

**UPCOMING MEMBER EVENTS**

**12/13/22**  
Luncheon  
*Willenken LLP*  
Maggiano's

**Jan. 2023**  
Women's Initiative: Self Defense  
*Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*  
*Taylor English Duma LLP, Fisher Phillips, LLP,*  
*Legility + Consilio, SimpleLegal*

**1/10/23**  
Luncheon  
Maggiano's

**1/18/23**  
Holiday Party  
Sandy Springs City View Terrace  
1 Galambos Way Sandy Springs, GA 30328

**1/25/23**  
Pro Bono Legal Checkup

**2/2/23**  
Networking/Social  
*Fish & Richardson*  
Mission + Market  
Three Alliance Center 3550 Lenox Rd NE  
Atlanta, GA 30326

**2/14/23**  
Luncheon  
*Greenberg Traurig, LLP*  
Maggiano's

**2/21/23**  
Deep Dive  
*Troutman Pepper*  
Capital Grille - Dunwoody

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**A SALUTE TO 2022 - LITTLE DRUMMER GIRL**



*Kathryn Hutton*  
ACC Georgia President

As I write the President's message for the winter issue, I have just recently returned from the 2022 ACC Annual Meeting in Las Vegas.

Prior to attending, I had given myself permission to spend \$100 on gambling. But, I'm not a gambler. The poker tables and slot machines held no allure for me, so I just kept walking past the flashing lights, music and cheers. Instead, I attended the networking events hosted by ACC sponsors at Vegas' world-class restaurants. I sat with and introduced myself to colleagues from around the country in ACC's sponsor hall and had a wonderful time doing things that suited me.

Likewise, ACC Georgia is going to finish 2022 and begin 2023 doing things that work best for ACC Georgia. With that in mind, I look forward to seeing everyone at ACC Georgia's holiday party in mid-January! Rather than squeezing in another holiday party into what is looking like a frenzy of holiday parties (judging by how busy venues are in November and December), we're going to inject some celebratory energy into the dry zone after New Year's Eve. The ACC Georgia holiday party and sponsor appreciation event will be held on Wednesday, January 18, 2023 at the Sandy Springs City View Terrace.

And while I sometimes walk to the beat of my own drum, I absolutely am part of a wonderful group of lawyers and friends who make up the ACC Georgia Board. I want to make space in this article to celebrate ACC Georgia's accomplishments for 2022 and the board members who were instrumental in making these happen. A few highlights:

- Jeff Handler and Cynthia McCaskill helmed the ship that brought us back to in-person CLE lunches at Maggiano's in March, with a full slate of sponsors for 2022! For context, even at the end of 2022, many chapters are only just beginning to meet in person, so having well-attended in-person CLEs is a big accomplishment!
- Ashoo Sharma worked with sponsors to host six Deep Dives, again, a big accomplishment when many chapters are only beginning to host in-person events! I hope some of you had a chance to attend the December 6 Deep Dive hosted by Consilio at Ansley Golf Club.
- We have Alison Danaceau and Lydia Tallent to thank for the fantastic slate of special programs, including the Bondurant Mixson & Elmore Pro Bono Partnership CLE challenge, King & Spalding CLE jamboree and Nelson Mullins Braves event.
- Jessica Guevara jump-started ACC Georgia's new LinkedIn page with TRIPLE the number of followers (we just passed 300)! Join the party at <https://www.linkedin.com/company/association-of-corporate-counsel-georgia-chapter/>
- Anne Kamosso and Veronica Davis revived ACC Georgia's mentoring program, with our first event on November 1 at The Mill Kitchen in Roswell. We'll continue to host quarterly events in 2023!
- And ACC Georgia's Chapter administrator, Connie Swindell-Harding, continued her unflagging support of our chapter, obtaining a grant from ACC National that supported ACC Georgia's summer intern program and funded the first of our mentoring events.

Whatever and however you celebrate, alone or with family and friends, I wish you a healthy and joyful holiday season!

**Kathryn Hutton**  
ACC Georgia President

## MEMBER SPOTLIGHT

### Creighton Frommer

Chief Counsel, Intellectual Property, Technology & Procurement, RELX



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

Our legal team moved fairly easily to remote work, even with four new team members joining in 2020. But the IP field overall still requires a lot of notarizations, apostilles and ink signed documents in other countries. It takes a lot to get them signed and delivered from executives who are themselves remote. We simply have to be guided by our teamwork and taking things day-to-day.

