. What is your best advice for outside lawyers?

Provide cost-effective legal solutions to the business. Many outside counsel are concerned only with providing excellent legal representation and forget the money aspect of the representation. The business wants a successful representation while keeping costs to a minimum.

### Q. What are you most proud of?

My family.

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

Be still.

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

My father and my husband are my 24/7-available mentors.

### Q. What keeps you busy outside of work?

My kids!

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

The Diary of St. Maria Faustina Kowalska.

### Q. What is your favorite legal movie, television show, joke, etc.?

It is not quite a joke, but a quote that always makes me chuckle is, “If the facts are against you, argue the law. If the law is against you, argue the facts. If the law and the facts are against you, pound the table and yell like hell.” (Attributed to Carl Sandburg).

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

I would love to visit Japan. I have always been interested in getting to see the majesty of Mount Fuji, learn about its millenary culture, and, of course, get some great sushi!

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

A baker! I love baking—it is a joy to see a beautiful product and the satisfaction on people's faces when they eat it.

## 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.

**March 9 – Webinar** – “Ethical Considerations Between In-House and Outside Counsel” – Bondurant, Mixson & Elmore LLP

**March 11 – 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 17 – Webinar** – “Doing Business in the European Union: Exploring Cross-Border Legal Issues” – Kilpatrick Townsend & Stockton LLP

**May 12 – Virtual Town Hall** – “Racism & Bias: A Discussion of Asian Hate & Anti-Asian Violence” – Georgia Asian Pacific American Bar Association (GAPABA) and ACC Georgia

**May 19 – Webinar** – “While You Were Quarantining” – Eversheds Sutherland (US) LLP

**May 25 – Webinar** – “Canadian Law Responses to COVID-19” – Blake, Cassels & Graydon (US) 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>.



## FROM OUR EVENT SPONSORS

### Adverse Counsel Contacting Former Employees – What Rules Apply?

By Carol Michel and Jason Vuchinich



Carol Michel

Former employees pose risks for corporate defendants facing suit, and navigating interactions with them requires adherence to relevant ethical rules such as Georgia Rule of Professional Conduct 4.2, which prohibits contact with individuals represented by counsel. The terms of their departure and their sentiments about their former employer will influence their testimony – good or bad. Adverse lawyers are acutely aware of this pressure point and regularly seek to use it to their advantage.



Jason Vuchinich

As a relevant update, on March 25, 2021, Georgia's Formal Advisory Opinion Board filed Advisory Opinion No. 20-1 with the Supreme Court of Georgia addressing this question: can a lawyer properly communicate with a former employee of a represented organization to acquire relevant information without obtaining the consent of the organization's counsel?

The quick answer is yes, if before interviewing the former employee, the lawyer identifies: (1) their client and their client's interest as it relates

to the organization; and (2) the purpose of the contact and the essence of the information sought. If after these disclosures are made the former employee consents, then the lawyer may proceed.

This expands on the previous opinion governing this circumstance, Formal Advisory Opinion No. 94-3. What is new is the requirement for the adverse lawyer to disclose how their client's interests relate to the organization, the purpose of the communication, and the essence of the information being sought. Opinion No. 94-3 only explicitly requires: (1) the lawyer makes full disclosure of the identity of their client; and (2) the former employee consents. This new opinion also dictates that these disclosures must be made before the lawyer obtains the former employee's consent for the interview.

The new opinion also provides that lawyers must not seek to "violate the legal rights" of the former employer and identifies the example of seeking information protected by privilege as a violation of an organization's legal rights.

The opinion acknowledges that while counsel for an organization would prefer that an adverse lawyer be prohibited from communicating with former employees, there is no rule of professional conduct supporting this position. It explains this view by citing Georgia Rule of Professional Conduct 4.2. The Opinion Board concludes that since this rule omits any reference to former employees, the only reasonable conclusion to draw is that this rule does not apply to them. The new opinion also provides that these requirements apply when an organization is not represented by counsel. As a result, the fact that a matter is still pre-suit will not allow lawyers to circumvent these rules.

These new requirements preclude less than full disclosure to former employees before being interviewed and before any witness statements can be recorded. Given the regularity with which adverse lawyers contact former employees, defense counsel should ask these former employees, either during informal interviews or during depositions, whether they were contacted by anyone representing the opposing party, and if so, whether these disclosure requirements were met. An adverse lawyer's failure to satisfy these requirements may lead to a bar complaint and may serve as the basis to exclude any evidence obtained during the improper interrogation.

