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FOCUS

WHERE LEADERSHIP COMES INTO VIEW

President's Letter

Stephanie Lambert

Dear Members:

When asked why they join the ACC, nearly every member of our chapter emphasizes the opportunity to “give back.” They want to give back to the legal profession, to the community, to newer lawyers coming up behind them. They want to pay forward what they have received from others in growing their careers. I, too, got involved so I could give back to our membership for these same reasons.

As the chapter's new president, however, I am in the unique position to enable opportunities for members to give back. As someone who relied heavily on the ACC network to grow my career, this is one of my priorities as president. Since it is the time of year when volunteering is at the forefront, I would like to share a few of the ways the chapter enables you to give back now and throughout the year. I encourage you to join me and your fellow in house colleagues in taking advantage of these opportunities. Our chapter will be better with your involvement.

Opportunity #1: Share your Expertise.

The chapter's mission is to “be the organization of choice for educational, career development, advocacy, pro bono and networking needs of in-house lawyers in the Northeast region.” To succeed in our mission, we need in-house lawyers to engage in our programming, to teach, to share their expertise. Without your

involvement we cannot sustain this mission. I encourage you to reach out to me, Julie Duffy, our Executive Director, or any Board member to learn how you can share in this mission by speaking, organizing, and developing our educational programming and professional activities.

Opportunity #2: Help others experience belonging.

What does it mean to belong? In a recent program sponsored by our *Diversity, Equity & Inclusion Committee* called *Diversity in Concert: Notes of Belonging*, our chapter learned that belonging is feeling accepted as a member of a community. All humans desire to belong. Our chapter seeks to build a community of belonging for all in-house counsel in the Northeast, and we need your help to do so. We have two committees, the Diversity, Equity & Inclusion Committee and the Women's Initiative Committee, actively engaged in planning activities to help all our members feel that they belong in our chapter. No matter your background, we invite you to join us as part of these committees as we work to support an atmosphere of belonging.

Opportunity #3: Community involvement.

Lawyers have skills that are needed in our community. Our Pro Bono and Civic Engagement Committee actively



works to bring legal services to disadvantaged communities and nonprofit organizations through programs like Clinic-in-a-Box and Project Citizenship. We need to do more. Help us respond to the needs of community by joining committee members already active in these efforts.

Thank you.

Not only is it the time of year to give back, but it's also the time of year to give thanks. The chapter could not provide its members with so many activities without the active involvement of many in our community. Thank you to all our committee members who give of their time to help build our chapter community and a sense of belonging. Please take a moment to check out page ___ for a list of members actively giving back through chapter committees.

As I take the helm as president of the Northeast Chapter there are so many to thank for their support throughout my journey to this position. I am thankful to the Board of Directors for their confidence in electing me president. I hope to continue to earn that vote every day of my term. I am thankful to our immediate past president, Gemma Dreher, for her support and leadership over these past years. It is her leadership that led us to be honored again as a Gold Chapter and

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Bringing the Human Voice to Legal Language

By Chaman Sidhu, Xero, Chief Legal Officer

If we could agree on one action to transform the image of the legal profession, increase its value, and introduce innovation to our practice, what would that be?

Technology has transformed the way we deliver legal services, from AI-driven smart contracts to sophisticated client and process management systems. But we shouldn't think of innovation as being the sole domain of expensive tech investment. Perhaps remarkably, one of the answers is available to us at virtually no cost and it is guaranteed to help us create greater trust and importantly, greater understanding in an increasingly complex world where corporate speak and buzzwords reign supreme.

The path to these possibilities, and others, lies in language — the words we use and how we use them. Language that is intuitive, stripped down, conversational, real, welcoming, and yes, even friendly.

Let's call it "human language."

At its best, it is distinctly easy to hear, read, and understand.

What I'm describing is the next natural step beyond plain language — an approach to legal communication that seeks clarity and understanding via simplicity. At its best, it is distinctly easy to hear, read, and understand.

This evolution does more than demystify contract terms and legal advice. It makes the value of our profession more obvious and accessible to everyone, from the board of directors to shareholders to the C-suite and to the general public. As in-house counsel, if we're striving to get a coveted "[Seat at the Table](#)," then we need to speak in a more accessible way to change perception and break through these communication barriers.

Humanizing legalese

Legal language has created a barrier at many levels — even in-house. It's no surprise that people can often find the wording of contracts and other legal

communications about as accessible as double encrypted state secrets.

So, first let's think in terms of what the audience wants to know, and what we want them to consume.

Let's use language that's engaging to read, not formal, frustrating, or intimidating. It is possible to use language that is still rigorous and legally effective, but also feels like we are facilitating conversation between equals.

When we take this step beyond plain language and take on a more human voice in our communications, we do more than simplify. We become translators. We generate inclusion. We close gaps between individuals and institutions.

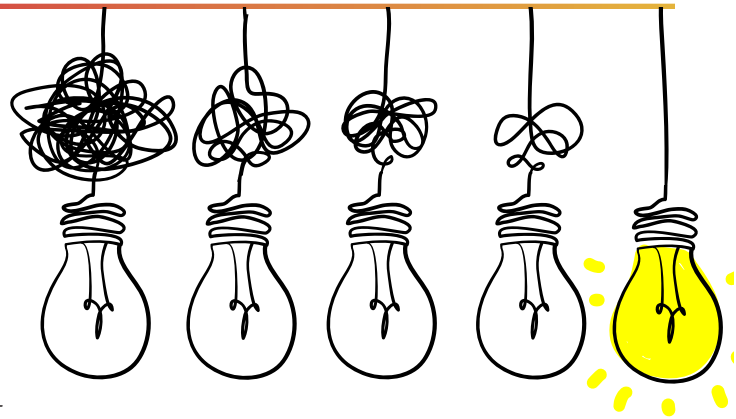
Ultimately, we deliver a new level of value for people dealing with a world that's becoming faster and relentlessly more complex. We shouldn't strive to add to this complexity, but instead to help make better sense of it.

This escalating complexity alone means we must be serious about demonstrating the value of effective human language in things like end-user contracts, non-disclosure agreements, employment offers, training documents, shareholder communications — virtually anything we produce for regular people, not other lawyers.

We become translators. We generate inclusion. We close gaps between individuals and institutions.

I'm not suggesting this will be easy; only that it needs to be done.

Mark Twain once wrote, "I didn't have time to write you a short letter, so I wrote you a long one." Sometimes taking the complex and making it easy is often the hardest part.



We represent a profession with a proud history, one that has undergone rigorous training, and upholds traditions that draw on precedence. We are trained to deal with new situations by consulting the past. We tend to default to formality and jargon — albeit artful jargon — as indicators of our expertise and unique value. Instead, we should demonstrate our value by departing from the archaic formalities inherent in language structures from the past.