#### Q. How did you grow up, and why did you want to go to law school and become an attorney?

Aside from once telling my mom that I wanted to be a judge (apparently skipping the whole lawyer thing), I wanted to be a meteorologist as a kid. Then I worked in IT as an average software developer. Learning about open source and software law in those roles, practicing technology and IP law seemed like a neat combination of skills, so I went to law school, and I've enjoyed doing it ever since.



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

I'm lucky to work with outstanding legal professionals who always keep their eyes on helping our business clients. And I never know what's going to come in the door on any given day across one of our four independent, global businesses.

#### Q. What is your biggest legal challenge?

I never know what's going to come in the door on any given day across one of our four independent, global businesses. (See Above). Seriously though, having 32,000+ clients can be challenging, especially with people coming and going into roles.

#### Q. What makes a successful leader?

I try to keep it simple – lead as I would like to be led. I think success comes with mixing common ideas, like providing servant leadership, not micromanaging and being curious. Of course, having outstanding colleagues who are smarter than you makes it much easier.

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

A successful outside lawyer should know our business and risk profile well enough to counsel me with the best solution or two, and work with me to play out scenarios to help decide the best final suggestion based on both the law and practical effects.

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

My kids are sick of hearing it when we travel, but it also applies to legal projects: There's always something... vacations and legal projects come with complications. As President Eisenhower said it with even better wisdom: plans are worthless, but planning is essential.

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

I'm nearly finished reading "The Education of an Idealist" by former US Ambassador to the UN, Samantha Power. Along with her fascinating foreign policy stories and positions, she also talks about integrating her family life with traveling as a US representative, and she lived in Metro Atlanta in her youth.

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

My favorite destination is the Grand Tetons and Yellowstone National Park. I hope to backpack in Japan sometime.

#### Q. What would you like to share about your family?

My wife and I both grew up in Roswell and now we raise our children here. Obviously, I think it's great place to live and taking my daughter to my old high school is pretty cool.

## INTERN SPOTLIGHT

### ACC GA Intern Reflects on Experience at Pulte and Coreview

By Zain Haque



Zain Haque

This past summer I had the opportunity to be part of ACC Georgia's summer internship program, where I divided my summer between two Atlanta based corporations – Pulte Group and Coreview. I found this internship program valuable as it has provided me with beneficial and practical experience that law school classes do not provide.

Coming into this internship, I was oblivious to the role of an in-house attorney. The time I spent at Pulte and Coreview provided me with insight into the day-to-day life of in-house counsel. Something I found particularly appealing about an in-house career is the versatility it brings. Instead of only focusing on one specific practice area, I was able to explore different practice areas for the same client. I found this valuable because I had no prior legal experience.

I found reviewing and drafting contracts particularly interesting as it directly related to my law school classes in contracts and property. Still, I found that no class can fully prepare you for the real-life assignments.

My internship was a great opportunity to see how closely the legal team works with the other departments. I had the opportunity to sit in on calls with the finance and marketing teams and provide business input from a legal perspective. Additionally, being able to interact with different professionals who were not a part of the legal department gave me a better understanding of how a corporation operates and the importance of the legal department within it. Furthermore, the rotational nature of this internship also let me explore different industries such as real estate and technology.

Working with in-house legal teams has helped me narrow down my interests and future goals. Because I have previously enjoyed working with contracts, I am determined to pursue a path in transactional law and plan to intern as an M&A associate next summer. I would like to thank ACC Georgia, Pulte Group and CoreView for their efforts and commitment to providing awarding opportunities for young diverse law students.

*Zain Haque is a second year student at Emory Law School. For more information on the ACC Georgia summer internship program, please go to <https://www.acc.com/chapters-networks/chapters/georgia>.*

## MEMBER SPOTLIGHT

### Chris Courts

General Counsel, Corporate Secretary, and Chief Compliance Officer, Novelis Inc.



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

Our department underwent a number of leadership and role changes, including my appointment as GC, very early in the pandemic when we completed the acquisition of a competitor. We had to work through the integration virtually, so it was important for the team to come together and harmonize in a remote and hybrid environment. Leading with empathy, soliciting feedback and engaging with the team to understand what they needed to feel connected to each other and the company was our priority. We focused first on culture and came together to set ground rules for how we wanted to interact as a team in this new environment.

