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# FOCUS

## Communications Chair Letter

**Sharaine Sibblies**



Welcome to our Q1 newsletter! I am your host for our first newsletter for 2023, Sharaine Sibblies – ACC South Florida's Communications Chair. I am fast approaching my 10-year

anniversary being in-house and a member of the South Florida Chapter of ACC. I have loved every moment of it (okay, so maybe not every, but definitely most), and I have particularly enjoyed the last six years during which I have served on the board of our chapter in different capacities. Time sure is flying!

Speaking of time flying, by the time you read this newsletter, we will be dangerously close to the second quarter of 2023. How did we get here so quickly? I don't know about you, but I feel like I am still getting through emails that piled up while I was out of the office over the December holidays, and here we are now planning for, and taking, our various Spring Break trips. I hope everyone is planning to do something fun and exciting for Spring Break, with a little relaxation included as well. And let me be clear, you don't have to have school aged children to take Spring Break. I don't have a school aged child and I will be heading to Jamaica to participate

in Carnival (think Carnival in Brazil, but on a much smaller scale). If I am counting correctly, this will be my 15th year participating, and the condition of my knees from all that dancing proves it. Hopefully after a three-year forced (COVID) hiatus, my body won't give out on me in the middle of the streets of Kingston. It's like riding a bike, right?

Sticking with my theme of fun and exciting, we have a fun and exciting year ahead planned, with many more events for our members and sponsors so make sure that you stay in the know so that you don't miss out. As our Communications Chair, here is my shameless plug for our social media pages: Please add, like, follow, share and all those other things that cool influencers tell people to do. We can be found on Facebook (ACC South Florida Chapter), Instagram (@accsouthflorida) and LinkedIn (ACC South Florida Chapter). We regularly post information and registration links for our upcoming events and pictures from past events so that you can see what you missed out on. #wishyouwerehere

Spoiler alert - coming up we have Axe & Dart Throwing in Delray Beach (March 30), a New Member Happy Hour in Doral (April 4), a social event (April), a community service event in Riviera Beach providing school supplies to teachers in need (April 22), and one of my personal favorite events, our Annual

Miami Dade Progressive Dinner (May 2). We have many more events that we will announce later in the year, but please save the date for our 13<sup>th</sup> Annual CLE Conference on September 29<sup>th</sup>. It will be held at the Seminole Hard Rock Hotel & Casino once again, and if you are in a CLE reporting year like me, you will want to grab the CLE hours that we have to offer, particularly those in ethics and technology.

I look forward to seeing all of your friend requests on our different social media platforms, all of your DMs and all of your posts and tags. I also look forward to seeing you #IRL at our many events throughout the year. (That means "in real life" for those of you who don't speak hashtag. Confession: I had to Google what IRL meant when one of my clients used it in an email – he has young and cool kids which keeps him young and cool.) Until then, be well.

### We're Getting SOCIAL!

You can find updates, event information and more at:



accsouthflorida



@accsouthflorida



ACC South Florida Chapter

# Is this the End for NonCompete Clauses? The Evolving Debate Surrounding Employment-Based NonCompete Clauses, How It May Impact Your Company, and What To Do Moving Forward

By Frank Florio, Nalani Gordon, Jonathan K. Osborne, and Traci H. Rollins, Gunster

## I. The FTC's Proposed Rule and Potential Impact

The Federal Trade Commission (FTC) is taking a hard line against noncompete clauses in employment agreements. In early January, it took [legal action against multiple companies](#), including Prudential Security, Inc. and Prudential Command Inc., which required their low-wage security guards to sign contracts containing restrictions prohibiting them from working for a competing business within a 100-mile radius for two years after leaving the company. Following the FTC order, the companies are now banned from enforcing, threatening to enforce, or imposing noncompete restrictions on any current or past workers, and are prohibited from imposing noncompete restrictions in any of their other present or future business ventures. Speaking generally, Rahul Rao, Deputy Director of the FTC's Bureau of Competition promised more enforcement and said, "[t]he FTC will continue to investigate, and where appropriate, challenge noncompete restrictions and other restrictive contractual terms that harm workers and competition."