Retraining our hard wired and learned mindsets and tendencies will be challenging. Communicating in a human voice can, ironically, feel quite unnatural for us. And this shift doesn't fit every situation, so it also requires judgment and a level of adaptability. Recognizing the difference between contracts for a multi-billion dollar toll road project and explaining terms of use for a consumer is one example.

But once we take this on as a new commitment, the benefits for our profession in perception and reputation will certainly justify the effort required to change.

Where to begin?

At Xero, we're already using "human language" legal communication, and I invite anyone to check out how this approach is taking shape — our terms of use is a good example.

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I thought it would be helpful to include some simple steps on how you can apply human language to your company's legal communications.

Place yourself in the target audience's shoes

Start with what the consumer of our language needs to know and understand, and in what order. Your company's challenges, protections, and risk considerations matter, of course, but they can come later.

"Say it out loud" — and listen carefully

Imagine explaining this agreement to a friend, over a family dinner, or at a local community event. Go back to the words you would have used before you were

qualified as a lawyer and trained to use formal legal drafting.

Start fresh

Don't reuse or edit an existing legal draft that wasn't working before. In this case, it's essential to start new and draft something in original human language.

Simplify, simplify, simplify

It takes time, and some bravery, to let go of some of our professional ego. Simplification is not second nature for most of us.

It requires us to challenge our training, think about what really matters today, not what mattered 10 or 20 years ago, and write with an audience of non-lawyers in mind. Using complicated language is

not a telling representation of your level of intelligence, however drawing on your soft skills and showing ability to adapt and communicate effectively to any audience is.

Re-examine the rationale for everything you do

Human language does not diminish or compromise our mission to protect the interests of a client or our organization. Our profession can do both, and do it in ways that are much more balanced than the language often used today.

ACC News

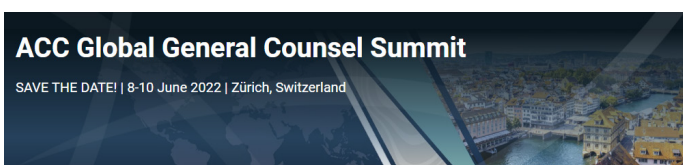
2022 Virtual Cybersecurity Summit: March 8-10

Registration is now open for the [2022 Virtual Cybersecurity Summit](#). This program offers three days of live educational sessions and networking opportunities, designed to engage and educate professionals about today's most pressing cybersecurity concerns.



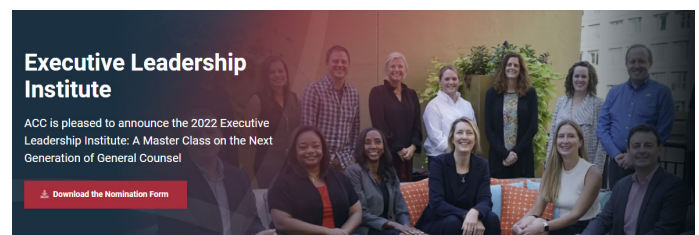
2022 ACC Global General Counsel Summit: June 8-10 Zurich Switzerland

Save the date for the [2022 Global General Counsel Summit](#), 8-10 June 2022, in Zürich, Switzerland, to collaborate and share ideas on critical trends and challenges facing general counsel with your global chief legal officers in a small, highly interactive setting. Seats are limited. Questions? Want to reserve your seat? Contact Ramsey Saleeby.



ACC Executive Leadership Institute: July 26-29 2022 Chicago, IL

Invest in your high-performers and put your succession plan in place. Nominate your rising stars to gain the professional development they need to one day lead your department at the [2022 Executive Leadership Institute](#). Seats are limited



DEI Maturity Model

The DEI Maturity Model is designed for legal departments to benchmark their diversity, equity, and inclusion efforts across a wide range of functional areas. Download the model.



Renew Your ACC Membership

Don't forget to [renew your ACC membership!](#)

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to receive the Membership Excellence Award for our Membership Strategy for social media. I hope to continue in her steps and those of presidents before me who fostered this sense of excellence for our chapter. And I want to thank all my in-house colleagues in the ACC and in the three companies where I have worked during my career whose mentorship

helped me grow personally and professionally - too numerous to mention here, but you know who you are!

I welcome your ideas, comments, and criticisms. Please contact me, any Board member, or our Executive Director, Julie Duffy. Our community will grow and be better because of your input.

Communications Committee

Communications Committee and Newsletter Editorial Board: Kelly Whetstone (editor-in-chief), Alex Bubier, Brian Ciaramicoli, James Coughlin, Liz Cox, Kelly Whetstone, and Patrick Wu. Other contributor: Aura Brosnan and Sarah Kmiecik.

Welcome New & Renewing Members

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

Chandra Adams
Surface Oncology, Inc.

Miles Archer
UNUM Corporation

Vanessa Candela
Celonis, Inc

Pamela Carter
Demand Science Group, LLC

Christopher Cook
iCorps Technologies Inc.

Ann Marie Cruciani
Charles River Laboratories, Inc.

Stephanie Decristofaro
GE Global Research

Meghan Dwyer
First Mile Group, Inc.

Pia Flanagan
MassMutual Financial Group

Tracy Garbee
Elbit Systems of America, LLC

Tamara Garcia
Plan International USA, Inc.

Hanok George
Azurity Pharmaceuticals, Inc

Njeri Gichohi
Accenture LLP

Rebecca Golden
Marshall Denning

Michelle Graban
AstroNova, Inc.

Joanna Grigas
Magnitude Software

Jessica Guertin
ARENA Pharmaceuticals, Inc.

Mahati Guttikonda
Takeda Pharmaceuticals U.S.A., Inc.

Alyssa Marchetti
Alliant Insurance Services, Inc.

Thomas Mauch
Anika Therapeutics, Inc.

Shannon Moesaa
ARENA Pharmaceuticals, Inc.

Ben Montgomery
Surface Oncology, Inc.

Nicole Newman
Siemens Corporation

Michael O'Connor
MassMutual Financial Group

Elizabeth O'Dess
VulcanForms Inc.

Thirasu Perera
Staples, Inc.

Kyle Reeb
ICP Group

Courtney Ruggeri
Citrix Systems, Inc.

Margaret Seif
Analog Devices, Inc.

Alana Sharenow
Keurig Dr. Pepper

Amber Sommer
The TJX Companies, Inc.

Joshua Stayn
Highstage Ventures LLC

Srividya Subramanian
Ikena Oncology

Lisa Wager
Byrna Technologies, Inc.