A more prudent approach suggests addressing this potential circumstance on the front end. While employee terminations are not always amicable or predictable, an organization would be well served to address the topic of the employee's rights in the event of potential future litigation with that former employee before their departure. Corporate defendants may consider in the employment exit process whether to offer a courtesy defense if the former employee is in any way involved in litigation arising out of their employment. Details about what to do if contacted about the former employment and who to call in that circumstance may prove invaluable. Further, the employee should be informed of the disclosures counsel must make before any conversation takes place about the corporate defendant or former employment. Formal Advisory Opinion No. 20-1 provides more protection to organizations because it more explicitly defines the requirements adverse lawyers must meet before trying to obtain information from former employees.

The Supreme Court of Georgia may revise the opinion as drafted, but if approved, all State Bar members must adhere to its requirements. The full opinion can be accessed at the State Bar's website.

This article is only meant to be informative and does not constitute legal advice or create an attorney-client relationship.

*Carol Michel is a partner and Jason Vuchinich is an associate at Weinberg Wheeler Hudgins Gunn & Dial in Atlanta, Georgia.*

### 2021 Lori Ann Haydu Memorial Summer Interns

ACC Georgia has awarded three paid summer internships to rising second-year law students who come from diverse or challenging backgrounds to seek success in the legal profession. This year's interns are:



**Gabriella Stroude**

**Education:** Georgia State University College of Law, J.D. Candidate, May 2023; Florida State University, B.S., May 2014

**Hometown:** Brooklyn, NY

**Host Companies:** Harry Norman, REALTORS; Novelis



**Taylor M. Bernard**

**Education:** Emory University School of Law, J.D. Candidate, May 2023; Tennessee State University, B.S., May 2020

**Hometown:** Detroit, MI

**Host Companies:** Global Payments, McKesson Corporation

**Eugene O'Halloran**

**Education:** Emory University School of Law, J.D. Candidate, May 2023; Georgia Southern University, Armstrong Campus, B.S., May 2020

**Hometown:** Bryanka, Ukraine

**Host Companies:** Beazer Homes, LexisNexis Risk Solutions Group

## FROM OUR SPONSOR

# 5 Trends Leaders Must Recognize to Win the War for Talent

By Jennifer Sandberg, Terri Stewart and Rick Grimaldi



Terri Stewart

The workplace has always been an arena of change, flux and even chaos. For decades, employers have seen technological advances, relentless globalism and connectedness, and shifting demographics. In-house counsel have seen massive changes in the way people work, live, play and socialize – and have had to adapt their advice and counsel accordingly.

All of that was before COVID-19. The year 2020 was a game changer. There has never been a more transformative time in our world — and our work world — than the past year.



Jennifer Sandberg

In-house counsel must be able to make sense of all the moving parts and help their organizational leaders navigate the serious disruptions that will continue to arise at a historically rapid pace. It is your ability to adapt and make the transitions as easy as possible on company leaders that will make your organization successful, helping you attract and retain talent. Here are five trends that in-house counsel should be on the lookout for as the future unfolds.

### **Trend: Worker safety has suddenly become top priority.**

The COVID-19 pandemic suddenly made personal safety an issue for every person in every industry and in every company. Today's workers expect that companies put their safety first. Not only is a laser focus on preventing disability and discrimination claims and avoiding OSHA fines required, but it also sets companies up to recruit and retain top talent.

**The Takeaway:** As the pandemic eases a bit and companies begin bringing employees back into the workplace, the number one priority is to make sure you have created a safe environment. At a minimum, you must ensure your organization insists on masks and social distancing. Work with your outside



Rick Grimaldi

safety counsel to determine if other steps, such as temperature checks and continued remote work arrangements, are necessary. Finally, prepare for a possible Emergency Temporary Standard, which may already be in place by the time this piece is published. It could require you to prepare a written COVID-19 plan and perhaps even provide it to the federal government, creating a compliance blueprint that will be essential for the foreseeable future.

### **Trend: More and more companies are focused on the mental health needs of employees.**

Workers have been staggering under the stress of the rapid changes they've had to navigate for some time now. The COVID-19 crisis has greatly accelerated that trend. In some cases, people have moved past stress and into trauma territory. The psychological wellbeing of employees matters greatly, as it impacts engagement, productivity and every aspect of your culture.

**The Takeaway:** Do everything you can to promote employee wellbeing at your organization, both physical and mental. As a good first step, wellness and assistance programs are vital. But this just a first step. You should design benefits, career tracks and work arrangements with an eye toward meeting the needs of employees at different stages of life, including paid and other leave arrangements, time off for vaccine inoculation and side effects, and related matters. Work-life integration is vital. Finally, you should make sure your organization destigmatizes mental health issues, ensuring your workforce knows that it is not a problem to ask for help.