The FTC blames noncompetes for suppressing employees' wages by hindering job change. Recently, [the FTC Chair remarked](#) that "[t]he freedom to change jobs is core to economic liberty and to a competitive, thriving economy." This is in line with the current administration's stance. During his 2020 presidential run, President Biden campaigned on eliminating or reducing restrictive covenants in employment agreements. Consistent with his message to voters, in 2021, President Biden issued an [Executive Order on Promoting Competition in the American Economy](#). Section 5(g) of the Executive Order asks the FTC to use its regulatory authority to "curtail the unfair use of noncompete clauses and other clauses or agreements that may unfairly limit worker mobility." The FTC responded by issuing a [proposed rule](#) that would ban noncompete clauses.

The FTC's proposed rule prohibits businesses from requiring noncompetes from potential employees, and mandates rescission of existing noncompete agreements. This potentially impacts not only employment contracts, but also independent contractor agreements and severance agreements with noncompete provisions. If the proposed rule is implemented, countless businesses across various industries will be significantly affected. Indeed, the FTC projects that the proposed rule may impact up to 30 million workers.

## II. Likelihood that Proposed Rule Will Be Passed

The proposed rule is open for public comment until March 20, 2023. Once implemented, it may look different from the current proposed rule. However, it does appear likely that some version will be promulgated, especially given interest expressed by the Biden Administration. In contrast, Christine Wilson, the only FTC Commissioner opposed to the rule, [strongly encouraged](#) the submission of comments from "all interested stakeholders," noting "this is likely the only opportunity for public input before the Commission issues a final rule."

One likely challenge to the rule may come via the "Major Questions Doctrine," which the U.S. Supreme Court cited in its recent [West Virginia v. Environmental Protection Agency](#) decision. It is the notion that an agency needs "clear congressional authorization" when the history, breadth, and economic and political significance of the power it claims provide a "reason to hesitate before concluding that Congress" intended that scope of authority. Legal challenges will likely involve the Major Questions Doctrine because the proposed rule will, arguably, significantly impede state's rights in the area of restrictive covenants. In light of the current composition of the United States Supreme Court, it is highly probable that the conservative justices will be hesitant to permit broad

administrative regulation. Inevitable legal challenges could span years and multiple administration changes, delaying and changing the final rule even further.

## III. Protecting Your Business If the Proposed Rule is Implemented

The most important question for businesses is how to protect legitimate interests in a world that may preclude, or at the very least threaten, the viability of noncompetes. This is a complicated and situation-specific analysis that each business should carefully consider.

One suggestion is to rely on agreements other than noncompetes. The proposed rule does not preclude non-disclosure and non-solicitation agreements with employees. However, businesses need to be cautioned that broad contractual provisions that effectively inhibit job changes may also be invalid under the proposed rule, even if not styled as noncompetes. The language of any employment or severance agreement will need to be carefully crafted to comply with the rule. Unsurprisingly, the FTC has made clear that the title of any given clause is not outcome determinative. Thus, a "Confidentiality Agreement" or a "Release" may still violate the proposed rule if its scope and burden is so broad as to be the functional equivalent of a noncompete clause.

Businesses should also consider best practices for protecting trade secret information. By restricting access to sensitive information, businesses can limit the opportunity for an employee to pilfer their "secret sauce" and open a competitive shop. For those employees who have access to confidential information based on their "need to know," carefully tailored confidentiality and non-solicitation agreements may be used to protect the businesses' interests. Employers will also do well to keep in mind that they can still rely

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on [Florida's Uniform Trade Secrets Act](#) and seek recourse if they believe former employees are misappropriating their trade secrets.

Lastly, if the rule is implemented as is and an employer is faced with an FTC enforcement action, employers should immediately retain counsel to consider their options, such as affirmatively suing the FTC for a declaratory judgment that the employer did not violate the rule or challenging the rule itself as applied.