Jamie Whitney
State Street Bank and Trust Company

Michael Wilbur
Nouria Energy Corporation

Eleanor Williams
MassMutual Financial Group

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

Reflections by ACC Northeast Members Who Presented at the Annual Meeting

The ACC's Annual Meeting for 2021 was held from October 19 to November 3 this year. As was the case in 2020, the event was once again held virtually due to the COVID-19 pandemic, with participants connecting remotely from around the world. Attendees were able to learn from a variety of keynote speakers, sponsor and member panelists, and fellow attendees. Several ACC Northeast members presented at the Annual Meeting this year. They shared the following thoughts about the experience:



"Speaking at the Annual Meeting is a great opportunity to give back to the ACC community. One of the best things about ACC is that we can all learn from each other,

regardless of where we are in our careers. For that to work, we should be open to sharing our experiences and expertise. We each know a lot, especially in terms of our insights and lessons learned. I am not going to minimize the amount of work that goes into an Annual Meeting proposal, planning and implementation. It is a lot of work, particularly if your session is for CLE credit. I have done Annual Meeting presentations more than once and I think it is time well-spent. You sharpen your skills and get to know some great people who share your interests. This year, I did a research session "*Down the Research Rabbit Hole*," focusing on clinical research and FDA enforcement issues. As a busy GC, I hadn't had the chance to do a deep dive into more recent FDA issues. I learned a ton of useful information from my own research and that of my co-speakers. I encourage everyone to take a crack at presenting at an ACC forum, perhaps starting with a Legal Quick Hit which is

more bite-sized. There's no down-side and I promise you'll get a lot out of it." - **Maria Buckley, General Counsel, Joslin Diabetes Center**



"I presented on the topic, '*Are You Prepared to Handle an Emergency?*'"

As a presenter, it was great to speak on a topic that was so relevant to all in-house counsel

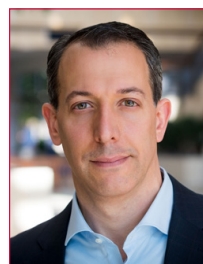
in the past few years. I loved hearing the perspective of my fellow panelists on this topic because the ACC is a great resource for practical advice from one in-house counsel to another. Even as a panelist, I took away some new ideas on how to better handle crisis-management in the future." - **Michelle-Kim Cohen, Americas Deputy General Counsel, Dassault**



Systèmes

"It was great speaking about indemnification in complex intellectual property licenses at the ACC annual meeting. Having the opportunity

to partner with a group of co-panelists experienced in the topic and exchange on the latest trends in intellectual property licenses, infringement litigation, and the corresponding indemnification provisions was a rewarding opportunity. I particularly enjoyed the exchange with my co-panelists and discussion with the audience across different industry focus areas and how these domain differences drove contrasting approaches to handling indemnification in intellectual property transactions." - **Ahmed Mousa, Chief Business Officer and General Counsel, Pieris Pharmaceuticals**



"I was pleased to be able to participate in this year's ACC Annual Meeting as a panelist discussing legal department DEI efforts. I've presented at the ACC Annual

Meeting before, but this was my first time doing so virtually. The Annual Meeting organizers did a terrific job coordinating the technology and planning the agenda to make the most of the virtual experience. For our panel, our moderator recruited a great team, and I learned a lot from my co-panelists as we created our presentation and prepared for the meeting. We had great participation and excellent comments and questions from the audience, which was terrific. The Annual Meeting always delivers tremendous value so I'm looking forward to attending again next year!" - **Lawrence Weiss, Senior Vice President and Chief Legal Officer, Emulate, Inc.**



Presidents, Gemma Dreher(Immediate past) and Stephanie Lambert(Current)proudly display the trophy that was awarded to the Chapter for Best Membership Strategy Implemented for 2020-2021

**SAVE THE DATE FOR THE
2022 ANNUAL MEETING IN LAS VEGAS!
OCTOBER 23RD TO 26TH.**



ACC-Northeast Member Spotlight

Stephanie Lambert

ACC Northeast President

Assistant Vice President & Chief Compliance Officer, NetScout Systems, Inc.

Stephanie Lambert is the Chapter's new

President, effective October 1st of this year. You can read all about her thoughts and aspirations surrounding her new role on page 1. I was lucky enough to sit down with Stephanie and learn more about what makes this amazing leader tick.

Hi Stephanie! Thank you for taking the time to speak with me today. Can you tell us a bit more about your current position with NetScout?

I am the Chief Compliance Officer at NetScout. NetScout is a publicly traded, global provider of digital application and network performance management and threat detection products. In my role as CCO, I am part of the company's legal team and report to the General Counsel. I manage and advise on the company's ethics and compliance programs, as well as enterprise risk management, data privacy, cybersecurity, antitrust, antibribery, and similar corporate compliance policies and programs. I also oversee NetScout's commercial litigation.



How did you end up at NetScout?

Actually, I have the ACC to thank for that! Prior to working at NetScout, I was a senior level attorney at Staples for 15 years, where I advised executives on regulatory, commercial, and strategic risks for the company's various business lines. However, my position was eliminated in 2019 due to a corporate reorganization.

I have been a member of ACC for years. In 2011, I attended the annual meeting and was introduced to Jeff Levinson, who was the then chair of the Law Department Management Network and is the GC at NetScout. Jeff got me involved in the network, on which I ended up serving for many years and eventually served as the Chair myself. Jeff became a friend and mentor, who also got me involved in ACC Northeast when he was president. When I lost my job with Staples, I continued to discuss my career strategy with Jeff. After a few months, the CCO position opened up under Jeff, and the rest is history.

Can you tell us how you successfully navigated your career from law school to this current position?

I could probably write a novel about this question! The short answer is that I took quite a few risks along the way, many I didn't necessarily appreciate. As a first-generation college graduate and evening law student, I was navigating the legal profession on my own. I certainly made a lot of mistakes along the way. Being curious about the law and business served me well, as did taking advantage of opportunities presented to me outside my day-to-day job. Acting on the advice of mentors and investing time with the ACC accelerated my career over the past 10 years.

Sounds like your ACC network really paid off! What do you most enjoy about ACC?

I really enjoy the sense of community I have found through ACC. It is so beneficial to establish relationships with a group of people that "get it." I've found that ACC members really want to brainstorm issues and share best practices.

Also, I have enjoyed mentoring and giving back to attorneys new to in-house that I have met through ACC. In particular, I enjoy working with members of ACC Northeast's Next Gen Committee and seeing them grow their own careers. The Next Gen Committee was established a few years ago by the Board and has flourished under the leadership of James Coughlin, my fellow Board member and mentee. I am impressed by the lawyers in the group who have rolled up their sleeves for ACC-Northeast--including writing frequently for this very newsletter!

What tips do you have for attorneys new to in-house?