### **Trend: Work from Home appears to be here to stay...and it could be paving the way for Work from Anywhere.**

In spring 2020, for the first time in the history of America, everyone who was not deemed to be an essential worker by the government was suddenly working from home. Pre-pandemic, just 3% of workers were remote. That soared to 64% just three months later. As more companies adopt all- or majority-remote models, more employees may soon have the option to work from anywhere.

**The Takeaway:** While working from home can improve employee productivity, creativity and morale, there is no substitute for face-to-face interactions that help people learn to care about each other, create loyalty and cultivate a cohesive team. Organizations that flex will think longer term as they weigh the trade-offs between what is good for the company and what is good for the worker.

**Trend: The gig economy is growing at an unprecedented rate...and disrupting business as usual.** In the U.S., the concept first gathered serious steam during the Great Recession in 2008–2009 when the economy shed more than 8.7 million jobs. And it has only grown since then. As many gig workers find safety in the opportunity for multiple income streams, they are disrupting business as usual. In addition to drivers working in the restaurant industry, gig workers are flocking to healthcare as nurses, ambulance drivers and pharmacists to embrace the freedom of flexible contracts.

**The Takeaway:** If you do not want to follow in the footsteps of the hospitality industry — bleeding jobs as user-friendly apps take over for real people — consider flexing now to offer the kinds of benefits workers are embracing in the gig economy to better compete for talent. Recognize, however, that your organization may not be able to fully shift to a true independent-contractor model providing complete flexibility to your workers, regardless of how much your workforce craves independence. An increasing number of states have set up legal roadblocks making it more difficult to classify workers as contractors (none more so than California and its ABC test), and the Biden administration has signaled that it will soon launch a federal rule that would ensure most workers are classified as employees and thus entitled to wage and hour benefits, typical workplace protections, and the whole suite of offerings that comprise the standard employee “safety net.”

### **Trend: AI is reshaping the business landscape in powerful new ways.**

Artificial intelligence has opened up new consumer markets far beyond the traditional uses of robotics. From landscaping services to bridal registries, customers are enjoying more choices and better service from the products they want most when they order online. But automation is disrupting jobs and could put many people out of work. According to LinkedIn, talent acquisition increasingly relies on artificial intelligence to do some of the tedious sifting through resumes, scheduling interviews, and even scoring applicants on aspects of an interview.

**The Takeaway:** We've always retrained Americans in the face of innovation. Just as those who once drove horses for buggies later learned how to assemble automobiles in factories, so too can we teach workers to excel in the age of AI. Help your employees prepare for the future by arming them with the skills they need to succeed in this brave, new, automated world.

ACC Georgia members should soon receive an invite for our upcoming webinar on “Flex for the Future: In-House Counsel's Role in Winning the War for Talent.” During this presentation, we will provide more insight on these workplace trends and many more, including how in-house counsel can successfully navigate the new normal in today's workplace and the impact social justice issues have on workplace culture.

Terri Stewart is a partner at Fisher Phillips and Jennifer Sandberg is regional managing partner of the firm's Atlanta office. Rick Grimaldi is a partner at Fisher Phillips and author of the book, “Flex: A Leader's Guide to Staying Nimble and Mastering Transformative Change in the American Workplace.”

## Women's Initiative Attends Virtual Workshop by Dr. Lois P. Frankel

The ACC Georgia Women's Initiative gathered virtually on March 11, 2021, for a virtual presentation by Dr. Lois P. Frankel on how women can communicate crisply, clearly and confidently. As the author of New York Times best seller “Nice Girls Don't Get the Corner Office” and several additional books on leadership development for women, Frankel offered insights and strategies for Women's Initiative members to ensure their voice is heard among their peers and leadership.

Frankel, president of Corporate Coaching International, is a New York Times and Wall Street Journal best-selling author, executive coach, and an internationally recognized expert in the field of leadership development for women. She has appeared on the Today Show, Larry King Live, 20/20, Tavis Smiley and CNN.