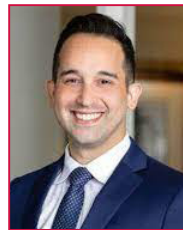
For now, employers should review their employee agreements to assess whether any include noncompete or de facto noncompete clauses that would need to be rescinded under the proposed rule. For new noncompete clauses, employers should expressly preserve the ability to claw back consideration attributed to such noncompete clauses. This way, employers remain flexible and ahead of the curve in the current noncompete climate. And

employers should still pursue enforcement of the current clauses given uncertainty as to the final rule.

Gunster is continuing to monitor these developments and remains committed to providing its clients with support in this area.

#### **Authors:**

**Frank Florio** is a business litigation attorney with substantive experience in commercial litigation and class action matters.



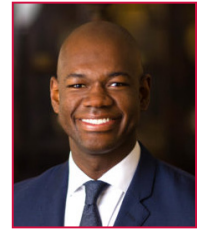
#### **Nalani Gordon**

focuses her practice on business and employment litigation matters, employment law advising, and Title IX.



#### **Jonathan K.**

**Osborne** is a business litigation shareholder and co-chair of the firm's White Collar Criminal Defense & Internal Investigations practice group.



#### **Traci H. Rollins**

is a business litigation shareholder who co-chairs the firm's Class Action Defense practice and the Ethics Committee. She focuses her practice on complex commercial disputes, class actions, and cross-border dispute resolution in state and federal courts throughout Florida.



## **Scope of Corporate Officer Liability Broadens Under Delaware Law**

**By Philip R. Stein, Bilzin Sumberg**

Though it's the second smallest state in the country, Delaware has long had outsized influence in the realm of corporate law. Long deemed one of the premier states for the formation of business entities, Delaware now boasts that more than one million businesses have made it their legal home. That volume of companies inevitably contributes to a wealth of corporate litigation. Moreover, state corporate law cases there are tried exclusively by judges, not juries, a fact thought to have created more predictability in litigation outcomes. However, despite the broad sweep of Delaware's statutory framework and the depth of its body of corporate case law, there was until last week surprising uncertainty with respect to a pretty fundamental question: do corporate officers have legal duties of oversight that are as extensive as the oversight obligations of corporate directors? The Delaware Court of Chancery took a substantial step last week towards resolving that uncertainty, ruling that a McDonald's Corp. officer had oversight obliga-

tions on par with directors. That decision will likely have far-reaching implications.

In a shareholder derivative suit against former McDonald's executive David Fairhurst, the Delaware Court of Chancery adjudicated Fairhurst's motion to dismiss a claim asserted against him for breach of an alleged duty of oversight. Fairhurst served as Executive Vice President and Global Chief People Officer of McDonald's from 2015 until he was terminated for cause in 2019. The court's opinion noted as background that Fairhurst was the executive officer with day-to-day responsibility for ensuring that the company "provided its employees with a safe and respectful workplace."

Suing on the Company's behalf, shareholders allege in this ongoing suit that during Fairhurst's tenure as the head of human resources, he breached his fiduciary duties by allowing a corporate culture to develop that condoned sexual harassment and misconduct. They assert that Fairhurst's

fiduciary duties included a duty of oversight, which required that he take various identified concrete steps that would put him in position to be able to, among other things, report to top company executives any red flags regarding sexual harassment and misconduct at the Company.

The plaintiffs argue that Fairhurst breached his duty of oversight by consciously ignoring red flags. Fairhurst moved to dismiss the oversight claim for failing to state a claim on which relief can be granted. Fairhurst asserted that Delaware law does not impose on officers any obligations comparable to the duty of oversight articulated by the Court of Chancery in a seminal decision on director duties and liabilities, *In re Caremark International Inc. Derivative Litigation*.