The guideposts we follow are: a) invest in our people and culture; b) deliver strategic and value-driven services; and c) ensure our team is empowered through knowledge and technology

## Novelis

#### Q. What is your responsibility for managing crisis?

Our Global Security and Crisis Management Team reports to me given the overlap with many compliance, security and crisis management matters. Crisis Management is led by our Chief Security Officer in close consultation with our business partners, including Operations, HR and IT, among others. We set the priorities and have developed the necessary crisis management framework to manage incidents and ensure business continuity.

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

I started out as a corporate securities and M&A lawyer at a firm, and I was perfectly happy with that as my career path until I was seconded to a large, Fortune 30 client. I quickly fell in love with the ability to influence the business at an early stage and add value on a daily basis. Their general counsel, who became a mentor and ended up recruiting me in-house, helped me understand the importance of broadening my areas of expertise and taking on challenging assignments outside of my comfort zone. As a result, I developed a reputation for creating successful legal and business processes such as securities reporting, contracts management, governance, commercial and intellectual property, which further increased my understanding of the business and underscored my love of being an in-house lawyer.

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

The people and our commitment to environmental stewardship. Sustainability is core to what we do. Novelis is the global leader in making aluminum the sustainable material of choice for various markets, including beverage cans, automotive, aerospace, transportation, as well as building and construction materials. We are the world's largest recycler and have ambitious carbon reduction targets, including being a carbon neutral company by 2050 or sooner. Novelis' focus on sustainability and the legal team's support of these initiatives allows our team to make a positive impact on our communities and society.

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

We are continuing to modernize our department by establishing a legal operations function to better support our business growth and capital expansion plans. We're in the process of rolling out a 5-year vision and strategy for the department to identify key priorities and initiatives as we evolve into a strategic, data-driven function that embraces technology and process optimization.

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

I recently came across notes I had taken years ago while reading "The Effective Executive" by Peter Drucker. I had underlined this passage: "It is more productive to convert an opportunity into results than to solve a problem — which only restores the equilibrium of yesterday." That quote continues to resonate with me today, given we are challenging ourselves to evolve from day-to-day problem solvers to strategic advisers to our business partners.

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

My wife is a fantastic cook, so we enjoy trying new recipes and cooking big meals for the family on Sundays. Also, my three boys and I have all been bitten by the golf bug the last five or six years, so we enjoy getting out for a round when we can. Now that they all play for their school teams, it's getting quite competitive.

#### Q. What is the last book you read?

I have a bad habit of reading several books at once. I most recently started "The Lessons of History" by Will and Ariel Durant last night, and I'm finishing up "Meditations" by Marcus Aurelius. A book I keep re-reading, which I'm sure my family and team are tired of hearing me refer to, is "Think Again" by Adam Grant. To fall asleep, I always read about the golf swing. "Practical Golf" by John Jacobs is a favorite and always does the trick.

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

We lived in Switzerland on an expat assignment for Novelis when our children were little, so we had a chance to get out to hike in the Alps many weekends. Now that my boys are all bigger than me, I look forward to going back to hike some of the bigger mountains we had to skip when we were carrying them up the trails. However, I'll let them carry all the water and gear this time around!

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

Assuming I couldn't be the host of "Jeopardy" (Ken Jennings is too good at his job), I would be a behavioral economist. I find the research of Daniel Kahneman, Amos Tversky, Richard Thaler and all the thought leaders they have influenced in this area to be absolutely fascinating. I believe most leaders can improve their decision outcomes by generally being aware of bias, human dynamics and "nudge" principles.

## WELCOME THE NEWEST MEMBERS OF ACC GEORGIA!

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Paul Bagley — Schellman & Company, LLC  
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Jason Drouyor — Hapag-Lloyd AG  
Trevor Gillum — Juneau Construction Company  
Jade Gilstrap — CGI  
Jason Hayes — Honeywell International Inc.  
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Corinne Martin — The Home Depot, Inc.  
Brandon Mitchell — Aspida  
Cole Phillips — Fortna Inc.  
Janet Serafin — TireHub  
Robin Shetler — Orange Business Services  
Cristine Sivec — North American Properties  
Julie Smith — Clearwave Fiber  
Philip Tague — AMLI Residential  
Jeff Thorpe — Truist Bank  
Shari Wilkozek — Honeywell International Inc.  
April Yoo — ResMed Pty Limited

## 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>.

# “The Sherman Antitrust Act Comes to Employment Agreements”

By Jennifer Sandberg and Michael Elkon



Jennifer Sandberg

If most lawyers were playing a game of word association, and the term “antitrust” arose, they would think of monopolies, of companies joining together to reduce competition in a certain area, or of the terms “vertical integration” and “horizontal integration.” Those of us who are historically inclined would think of Teddy Roosevelt and trustbusting during the Progressive Era.