Nice Girls Don't Speak Up or Stand Out  
How to Get Noticed for All the Right Reasons

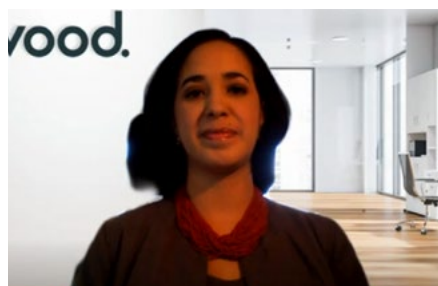
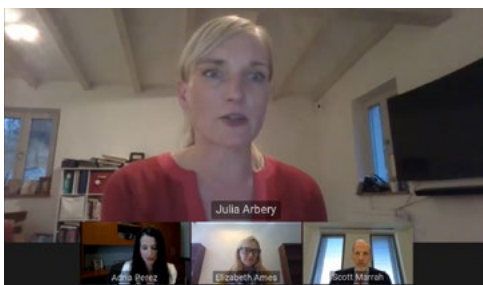
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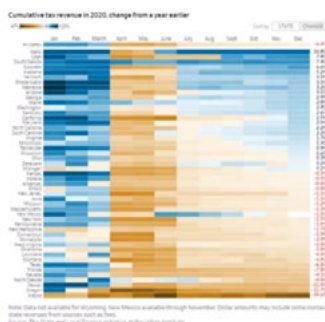
## SPRING WEBINAR PHOTOS



### Tax

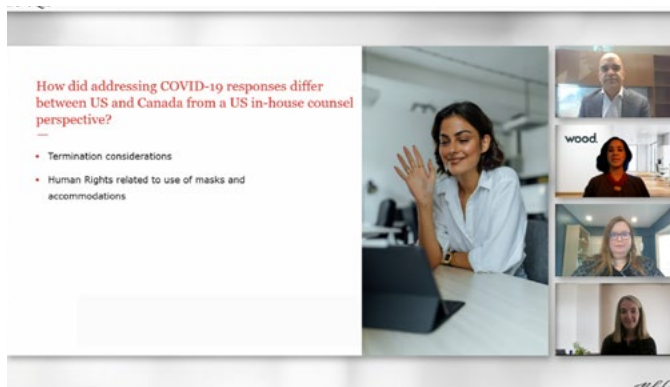
#### State of the States

- Despite predictions of significant budget shortfalls due to COVID-19, state tax revenues were roughly flat in 2020 according to the State and Local Finance Initiative
- Not all states fared equally
  - Idaho saw 10.8% increase in tax revenue in 2020 vs. 2019
  - Alaska saw a 39.6% decrease in tax revenue in 2020 vs. 2019
- Despite better than-expected tax collections, many states saw significant cost increases due related to COVID-19 response efforts



Eversheds Sutherland

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## 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! Here are what our chapter committees do:

### Sponsorships and Programs Committee

This committee secures leading law firms to sponsor and present timely topics at our typical monthly luncheon meetings and webinars. Our luncheons and webinars provide CLE credits and fantastic networking opportunities.

### Special Programs Committee

The Special Programs Committee coordinates useful educational and networking events outside of our monthly luncheons and webinars with law firm sponsors. These events include the spring Value Challenge all-day CLE event benefitting Pro Bono Partnership of Atlanta, the summer Atlanta Braves CLE event and ballgame at Truist Park, the fall CLE Jamboree all-day CLE event and several other afternoon and evening events. While many of these events pivoted to an online format in response to COVID-19, we are excited to return to them in-person soon.

### Membership Committee

The Membership Committee expands our membership roster and focuses on member participation and involvement. By soliciting new members, strengthening members' connections to the chapter and following up with potential and lapsed members, the Membership Committee advocates for our members' interests.

### Outreach Committee

The Outreach Committee supports our chapter's efforts with community service, pro bono work, the summer law student and high school student internship programs and the EPIC grant.

### Communications Committee

The Communications Committee provides chapter information to the news media, legislators and other external parties and acts as the chapter's point of contact for press inquiries. The Communications Committee also serves as advocacy liaison for regulatory and legislative matters with the ACC national organization.

For more information, go to <https://www.acc.com/chapters-networks/chapters/georgia/chapter-committees>.

## ACC GEORGIA 2021 BOARD MEMBERS

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GLOBAL PAYMENTS INC.