The Court of Chancery rejected Fairhurst's argument, denying his motion to dismiss the "duty of oversight" claim. Its written opinion expressly "clarifies that corpo-

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rate officers owe a duty of oversight. The same policies that motivated [the court in *Caremark*] to recognize the duty of oversight for directors apply equally, if not to a greater degree, to officers. The Delaware Supreme Court has held that under Delaware law, corporate officers owe the same fiduciary duties as corporate directors, which logically includes a duty of oversight.” The court further explained that, “[j]ust as a junior manager with supervisory duties can report to a senior manager with supervisory duties, so too can an officer with a duty of oversight report to a board of directors with a duty of oversight. And just as a senior manager with supervisory duties can hold a junior manager accountable for failing to fulfill the junior manager’s supervisory duties, so too can a board with a duty of oversight hold an officer accountable for failing to fulfill the officer-level duty.”

The court acknowledged that the scope of different officers’ duty of oversight would differ based on the subject matter areas for which they bear responsibility within the responsibility. “Some officers, like the CEO, have a company-wide remit. Other officers have particular areas of responsibility, and the officer’s duty to make a good faith effort . . . only applies within that area. An officer’s duty to address and report upward about red flags also

generally applies within the officer’s area, although a particularly egregious red flag might require an officer to say something even if it fell outside the officer’s domain. As with the director’s duty of oversight, establishing a breach of the officer’s duty of oversight requires pleading and later proving disloyal conduct that takes the form of bad faith.”

That “bad faith” reference may at first glance seem like a potential limitation on the array of instances in which officers could be held to be in breach of the duty of oversight. But the Court of Chancery stated in denying Fairhurst’s motion to dismiss that “an officer cannot act in good faith while violating company policy, breaking the law, and exposing the company to liability.” That statement underscores how sweeping and profound the implications of this ruling could be. It can reasonably be assumed that companies will seek to modify policies and bylaws in ways intended to exculpate officers from certain bases of liability. Indeed, authority to do so has already been established: on August 1, 2022, a new amendment to the Delaware General Corporation Law (DGCL) became effective that expanded Section 102(b)(7) of the DGCL to allow for exculpation of not only directors but also officers of a Delaware corporation so as to eliminate or limit their personal lia-

bility to the corporation or its stockholders for monetary damages for breaches of fiduciary duties as a director or officer. Whether shareholder backlash against any such attempts at advance exculpation will derail those attempts will be among the many interesting things to monitor in the wake of this new precedent. Though this case may justifiably be read as, in many ways, a common-sense extension of principles already applicable to directors, that should not be understood to mean it is of modest practical impact.

#### Author:

##### Philip R. Stein,

Practice Group Leader of Bilzin Sumberg’s Litigation Group, focuses his practice on complex commercial litigation and heads the firm’s Homebuilder, Financial

Services, and Data Security teams. He regularly acts as lead counsel to mortgage companies, financial services companies, and large national homebuilders on a broad range of issues of importance to companies in those industries. Phil is particularly experienced in litigation involving financial fraud, other business torts, and consumer product claims; corporate governance; trade secrets; class action defense, and professional liability issues. He has successfully represented both plaintiffs and defendants in trials, appeals, and arbitration proceedings.



## “Recent Trends in Middle Market M&A Activity”

By Franco Furmanski and John Haley, Nelson Mullins Riley & Scarborough LLP

The past few years have been volatile for M&A. Declining interest rates and post-pandemic stimulus contributed to what was one of the most active deal-making periods in recent memory, yet growth deflated in 2022 due to a variety of factors including rising inflation, supply chain disruptions, and fears of a looming recession. However, the middle-market has remained surprisingly resilient through this turbulent time, which has contributed to a growing sense of optimism that deal-making for the middle-market will remain strong in 2023.

To analyze trends affecting middle market M&A activity one must first define what the middle market is. Middle market M&A deals are typically defined as deals valued between \$5 million and \$500 million, with deals on the lower end of the range (i.e., those ranging from \$5 million to \$50 million) belonging to the so-called lower-middle market. There has been a significant spike in middle market M&A activity since 2020. [A 2021 PitchBook analysis](#) found that the middle market saw unprecedented levels of deal making, driven by

ample government stimulus and relatively inexpensive acquisition financing.