All of those concepts form a traditional view of antitrust law, but the law is broader. Section 1 of the Sherman Antitrust Act states simply that “[e]very contract, combination in the form of trust or otherwise, or conspiracy, in restraint of trade or commerce among the several States, or with foreign nations, is declared to be illegal.”



Michael Elkon

In the employment context, the Department of Justice (DOJ) has long been vigilant about employers entering into concerted agreements to depress wages. For instance, DOJ went after a bevy of California tech companies in the Aughts for allegedly engaging in an agreement not to hire one another’s engineers (thereby getting around California’s ban on non-compete restrictions).

Now, the Biden Administration has positioned itself to take additional steps to apply antitrust principles to employment agreements. Last year, President Biden issued an executive order urging the Federal Trade Commission (FTC) to exercise its rulemaking authority to curtail the use of non-compete clauses that unfairly limit worker mobility. Consistent with this directive, the FTC has sponsored workshops, issued a strategic plan and authorized compulsory process such as Civil Investigative Demands (CIDs) to investigate antitrust enforcement priorities, including harms against workers. These CIDs have been industry-specific to date, but the DOJ likely will issue them with increasing frequency.

In short, in-house lawyers and HR professionals must pay attention to antitrust issues more than in the past. Companies are increasingly concerned about losing good employees, particularly in a time when competition for top talent is fierce and excessive employee turnover can significantly impact a company’s bottom line. Using restrictive covenant agreements can be a useful way to retain talent in a tight labor market, but companies must be judicious in doing so in order to defend themselves from an FTC inquiry. Given the new focus on labor-market antitrust investigations, employers should consider taking the following six actions to ensure compliance – and to avoid criminal prosecution:

**1. Incorporate antitrust issues into compliance and training programs so that everyone in the organization understands the risks surrounding wage-fixing and no-poach agreements.** Most employers already have robust training programs for their employees, so adding antitrust topics to the content is a good way to show seriousness about this issue.

**2. Train key employees about the risks of exchanging employment information with competitors and strategies for reducing those risks.**

Many employers already pay attention to antitrust concerns regarding pricing decisions and communications with competitors. Now, all employers should approach antitrust more broadly to include discussions between employers about employee compensation and limitations on employee movement. Many managers likely have no idea that antitrust reaches so far.



**3. Be careful about entering into any no-poach agreements with other employers.**

Sometimes, no-poach agreements may be permissible if they are limited in scope and “ancillary” to a larger transaction, such as a joint venture, business collaboration, sale of business discussions or settlement of litigation. However, employers should consult with their legal counsel in each and every transaction to ensure viability of the no-poach provisions based on the specific facts at hand. In general, the federal and state agencies tasked

with antitrust enforcement are taking a more critical look at such agreements and will challenge them if they are deemed “naked” restraints on the free flow of labor markets. If a company has entered into such agreements in the past, then it should consider the facts that lead to the no-poach provision to ensure legality.

**4. Avoid any activity that could be deemed as an agreement to fix wage or benefit levels with another employer.** Certain exchanges of wage and benefit information with other employers can lead to antitrust exposure. Pay particular attention to compensation and benefits information shared with industry and trade groups. Unless there is a good reason to share compensation information with a competitor, then the safe approach is to avoid doing so.

**5. Review any applicable state laws that apply to no-poach agreements and other restrictive covenants and update agreements accordingly.**

The Sherman Antitrust Act is a federal law. However, many states regulate employers’ ability to restrict a current or former employee’s actions to at least some degree. For instance, state attorneys general have recently paid significant attention to no-poach provisions in franchise agreements.

**6. Given the potential criminal and civil risks, employers should consider reviewing their agreements with experienced legal counsel to ensure they are compliant with modern interpretations of antitrust law.**

The key issue here is that an employer needs to be careful about the scope of its restrictions and the categories of employees who are asked to sign restrictive covenant agreements. Employers should be able to demonstrate a tailored use of such agreements to protect the employer’s legitimate interests (generally protection of confidential information and key relationships) and nothing more.

As with most legal issues, an ounce of prevention is worth a pound of cure with respect to antitrust and employment agreements.