Often, we don't spend enough time thinking about what we like to do -- does our job fit our personality? Ask yourself, are you social or introverted? Do you like legal research or prefer to be at the forefront? Once you've established what you like and dislike, use this as a guide to develop your career path. You don't want to wake up in 20 years and wish you'd done something different. Also, I advise attorneys to experiment with new projects and take some risks. This will likely open doors for you.

Finally, build your network. Looking back at my career, I realize now that there were many times that I was the only

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woman and/or the only lawyer in the room. I wish I had recognized this then and had more people to strategize with and act as a sounding board in being the “only.” It is helpful to develop a network of likeminded professionals to support you, both inside and outside of your organization no matter the issue.

What are your interests outside of work? What do you do to decompress and relax?

I have been married for 22 years and have three children – one in college and two in high school – so I spend a lot of time involved in my children’s activities. My

youngest is a competitive dancer, so you will often find me at a dance competition.

My family has a vacation home on Cape Cod, and we spend a lot of time there in the summer. To decompress and manage stress, I am a strong advocate of exercise. I enjoy strength training and practice yoga regularly. Outdoor activities with my family, such as boating, biking, and playing golf, are usually on my agenda during the weekend. I love a good book too, but reading time has been in short supply lately!

Thanks Stephanie, and good luck on your Presidency!



CAREER Corner

Recommended: ACC In-House Certification Program

By Aura Brosnan, Corporate Counsel, American Student Assistance® (ASA)

How many conferences, webinars, and lunch-hour Zoom courses have you completed that you could say made you immediately indispensable to your organization? How often has such an offering been primarily to market the law firm giving the course versus making you better at your job? During this past summer, I completed the ACC In-House Counsel Certification program, which was the most substantial, comprehensive, and practically useful education I have had since law school. The course takes place over two weeks, with afternoon sessions Monday through Thursday. Students work on a team of other in-house counsel from varying types and sizes of companies from all over the world to complete three projects, in which they actually carry out the actions being taught and present them to a fictional Board of Directors and C-Suite. Ms. Carole Basri, who teaches the course, uses her in-depth experience advising global companies in setting up their own programs to give students constructive

feedback, while emboldening them to take action in their own workplaces.

The course teaches that there are three areas that in-house counsel must effectively attend to in order to truly add value to their organization and avoid being outsourced: corporate compliance, crisis management, and internal investigations. The course covers these topics comprehensively, but goes far beyond that, addressing the entire range of day-to-day, nuts and bolts aspects of practice as in-house counsel: what to do, best ways to do it, which steps to take, how to evaluate the effectiveness of what is being done, and how to make improvements where necessary.

In the first of three projects, students work with their peers to conduct a legal risk assessment, which is the cornerstone of an effective compliance program—the first area in-house counsel must master to bring the most value. Students learn and perform all the steps necessary to identify and pri-

oritize a real publicly traded company’s inherent legal risks, identify controls, evaluate residual or remaining risk, and present the assessment to a Board of Directors and management team.

The second project, building on the legal risk assessment, tasks the student teams to develop and present a compliance program in seven steps that, if done correctly, results in the company being shielded from prosecution for criminal conduct if such conduct occurs. Not only do students learn how to put together a compliance program, but they also learn the specifics of rolling out such a program out in phases, assessing the program, and enhancing the program over time.

The third project requires students to learn and practice actions crucial to effective crisis management—the second area in-house counsel must master to bring the most value. Students learn that actions taken in the

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first few hours after the emergence of the crisis will determine: (a) how the company fares in the eye of the public; and (b) how well the company is able to continue its day-to-day business while the crisis plays out. With this context, students plan for every detail necessary to avoid the crisis becoming a catastrophe for the company. Like the first two projects, students present their crisis assessment and plan to a fictional Board of Directors and C-Suite.

A word about these presentations: While the benefits of interactive and problem-based learning are well-known, by making the final work product be a presentation to a Board of Directors and executive management, students approach the work in the way they would their jobs, fully cognizant of the necessity of Board knowledge and oversight. Beyond this, working on these presentations as a team generated a lot of camaraderie and bonds, as well as professional contacts.

The course goes on to teach the ins and outs of internal investigations, as the third most important value-add area, but the course content contains so much more.

For attorneys new to the in-house role, the course is a roadmap to hitting the ground running. The course details the full scope of functions and responsibilities

ties of in-house counsel and a comprehensive list of legal areas in which in-house counsel must be relatively well versed. Students learn how to staff a legal department properly, considering a company operating in a particular industry with a budget for a particular number of legal staff. The course covers how to choose outside counsel with specific expertise when needed, tips for working productively with them, and even strategies for securing fair pricing.

The course is also useful by considering each of the topics in the context of international business. The course breaks down the attorney-client privilege as it exists in countries with different legal systems, common law versus civil, and the exceptions to those jurisdictional rules. The course teaches how to create and preserve the privilege where it is ordinarily unavailable. Other international content includes strategies and techniques for negotiating with people worldwide, emphasizing cultural awareness, but also the emotional intelligence required to, for example, read body language and set up spaces to facilitate the best communication.

The course rightly emphasizes the importance of in-house counsel as a business partner. To this end, students learn that the most important factor in making this a reality is for in-house

counsel to advise the C-suite directly. Students learn how to create effective reporting lines to make this possible for different types of businesses, whether geographically spread out, or for businesses with different divisions. In-house counsel as a business partner increases their actual and perceived value to the business.

I wax poetically about this course because it is a true roadmap to a win-win for both the business and counsel alike. It has been more substantive and practically useful than any other continuing legal education I have completed since law school. I highly recommend this course to both new and experienced in-house counsel.

Don't just take my word for it. Danielle Roland, General Counsel of Shuler Incorporated and fellow attendee, had this to say about the program:

"I felt the ACC Certification Program was very beneficial to my work as a General Counsel. The topics covered were informative and on point, especially for me as a solo general counsel. I plan to use the risk analysis techniques in my organization to become a true business partner within my company and present top management risk areas and concerns that need to be addressed."



**ACC IN-HOUSE
COUNSEL
CERTIFICATION
PROGRAM**

February 7-17 || Virtual

REGISTER NOW

Chapter Committees: We Couldn't Do It Without You

We would like to thank all our Chairpersons and volunteers for helping us with everything from programming to social media. This has been a very busy year and our appreciation goes out to every one of you! Please contact Julie Duffy to discuss your interest in getting more involved in any of the committees listed here.

Communications: This Committee focuses on information sharing within the ACC Northeast through the quarterly newsletter and social media channels. Its goals are to foster more interest in programs, create access to ACC Northeast Board members, and act as an informational resource for members. The quarterly newsletter is the one source for a review of the Chapter's past activities, upcoming programs, and specialized articles of interest to the membership. The Newsletter offers members an opportunity to learn about Chapter activities firsthand, plan relevant content for members, and publish short articles from time to time. ACC Northeast's social media channels are the most active at the ACC, offering members an opportunity to create timely content for channel followers.