These factors contributed to over 4,000 closings in 2021 with an aggregate value of over \$600 billion, which was a whopping 50% higher than the previous record set in 2019 for middle market M&A deals. This rebound was even more surprising due to the significant dip in deal activity during the 2020 COVID-19 pandemic.

Despite the record-breaking 2021, 2022 was a year of change for the middle market, with deal-making [declining by 19.5%](#)

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due to rising interest rates. (According to a similar [report by Ernst and Young](#), all industry sectors declined in 2022.) This downturn was especially sharp in the second half of the year. In Q4 of 2022, deal count and value declined by 23.4% and 41.8%, respectively, compared to Q4 of 2021. Nevertheless, the middle market remained surprisingly resilient, with M&A transactions remaining 16% higher than prior to the pandemic.

Despite the uncertainties affecting the current market, most middle market companies and private equity firms remain optimistic about the future. According to a [recent survey](#), over 80% of these enterprises and firms believe that company valuations will be stable or higher in 2023. After some volatile times, some stability is much needed and would suggest that M&A activity is likely to remain strong in the coming years.

However, there are some challenges that must be addressed to sustain this continued growth. Rising interest rates and concerns over inflation will remain a concern, as they can impact deal-making by making acquisition financing more expensive and less attractive to potential acquirors.

In terms of what lies ahead in 2023, according to a [report by Morgan Stanley](#), there are a variety of key developments currently occurring in the market. Well-capitalized companies are making acquisitions in their core businesses given company balance sheets are still relatively strong compared to recessionary periods of the past. Private equity firms are primed and eager to deploy capital given they hold a record amount of uninvested capital. Finally, companies that struggled in recent years with supply chain issues are looking at cross-border targets in an effort to fortify and internalize their supply chains. This has caused cross-border M&A activity to rise and be forecasted to continue to grow in the near future.

In sum, although middle market M&A activity has been volatile in recent years, the market remains strong and is forecasted to remain stable. Despite the well-known uncertainties in the macroeconomic climate, market participants remain optimistic about the future and their optimism is supported by available data.

## Authors:

**Franco Furmanski** is a Senior Associate in Nelson Mullins' Miami office and focuses his practice on representing domestic and international companies and their principals in connection with a wide range of transactions, primarily merger and acquisition and financing transactions. Franco often serves as outside general counsel for his corporate clients. To view his website biography, please visit <https://www.nelsonmullins.com/professionals/franco-furmanski#main>



**John Haley** is a Partner in Nelson Mullins' Miami office practice focuses on a variety of cross-border and domestic corporate finance matters in a wide variety of sectors and industries, with a focus on energy, infrastructure, transportation, technology, and media. These financings will involve project finance, private and public offerings of debt and equity securities, secured lending, mergers & acquisitions, private equity investments, and other finance transactions. To view his website biography, please visit <https://www.nelsonmullins.com/professionals/john-haley#main>



## ACC South Florida Upcoming Events

### MARCH

March 30: THRoW Social in Delray  
presented by Fisher Phillips

### APRIL

April 4: New Member Happy Hour in  
Doral

Date TBD: Social Event  
presented by FordHarrison

April 22: Red Apple Supply  
Community Service Event in Riviera  
Beach

### MAY

May 2: Miami Dade Progressive  
Dinner  
presented by Shook, Hardy & Bacon,  
Hamilton, Miller & Birthisel LLP and  
RumbergerKirk

May 17: Social Event  
presented by Nelson Mullins

### JUNE

Date TBD: Social Event  
presented by Gunster

### SEPTEMBER

September 29: Save the Date! 13th  
Annual CLE Conference – Seminole  
Hard Rock Hotel & Casino

### OCTOBER

October 22-25: ACC National  
Conference, San Antonio, TX

## NEW BOARD MEMBER SPOTLIGHT



### Maritza Gomez

Senior Counsel, Employment, Director  
Gap Inc.