**ALISON DANACEAU**  
CO-VICE PRESIDENT SPECIAL PROGRAMS  
CORPORATE COUNSEL  
AFLAC INCORPORATED

**ANNE KAMOSSO**  
CO-VP SPECIAL PROGRAMS  
SENIOR COUNSEL  
INTERFACE, INC.

**OLIVENE MAKERSON**  
VP COMMUNICATIONS  
ASSOCIATE CORPORATE COUNSEL  
VMWARE, INC.

**STEPHANIE GODFREY**  
VP STRATEGIC INITIATIVES  
COUNSEL  
AETNA

**HANIYAH MILLER**  
CO-VICE PRESIDENT PRACTICE GROUPS  
& LEADERSHIP DEVELOPMENT  
CORPORATE COUNSEL  
THE HOME DEPOT

**ASHOO SHARMA**  
CO-VP PRACTICE GROUPS &  
LEADERSHIP DEVELOPMENT  
VICE PRESIDENT & GENERAL COUNSEL  
HARRY NORMAN REALTORS

**DELIA HOBBS**  
VP OUTREACH INITIATIVES  
VICE PRESIDENT & SENIOR CORPORATE  
COUNSEL  
ELAVON

**BECCA HALLUM**  
SECRETARY  
ASSOCIATE GENERAL COUNSEL  
GEORGIA HOSPITAL ASSOCIATION

**SCOT KEES**  
TREASURER  
GENERAL COUNSEL  
HIGHTOWER ADVISORS, LLC

**JESSICA GUEVARA**  
BOARD OF DIRECTORS AT LARGE  
LEGAL COUNSEL  
WOOD PLC

**JEFF HANDLER**  
BOARD OF DIRECTORS AT LARGE  
SENIOR ATTORNEY  
UPS CAPITAL CORPORATION

**ROBERT JETT**  
BOARD OF DIRECTORS AT LARGE  
VICE PRESIDENT, CHIEF PRIVACY OFFICER  
CRAWFORD & COMPANY

**ADWOA SEYMOUR**  
BOARD OF DIRECTORS AT LARGE  
ASSISTANT GENERAL COUNSEL  
COX ENTERPRISES, INC.

**CHEOMA SMITH**  
BOARD OF DIRECTORS AT LARGE  
DIRECTOR  
DEMATIC CORPORATION

**CONNIE SWINDELL-HARDING**  
CHAPTER ADMINISTRATOR

## 2021 CORPORATE COUNSEL AWARDS



Legal professionals across the state of Georgia joined together virtually on May 6 to celebrate the 2021 Corporate Counsel Award winners, hosted by our partner, Atlanta Business Chronicle, and sponsored by Eversheds Sutherland (US) LLP.

For 10 years, the Atlanta Business Chronicle's Corporate Counsel Awards have honored outstanding in-house corporate attorneys who guide companies in compliance, regulatory, legal operations, litigation, privacy and corporate governance issues. Winners were selected by the Atlanta Business Chronicle and the ACC Georgia chapter from nominations submitted by the public.

This year's winners are:

- **Lifetime Achievement** – Les Parrette, Founder and President, One Page Thinking. The Lifetime Achievement Award recognizes an attorney who has practiced for 20 years or more, shown great leadership inside and outside of their organization, given generously of their time and talents to the legal community, and served the broader community through pro bono work and community outreach initiatives.
- **Community Champion** – Jennifer Johnson Burns, Senior Vice President, U.S. Legal, Equifax Inc. The Community Champion Award honors an outstanding attorney who dedicates their time and talents to serving the less fortunate, preserving our environment, saving the arts, and other causes that make our world a better place.
- **Dealmaker Award** – L. Scott Askins, Vice President & Group Counsel, Kabbage, an American Express Company. The Dealmaker Award honors an outstanding transactional attorney.
- **Diversity Champion** – Yasmine Murray, Executive Vice President, General Counsel & Corporate Secretary, H.J. Russell & Company. The Diversity Champion Award honors an outstanding attorney who makes an effort in their organization and in the legal community to promote equality for women, minorities, the economically disadvantaged and the LGBT community.
- **General Counsel, Large Legal Department** – Ling-Ling Nie, General Counsel, Georgia Institute of Technology. This award honors a general counsel who oversees a large legal department.
- **General Counsel, Small Legal Department** – Jay Mitchell, General Counsel, Jackson Healthcare. This award honors a general counsel who oversees a small legal department.
- **Rising Star** – Salomon Laguerre, Senior Corporate Counsel, The Home Depot. The Rising Star Award honors an outstanding attorney who has shown great promise and exponential potential in their first five years of practice.
- **Specialist Counsel** – Liza Akins, Assistant General Counsel, ARCO Design/Build. The Specialist Counsel Award honors an outstanding corporate counsel who specializes in a field such as employment, tax, privacy, IP or real estate.

The event was emceed by Atlanta Business Chronicle Market President and Publisher David Rubinger and Broadcast Editor Crystal Edmonson. Mark Wasserman, managing partner at Eversheds Sutherland (US) LLP, also delivered a special message as Presenting Sponsor of the event.



Mark Wasserman



David Rubinger and Crystal Edmonson



Mark Wasserman and Lifetime Achievement Winner Les Parrette