Diversity, Equity & Inclusion: This Committee's mission is to create, nurture and sustain a culture that promotes and celebrates diversity and inclusion for ACC Northeast members and their corporate legal departments by participating in and supporting DEI programs, forums, and events.

Our DEI programming covers a wide range of diversity and inclusion topics, with a focus on supporting members to reach their full potential. The committee works to share best practices, thought leadership, and leadership development tools necessary to address the professional challenges faced by race/ethnic minorities; women; lesbian, gay, bisexual, and transgender lawyers; and people with disabilities.

Membership: This Committee is developing new ways to help integrate and welcome new members to ACC Northeast. The Committee will be launching new initiatives to reach out to potential new members and to also encourage current members to increase their involvement in ACC Northeast committees and activities.

NextGen: This Committee provides networking and camaraderie among the next generation of in-house attorneys in the greater Boston area. The target demographic for the NextGen Committee is lawyers who have practiced in an in-house setting for ten years or less, but events are open to all ACC Northeast members. This Committee allows lawyers new to in-house to connect with others setting out on the in-house journey at the same time.

Practice & Career Management: This Committee helps members support and develop skills necessary to advance their careers in their existing roles, move up the corporate ladder, and seek new professional opportunities.

Programs may address substantive topics and/or soft skills such as networking, executive presence, leadership, and communication.

Pro Bono & Civic Engagement: This Committee provides opportunities for ACC members to do pro bono publico and civic engagement work. Activities range from the annual Clinic-in-a-Box program to providing information to members on various individual opportunities to engage in public service activities. The committee also helps legal departments establish their own Pro Bono initiatives for all legal professionals.

Programs: This Committee plans, coordinates and oversees all programs hosted by sponsors for ACC Northeast members throughout the year. Volunteers develop topics and work closely with each sponsor's attorneys and professional staff on crafting programs that are valuable and timely for in-house practitioners.

Women's Initiative: The mission of the Women's Initiative Committee is to promote the professional development and advancement of women in-house counsel at all levels of their careers. The Committee seeks to fulfill this mission by offering programs, events and other opportunities for members to: explore topics of particular relevance to women in-house counsel; to develop and/or enhance their "soft skills"; to participate in a mentoring program; and to expand their networks. Each year, the Committee hosts several events to support these goals.

COMMITTEE MEMBERS/ VOLUNTEERS WANTED.

We are always looking for volunteers to help with our various committees and activities. Please let us know if you would be interested in volunteering a small amount of your time to help keep our chapter running strong. We will work with you to line you up with a project that interests you!

Communications Committee
Kelly Whetstone
Patrick Wu

Diversity, Equity & Inclusion
Committee
Robin Walker

Next Gen Committee
James Coughlin

Practice & Career Management
Committee
Alex Aferiat
Sharon Kamowitz

Pro Bono/Civic Engagement
Committee
Mitch Appelbaum
James Coughlin

Programs Committee
Larry Weiss
Mitch Appelbaum

Women's Initiative Committee
Marisa Murtagh

Committee Corner

Women's Initiative Committee

This quarter's Committee Corner features the Women's Initiative Committee. Membership on the Women's Initiative Committee consists of Marisa Murtagh (Chair), Kathleen Patton, Kelly Whetstone, Lalitha Gunthuri, Cara Bradley and Jennifer Hoopes. The Committee offers new and seasoned in-house lawyers a supportive environment in which to develop strong relationships with other in-house women lawyers and an opportunity to participate in a variety of female-driven and female-attended events, including women-focused panel presentations, roundtable discussions, networking receptions and a mentoring program. Each year the Committee hosts educational programs and networking receptions. The Committee's most recent program "Women Helping Women Succeed" was held on May 25 and sponsored by Nixon Peabody LLP. The program featured a distinguished panel of women: Meredith Ainbinder, General Counsel, Emerson College; Yvonne Garcia, Chief of Staff to the CEO, State Street Corporation, and Averil Price, General Counsel, Radius Health. Kathleen Burns, Office Managing Partner, Nixon Peabody LLP, served as moderator and guided the dynamic and insightful discussion. The event focused on the challenges facing women in the workplace, which have been compounded over

the past year due to the coronavirus pandemic. The panelists shared their experiences and discussed actionable strategies for dealing with issues many of us have been grappling with, including: Leadership through times of crisis; Wellness and avoiding

burnout; Family dynamics in a remote work environment; and Virtual networking. If you are interested in getting involved the Committee, please contact Julie Duffy for more information. We welcome new volunteers and fresh ideas!



Come be a part of the C³ Initiative where members get together virtually 3 pm on the 3rd day of the week and the 3rd Wednesday of the month

Each session will feature a monthly topic which will be shared in advance

To sign up please email Julie Duffy at northeast-administrator@accglobal.com

ACC Northeast salutes our "retiring" Board Members.

The following people are recognized for having generously given their time over many years contributing to the Chapters growth and success. They've volunteered as Committee Chair-people and Board Officers, and were always there to lend a hand, share their knowledge, shape ideas, and provide guidance to move our mission forward. ACC-Northeast is well positioned for the future, all because of their vision and leadership. Thank you ALL!

Paul Cushing
Paul Nightingale
Krish Gupta
Christine Hughes
Helen Tsingos
Jeff Levinson
Laurence Lewis

ACC-Northeast book review

Review by Liz Cox, ACC Board Member & Hasbro Managing Attorney

What Kind of Girl? An African Child Caught Between Worlds, a Memoir by Caroline Kautsire

Boston Author Caroline Kautsire is an English literature and writing professor at Bunker Hill Community College and Bay State College. Over a decade ago, at age 17 she immigrated on her own to Boston to attend Quincy College and then UMass Boston. Her dream growing up in the tiny country of Malawi in southeast Africa was to live in the America she saw depicted in the media. She idolized strong '90s icons like Oprah Winfrey, Vanessa Williams, Halle Berry, and Angela Bassett who spoke and acted freely; she mimicked their American accents to override the British English she was learning in school.

Young Carol's mother and father, after years of lovingly nudging her toward a traditional gender role in accord with Malawi norms of homemaking, at last recognized the futility of trying to hold onto their brave and independent-minded daughter who was determined not only to break that mold but to explore her true and full self in the West.