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

have been a member of the ACC South Florida Chapter for a year, since I became an in-house counsel.

**2. Why did you join the ACC?** The ACC has an amazing network of peers, locally, nationally and worldwide. Locally, our chapter is a very active chapter and is great to be able to interact and benchmark with colleagues on legal and business issues on a regular basis. Moreover, the ACC also provides great CLEs and other professional development programs in-person and online.

**3. What is a typical day like for you at Gap?** Day to day, I counsel and support Old Navy business partners throughout the United States on a wide variety of topics involving Employment Law. I also counsel and support all brands business partners in Puerto Rico. In addition, I support all brands business partners in the creation of policies and other practices to be implemented nationwide as required by law.

**4. What do you most enjoy about being in-house?** I love learning about our business, and the fashion and retail industry and being able at the same time use my legal skills and experience to assist and support my business partners in employment law issues on a daily basis.

**5. When you're not working, where would we find you?** With my husband and kids enjoying dinner out, shopping, attending a school event, or going to the Orlando parks.

**6. What's your favorite quote right now?** "It is not enough that we do our best; sometimes we have to do what's required" Winston Churchill.

**7. Tell us something that might surprise us about you.** During the pandemic in 2020, took various wine courses on-line and then in 2021 I got my WSET Level 1 in Wines Certification from the Wine & Education Trust Fund (London).

## Welcome New Members!

### Lauren Alexander

Omni Bridgeway

### Justin Beegle

Ginkgo Bioworks, Inc.

### Jennifer Cantwell

TTEC Holdings, Inc.

### Jean Chang

Deloitte Global Services Limited

### Brian Currier

### Cecelia Dempsey

Del Monte Fresh Produce Company

### Jacob Erhard

Restrata Solutions FZ-LLC

### Noel Espinosa

Deloitte Global Services Limited

### Bree Farrugia

Micro-X Ltd

### Viviana Garcia

Del Monte Fresh Produce Company

### Gail Gottehrer

Del Monte Fresh Produce Company

### Sharon Grapin

Deloitte Global Services Limited

### Beth Hecht

Xeris Pharmaceuticals, Inc.

### Eric Kabot

TTEC Holdings, Inc.

### Anna Kennedy

JDEM Properties LLC

### Andrew Kleiman

Sydell Group Ltd.

### Iris La Nuez

Del Monte Fresh Produce Company

### KAREN LANZ

LATAM AIRLINES GROUP S.A. INC.

### Fabiah Lherisson

Del Monte Fresh Produce Company

### Lia Lopez

WESCO International, Inc.

### Enrique Miguez

Carnival Corporation & plc

### Enrique Molina

Omni Bridgeway

### Ann Pace

World Gold Council

### Manuel Reyna

Deloitte Global Services Limited

### Alex Samaei

LivePerson, Inc.

### Jessica Sanchez

Del Monte Fresh Produce Company

### Luciana Soledade Rock

Amazonas LLC

### Douglas Soler

insightsoftware

### Martina Wedenig

Krista Whitaker

Miami Heat



## EVENT PHOTOS

### Member Appreciation: Utilizing LinkedIn Effectively – Presented by Akerman



### Cooking Class – Presented by Shook, Hardy & Bacon LLP





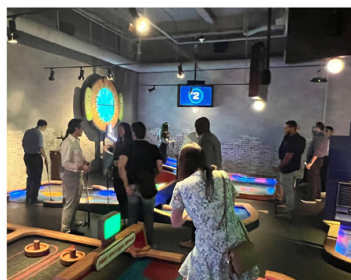
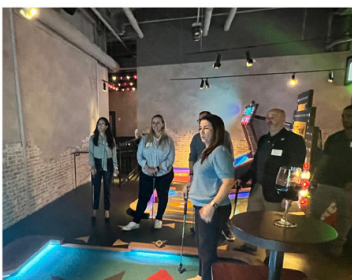
## CLE Seminar + Panther's Game – Presented by Cozen O'Connor