*Michael Elkon is a partner in the Atlanta office of Fisher Phillips and co-chair of the firm’s Employee Defection and Trade Secrets practice group. He helps companies recruit talent from competitors in a legal fashion and ensures that former employees do not exploit companies’ key information and relationships.*

*Jennifer Sandberg is a partner in the Atlanta office of Fisher Phillips and serves as a trusted advisor to employers, in-house counsel and human resource professionals. She provides clients with crucial day-to-day preventive advice that keeps business and workplaces running smoothly.*

## 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 – follow the ACC Georgia LinkedIn page. 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 Chapter” in the search bar to find our page.

By following our page, you’ll stay up to date on the latest member events, CLE luncheons and more happening. We look forward to connecting with you online!



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## ACC BRAVES EVENT

### ACC Members Take in Virtual and Real Truist Park for Metaverse Seminar and Braves Game

A tour of the Atlanta Braves' virtual world highlighted an ACC Georgia continuing legal education (CLE) seminar held at the baseball team's actual Truist Park on August 31.

About 50 in-house counsel attended the presentation, during which attorneys from event sponsor Nelson Mullins sketched out the early legal landscape around the metaverse. After the CLE, the group headed to the park's "Under the Chop" space for dinner and a field-level view of the Braves' 3-2 victory over the Colorado Rockies.

Jason Epstein, a Nelson Mullins partner and co-head of the firm's technology and procurement industry group, led off the CLE by urging anyone who wants to understand the metaverse to spend time in it. "You have to participate," he said, to get a sense of what the consulting firm Gartner defines as "a collective virtual space, created by the convergence of virtually enhanced physical and digital reality."

Epstein cited data and predictions from another consultant, McKinsey, to demonstrate why participation may pay off: \$13 billion invested during 2021, with the value of the metaverse reaching \$5 trillion by 2030.

The Atlanta Braves organization is exploring metaverse opportunities, according to Jason Domir, the team's vice president and deputy general counsel, and Greg Mize, the team's vice president for marketing and innovation.

Mize said the Braves started thinking seriously about the metaverse when the COVID-19 pandemic first shut down baseball—and the rest of the global economy—just before the major league season was set to begin in March 2020. They were contemplating how to stay connected with fans and how to help struggling sponsors when, that April, rapper Travis Scott held a concert in the metaverse gaming space Fortnite.

An estimated 12 million fans logged into the 10-minute event, impressing the Braves' marketing team. Two years later, the team unveiled its "digital twin" of Truist Park, created virtually from the architectural plans for the actual stadium.

Right now, the digital ballpark experience can be found only with an invitation from the team, which built its own browser on which to host the site, rather than rent or own space on established platforms. Mize said the team hosted an event for alumni and students at historically Black colleges and universities. Guests were emailed login information to the digital Truist Park, where their avatars could explore the locker rooms and walk onto the field. Pitcher Luke Jackson embodied an avatar through which he'd chat up guests.

The event showed benefits, Mize said, such as making it easy for players to engage with fans without leaving their homes. When the site becomes more accessible in 2023, fans may be able to buy Braves gear for their avatars, follow outfield signage to sponsors and play games to stay engaged. "This is for the fan of tomorrow," said Mize.

Major League Baseball contracts and publicity and privacy rights, among other issues, must be considered before live coverage of real-life games is planned, Domir noted.

After the digital tour, Epstein and colleagues Kevin Tran and Mallory Acheson discussed recent decisions that are beginning to set boundaries for the metaverse, despite some matters still being controlled by mid-20th century case law.

Issues included "gas fees" for nonfungible tokens (NFTs), secondary marketplaces for NFTs, whether a ticket to a digital event could evolve into a government-regulated security and self-executing "smart" contracts.

Other points involved unenforceable contracts, such as one presented to children playing in an online gaming universe, patent questions and even potential claims of false imprisonment stemming from a virtual crowd surrounding a metaverse user's avatar.



Tom Schroeder



ACC members enjoying the Brave game



Kathryn Hutton



Cynthia McCaskill



ACC members cheering on the home team

## ACC GA EVENT PHOTOS



Fisher & Phillips luncheon - Terri Stewart and Kathryn Hutton



Fisher & Phillips luncheon - Stephanie Godfrey and Jessica Guevara



King & Spalding LLP CLE jamboree



Polsinelli happy hour



Fisher & Phillips luncheon - Sandra Jean, Terri Stewart and Josh Viau



Fisher & Phillips luncheon



King & Spalding LLP CLE jamboree



Womble Bond Dickinson luncheon

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