Picture Kautsire some years later, settled into her home in Weymouth, in southeast Massachusetts, reading Trevor Noah's bestseller *Born a Crime*. Kautsire, more than most readers, could appreciate Noah's theme of trying to navigate contradictions that were unavoidable given society's ambiguous rules and

expectations. For Noah it was the precarity of growing up as a mixed race South African under a regime of sanctioned racism. And for Kautsire it was grappling to define her own identity as she compared the lives of women who looked like grown versions of her on American TV to the life that was set out for her by Christian nun teachers, school chums, and doting parents. Certainly, many American girls are similarly perplexed by the messaging they get from real life influences versus those on screens.

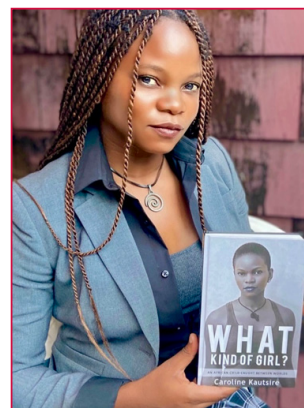
Unsurprisingly, Kautsire's memoir publication in 2020, without star power like Trevor Noah's celebrity, got little attention even in the local press. And I doubt I would have heard about her book except for the serendipity of spotting it among the "new nonfiction" offerings at my hometown's library—turns out Kautsire gifted copies to libraries across Massachusetts this year to "get her story out to more people."

And a gift it is. *What Kind of Girl* is a coming-of-age story told through snapshots of personal experience – Kautsire's story in particular is relatable and universal especially for girls growing up in the 1990s. She moves from early memories, wearing My Little Pony pajamas and joyfully role-playing Power Rangers and Powerpuff Girls, to feeling powerless against pubescent angst, confusion and gender-imposed boundaries. Being a "late bloomer," young Carol schemes to fit in with her friends by pretending

that she's gotten her period and needs to shave her legs. But at the same time, she questions traditional gender beliefs – such as being expected to wear restrictive feminine clothing and to enjoy cooking and household chores. She believes from media that women in America are simply free from any limitations, and this shapes her dreams and, in a sense, frees her to shake those expectations.

The book closes at the cusp of Kautsire's new adventure as her family sees her off from the airport before her 3-stop, day-and-a-half long journey via Europe and on to Logan Airport. We'll now have to wait for her sequel memoir, already in the works, which will pick up with her life writing and teaching in New England, living in a Massachusetts suburb.

For now, there's another new memoir of potential interest for ACC Northeast members: *Beautiful Country*, by Qian Julie Wang, a civil rights lawyer and Yale Law School graduate who tells of her years as a young child having immigrated with her parents from China to New York, where they lived undocumented and in poverty.



In-person Social Event: Happy Hour at Mighty Squirrel on Sept. 23rd sponsored by Bowditch



Webinars, Virtual Discussions & Social Event Recap

The Investigations Institute – Investigations Demystified Best Practices

Phase Two: Conducting the Investigation

Sponsored by Ogletree Deakins

September 9, 2021

On September 9, 2021, ACC-Northeast partnered with Ogletree Deakins to lead a close-up interactive workshop on best practices in conducting internal investigations. This session, the second in this three-part series, focused on specific recommendations in carrying out the investigations themselves. The panelists used examples from movies, such as Fargo, to illustrate the importance of body language and asking the right questions when conducting a witness interview. They covered special situations related to certain witnesses, including high level executives and, using the investigation of Governor Cuomo as an example, the panelists discussed how to assess credibility. The nuts and bolts of how to document an investigation, how to avoid “mission creep,” and how to avoid unconscious bias were also addressed.

ACC 2021 Trusts & Estates Series – Planning Ahead for You and Your Family: Tax Planning to Preserve and Enhance Long-term Wealth

presented by Nutter

September 22, 2021

In the third installment of the ACC 2021 Trust & Estates Series, private client partners Kevin Meuse and Johanna Sullivan at Nutter McClennen & Fish continued the discussion about strategic estate planning to preserve and enhance long-term wealth. While the first two installments reviewed the vehicles, documents, strategies commonly used in the initial stages of estate tax planning, this session stressed the importance of updating those documents as personal circumstances, as they inevitably will. Starting with structural issues, the first topic discussed considerations around who, exactly, should serve as the fiduciary and have the responsibility to carry out and execute the plan that the client put in place. In keeping with the theme of this installment, the Nutter partners noted that the trustee at the time of creation may not be the right trustee as circumstances change. For instance, as children grow older, there may be value in “passing the baton” and naming them as co-trustee to give them a seat at the table. This can provide the beneficiaries with an opportunity to learn about structure of the estate, take more responsibility, and ultimately empower them to be independent. The presenters recommended slowly bringing the children into the discussions over time, and noted a transfer can be accomplished by writing a transition plan in the estate documents.

The presentation then turned to particular tax planning opportunities and strategies. In discussing strategies that maximize the use of the federal estate tax exemption, the panelists observed that an individual may use up the exemption while alive through the use of gifts, and that any growth in the value of a gift after the initial transfer is outside the taxable estate and does not count against the exemption amount. The presenters recommended taking advantage of this opportunity by gifting assets low in present value but with high growth potential. If the asset substantially increases in value over time, the assets available for the beneficiaries will far exceed the small amount of the exemption used by the client. For example, a founder of a start-up may consider gifting 10% of his or her stock and putting it into a trust for children. Lastly, the presenters reviewed special assets and situations that may pose additional or different challenges, such as dealing with family businesses or estate planning for individuals without children

Being the GC!

Sponsored by Ogletree Deakins

September 28, 2021

On September 28, 2021, ACC Northeast Chapter President Gemma Dreher conducted her final virtual interview of the Being the GC series. Her guest was Larry Weiss, SVP and Chief Legal Officer at Emulate. Topics discussed included empowering your team, developing your career path, and motivating the next generation of legal leaders. Additionally, Mr. Weiss discussed discovering your authentic leadership style and how this can lead to an inclusive workplace culture.

Mixing Business with Pleasure – A Pop-Up Series Featuring Timely Workplace Discussions

Sponsored by Mintz

October 7, 2021

ACC-Northeast partnered with Mintz to host a unique small group exchange designed exclusively for General Counsel and their deputies. The discussion focused on creating an effective compliance program, improving stakeholder engagement, and prioritizing risk. The conversation was facilitated by Mintz Members Geri Haight and Brent Henry and Of Counsel Kate Stewart. An expert mixologist shared a recipe for cocktail/mocktails for all participants.