## Legal Services of Greater Miami Tenant's Justice Clinic



## PuttShack Social Event – Presented by Bilzin Sumberg





## Sponsors for 2023

### Platinum

Bilzin Sumberg

### Gold

Fisher Phillips

Gunster

Nelson Mullins

### Silver

Barnes & Thornburg

FordHarrison LLP

Jackson Lewis

King & Spalding

Littler

Saul Ewing Arnstein & Lehr LLP

Shook, Hardy and Bacon LLP

Squire Patton Boggs

TCDI

Winston & Strawn

### Bronze

Akerman

Armstrong Teasdale

Exterro

FTI Consulting

Latitude

Robert Half Legal

### Miami-Dade Progressive Dinner

Shook, Hardy and Bacon LLP  
(Premier)

Hamilton, Miller & Birthisel LLP  
(Dinner)

RumbergerKirk & Caldwell (Dessert)

### Palm-Beach Progressive Dinner

FTI Consulting (Dinner)

### GC/CLO Dinner

Saul Ewing Arnstein & Lehr LLP

### CLO Legal Roundtable

Armstrong Teasdale

### Mini MBA

Foley & Lardner

### Holiday Party

Barnes & Thornburg (Palm Beach)

Cozen O'Connor (Miami)

### Newsletter Article

Barnes & Thornburg



## Chapter Leadership

### President

#### Aline Drucker

General Counsel, Invicta Watch Group

### Immediate Past President/CLE Conference Co-Chair/Secretary

#### Jessica Rivera

Executive Vice President, People & Performance /  
Chief Legal Officer / Chief Operations Officer

### President-Elect

#### Justin Carlson

CLO / General Counsel, Velocity Solutions, LLC

### Treasurer

#### Warren Stamm

General Counsel, Niido

### Sponsorship Co-Chairs

#### Lucas Kurtz

Vice President of Legal Affairs  
United States Sugar Corporation

#### Christopher Aird

Assistant General Counsel, MasTec, Inc.

### Communications Chair

#### Sharaine Sibblies

Deputy General Counsel, Southeast Toyota  
Distributors, LLC

### Community Outreach Co-Chairs

#### Alex Perez

Senior Legal Counsel, Assurant

#### Nikki Setnor

Managing Senior Counsel, ADP Total Source Inc

### CLE Conference Co-Chair

#### Carlos Cardelle

Senior Counsel, ADP Total Source Inc

### Membership Chair

#### Matthew Cowan

General Counsel, Coastal Waste & Recycling, Inc.

#### Maritza Gomez

Senior Counsel, Employment, Gap, Inc.

### Executive Director

#### Christina Kim

Christina Kim  
Executive Director

## Executive Director Note

### Dear Members,

Whew - it's already been a busy 1<sup>st</sup> quarter! We've had some fantastic and creative events including a cooking class, Panthers game w/CLE, mini-golfing and we have much more to come as our sponsors are pulling out all the stops to engage our members in new and exciting ways.

While we understand that it is difficult sometimes with busy schedules to come out to events (and let's be honest, getting out of sweats and putting on work clothes sometimes is a challenge!), we hope we get to meet and see each of our 500+ members this year.



Christina + Family

Can't always make it out to events? There are other ways to get involved – we are looking for volunteers to join our 13<sup>th</sup> Annual CLE Conference Committee. You will be an integral part of the team that puts this conference together – all meetings are virtual so you can stay in the sweats! Pls e-mail me at [southflexec@accglobal.com](mailto:southflexec@accglobal.com) for more information.

Lastly – March is Global Membership Month at ACC – the perfect time to introduce your fellow in-house colleagues to ACC and all its benefits. New members can sign up and receive \$50 off their first annual membership with code GMM50. Invite your in-house colleagues to join us at upcoming events – we would love to meet with them!

Sincerely,

**Christina Y. Kim**

Executive Director, ACC South Florida