Key components of a compliance program:

1. Stakeholder buy-in at all levels
2. Effective company policies in areas of highest compliance risks
3. Effective training programs
4. Regularly updated compliance matrix with itemized priorities
5. A workable accountability matrix with clear lines of reporting responsibilities

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6. Reliable access to investigative resources and outside counsel, when necessary
7. Periodic capability assessments (table-top exercises, etc.)
8. A reliable system for reporting non-compliance
9. A reliable alert system for new regulatory developments
10. Metrics to measure effectiveness of the program

Mintz recommends the following steps when considering a compliance problem:

1. Conduct a stakeholder analysis to determine who is affected and the severity of the problem
2. Investigate the issue to verify non-compliance (using internal or external assistance)
3. Assess the severity of the exposure (may require external assistance) and determine who must be notified up the chain of command
4. Determine whether external authorities need to be notified and if a plan of corrective action must be pursued
5. Plan and execute an internal and external communication strategy

Operating in India: Considerations for In-House Counsel

**Sponsored by Majmudar & Partners
October 12, 2021**

On October 12, 2021, ACC-Northeast partnered with Majmudar & Partners to present a program entitled, "Operating in India: Considerations for In-House Counsel." Whether your company already has operations in India, or it is considering expanding into the market, the presenter shared a wealth of knowledge regarding the key factors that must be taken into account. The range of topics covered included foreign investment rules, tax nuances, competition law, and IP law. The seminar also covered cultural differences that may be unexpected for multinational companies doing business in India, as well as tips for compliance with anti-corruption and related matters. Finally, recent relevant regulatory updates in India were shared.

Diversity in Concert: Notes of Belonging Sponsored by ACC Northeast Diversity, Equity & Inclusion Committee and Verrill October 14, 2021

On October 14, 2021, the chapter's Diversity, Equity & Inclusion Committee hosted a unique event in partnership with our sponsor, Verrill. The event, aptly named "*Diversity in Concert: Notes of Belonging*" featured Rachel Childers, Boston Symphony Orchestra's (BSO), first female member of the brass section.

The session not only offered entertainment with Rachel's beautiful performance, but also engaging story-telling and conversation from people who have climbed high and despite all challenges and doubts (internally & externally), found strength to break through the glass ceiling and come out shining on the other side.

Jamie Whitney of State Street, and Regina Hurley and Gene Dahmen of Verrill joined Rachel to share their "stories" which reinforced that we share more commonalities than differences. Robin Walker of Goldfinch Bio moderated the discussion that showed these commonalities can create a culture that promotes belonging.

At the end of the program, attendees also shared their own candid stories of belonging, including exchanging insightful ideas on how to build a space of belonging at our own workplace and communities. Thank you again to Verrill, and to the BSO for partnering with us to put on this event and engaging in an open and important conversation.

Putting Social Media to Work for You NextGen Committee and Preti October 28, 2021

On October 28th, the ACC Next Gen Committee and Next Gen sponsor firm, Preti Flaherty, hosted a panel discussion titled "Putting Social Media to Work for You." The discussion was moderated by the ACC Northeast Chapter's social media consultant, Cord Silverstein, and panelists included Alex Aferiat, Legal Counsel at BCG, Bodie Colwell, Attorney at Preti Flaherty, Paul Connors, VP of Legal at Salsify, and Heather Stevenson, Deputy General Counsel at Boston Globe Media Partners. The panelists provided practical tips on how to maximize social media to achieve career and personal goals, and shared personalized experiences about how to be your authentic self when engaging socially online. Panelists offered to connect with attendees, to continue the discussion on LinkedIn.

**All Webinar Recordings are
on ACC-Northeast Website**

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

www.acc.com/chapters-networks/chapters/northeast/resources

In-House and Underwater: Managing Health and Wellbeing While Practicing In-House

On November 10, 2021, Alan Tannenwald, Associate General Counsel at Alvania, moderated a panel of in-house counsel to discuss the challenges in managing health and wellbeing while practicing in-house. The panel consisted of Lauren Ingegneri, Senior Corporate Counsel at Agero; Lan Marinelli, Assistant General Counsel at Hub Spot; Paul Connors, Vice President Legal and Corporate Secretary at Salsify; Bart Centauro, General Counsel at TalentBurst; and Jeff Magenau, Manager Corporate Counsel at Netscout.

The panel discussed the various challenges facing in-house counsel today including a lack of resources, small legal teams with a high volume of projects, close working relationships with internal clients, and balancing the need to produce work product quickly versus the need to think strategically.

The panelists candidly shared their own experiences and challenges and the ways they work to address the difficult issues. They offered the following tips and strategies:

- Set boundaries so that when you were on the clock you are fully present with

work and when off the clock you are fully present in your home life

- Prioritize your own needs whether it be through exercise, a hobby, social interaction or meditation.
- Block off time on your calendar to address priorities and to show you are unavailable for interruptions.
- Be conscious about meetings- shorten meeting times, review the frequency of recurring meetings, connect to see if a meeting is really required. Getting time back in your day is something most people support.
- Leverage positive relationships with your business teams to establish trust and allow for pushback when deadlines and turnaround times are impractical
- When pushing back on project requests and solutions, be ready with suggested solutions or alternate ideas.
- Work with your team to create guides or resources to allow business partners and internal teammates to self-serve.
- “Having grace” with others with the hope that that grace is returned to you

- Review whether the daily grind work really makes a difference to company goals and strategies- if not- is it really a priority right now?
- Speak up when the need arises
- Use your network such as ACC, law school alums, work colleagues for resources on how others have addressed similar situations.
- Leverage your company’s mental health guides and platforms

The panelists emphasized that counsel should not be afraid to ask for help and that managers should try to lead by example. Using your company’s resources and speaking frankly about these challenges allows your team to also be more open and aware of these challenges.

Please be on the lookout for emails from the ACC Northeast and posts on the chapter’s Youtube Channel and LinkedIn page for upcoming health and wellness programs and other online content including an upcoming post-panel video recorded by moderator Alan Tannenwald, which will further highlight these helpful strategies.

MAINE Negotiations Institute

ACC Northeast recently conducted a unique four-part series on negotiations for in-house lawyers. Partnering with three regional law firms in Portland, Maine, Bernstein Shur, Verrill, and Pierce Atwood, each session provided a “deep dive” into an important aspect of negotiations. Each of the sessions was held virtually and offered Maine CLE credits for eligible attendees.

The first session of the series, titled “Collaborating and Preparing for the Negotiations,” took place on October 2. The panel featured Bernstein Shur attor-

neys Kevan Lee Deckleman and Kat Joyce and was moderated by ACC NE Board member Kelly Whetstone, Deputy General Counsel at Foreside Financial Group. The 90-minute interactive discussion featured practical tips for engaging outside counsel for crucial negotiations and best practices for in-house counsel and outside counsel partnerships throughout the negotiation lifespan.

The second session, “Undertaking the Negotiations,” was held on October 12. This session was facilitated by Leonora Zilkha Williamson, Founder,

Platinum Rule Advisors and Lecturer in Negotiations at Vanderbilt University. Panelists included Verrill attorneys Christopher Smith, Jonathan Dunitz, Nicholas Anania, and Christina Castedo, as well as Esi Seng of Tom’s of Maine, and ACC NE Board member and past president Gemma Dreher, Vice President and Senior Counsel at TD Bank, N.A. The first hour of the session was a panel discussion on the critical parts of the negotiation, including roles and responsibilities, setting the agenda, and understanding and managing critical risk and business

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issues. The second hour consisted of an interactive simulation where attendees practiced negotiation tactics either as an employment recruiter or a candidate. The session concluded with a recap of lessons learned and a Q&A.

The Institute continued November 3 with “Best Practices – How to Optimize Success at the Table,” conducted by Kyle Glover, Partner at Pierce Atwood and Adjunct Professor of Law in Negotiations at Georgetown Law School, and Alex Bubier, Corporate Counsel

at Smarsh and ACC NE member. The co-panelists presented several real-life negotiation scenarios common for in-house counsel and discussed techniques and best practices for navigating each successfully. Attendees were invited to comment on the scenarios, as well as share some of their own negotiation stories and strategies.

The final session, “Ethics on Negotiation,” took place on November 17 and featured a roundtable discussion on negotiation ethics with panelists from prior ses-

sions: Kyle Glover, Jonathan Dunitz, and Gemma Dreher, as well as Paul McDonald, General Counsel at Bernstein Shur. The panelist presented various hypothetical scenarios that in-house counsel might face, and the audience was asked to anonymously vote on how they would handle each situation, followed by an interactive discussion of each issue.



PRO BONO Opportunities

Unity through Diversity: Support Citizenship!

Project Citizenship provides free, high quality legal services to help eligible immigrants apply for U.S. citizenship. As New England's citizenship expert, we provide information, assess eligibility, and complete naturalization applications at citizenship workshops. We've helped over 9,000 immigrants submit their applications since 2014, 70% of whom are low-income, 73% essential front-line workers, 95% people of color.

By volunteering, (<https://projectcitizenship.org/2021-volunteer-registration/>) attorneys contribute to a cause that lies at the intersection of social justice, democracy building, and economic stability. We provide training and logistical support; we carry malpractice insurance to cover volunteers, and volunteers are neither named as representatives nor preparers on applications. Assisting to complete or review citizenship applications at our workshops or representing disabled applicants at their interviews are discrete, flexible opportunities for two to three hours of donated time. Visit <https://projectcitizenship.org/> to learn more or contact us at volunteer@projectcitizenship.org to get involved!



UNITY THROUGH DIVERSITY

CONNECT WITH US ON SOCIAL MEDIA

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Do you want to help immigrants access citizenship?

- ✓ **Volunteer** at our application assistance workshops via Zoom
- ✓ **Support** immigrants on their path to citizenship
- ✓ **Contribute** to democracy building by increasing naturalization rates



Email us to get connected
Volunteer@ProjectCitizenship.org

Cradles to Crayons is a nonprofit that provides essential items to children ages 0-12 living in low-income or homeless situations across Massachusetts. Get involved this winter and make a difference in the lives of vulnerable children by working on projects from your office or home. Participate in our Give Back with an Outfit Pack initiative this Giving Season! Sign up to complete an Outfit Pack or a Pajamas, Socks and Underwear Pack and receive a shopping tag that represents a child we serve this winter.

Looking for a fun and engaging, service activity? Show a child you care and create inspirational notes that will be passed along to the children we serve. Bring a group together virtually for this family friendly activity or complete it independently.

To get started or to learn more, contact Derek McVay at dmcvay@cradlestocrayons.org

Cradles to Crayons



SOCIAL MEDIA INITIATIVES

ACC-Northeast has been committed to bringing members together while we have been forced to stay apart due to the pandemic. We are rolling out a new video feature titled, *"Meet the Members"* where members share a few minutes about who they are and what tips and tricks they have learned to keep them sane during the pandemic. We would love to hear your voice and thoughts to share with ACC-Northeast members. We only require a short 15 minute video interview over Zoom. Contact Julie Duffy with questions or for more information.

Another video/audio series we premiered is *"Ask the Experts"*, which is a Q&A format with industry experts speaking to relevant and specific topics for the membership during these unusual times.

Our goal is to continually share valuable content, to keep you engaged and up-to-date via our website, our webinars and the social media channels. If you missed any of the videos/audios, you can find them on our [YouTube channel](#).

If you have other ideas, or want to provide feedback, please email us here: northeast-administrator@accglobal.com



We hope our online activities will help you feel a sense of connection and community. Please make sure to follow us:



LinkedIn: <https://www.linkedin.com/company/acc-northeast/>



Twitter: <https://twitter.com/ACCNortheast>

Around the In-House

A Monthly Podcast brought to you by the P & CM Committee- NOW on iTunes

This podcast series features corporate counsel at various stages of their careers from a variety of industries and backgrounds, discussing practice and career matters, along with tips for success. Topics may include team building and time management, efficiency and technology tips, career development, along with a few surprises. Alex Aferiat, Legal Counsel at Boston Consulting Group moderates this series, which recently featured Saraa Basaria, Counsel, Radius Health. If you missed any of the previous interviews you can listen to them on:

Apple iTunes

Google Podcasts

Spotify

If you would like to participate or have ideas for topics, please contact Sharon Kamowitz at sharon@kamowitz.com.



SAVE THE DATE - March 17th **CLINIC IN BOX**

Watch your inbox for the invitation in January!



Upcoming Events

Mark Your Calendar and Plan to attend:

ACC Northeast offers a variety of programs, webinars and events designed for our members' unique interests.

Keep your eye on the Chapter Events calendar on the [website](#) and be sure to participate in a few or ALL of the Chapter Programs happening in 2022.

February 8, 2022

12:00 p.m. to 2:00 p.m.

Corporate Counsel Institute (CCI)
Acquisition of Technology Companies

Sponsored by Ropes & Gray

February 17, 2022

12:00 p.m. to 1:00 p.m.

How In-House Counsel Can Help Prevent
and Prepare for Cyberattacks

Sponsored by Bowditch

www.acc.com/chapters-networks/chapters/northeast/events

LET US KNOW...

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

Email your comments to
juliesduffy@gmail.com

*Wishing all of our Northeast Chapter Members a
Happy Holiday and Safe & Healthy New Year.*

We would like to acknowledge and thank our 2021 sponsors



ACC Northeast Board of Directors

We welcome our newest Board Members with *

President

Stephanie Shores Lambert

Assistant Vice President & Chief Compliance Officer
NETSCOUT Systems, Inc.
stephanie.lambert@netscout.com

Immediate Past President

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Vice President and Senior Counsel
TD Bank
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