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President's Message

Justin Carlson

The end of the year typically invokes reflections on the year gone by, as well as thoughts about the promise and possibilities of the year to come. As we celebrate the holidays with friends and family, we often share these poignant feelings. The new year signals new beginnings and opportunities, much like a new season in sports, where no team has yet lost, and everything feels achievable. Regrettably, optimistic feelings of endless possibilities in 2024 are encroached by the distinct likelihood of yet another acrimonious and divisive presidential election cycle in the United States, which paired with continued violence and threats of conflicts around the world, can trigger uneasy feelings about the future.

At a point in the narrative of the Harry Potter novels where the return of the main antagonist leaves the character Albus Dumbledore addressing a room of anxious students, he warns them of the difficulties of choosing “between what is right and what is easy” in the face of dark and difficult times. While this is indeed the test of courage, as attorneys we keenly appreciate the challenge of determining what is right, whether or not it is easy. I am reminded of the words of my legal writing professor during my first year of law school, who warned the class against notions of justice and basing arguments on such a subjective and elusive idea by noting “what is justice for the early bird is not justice for the worm.”

Looking ahead to a year in which some will take advantage of emotionally charged and controversial issues for their own gains and ends, it is important not to fall into the trap of tribalism or the lure of simplistic answers and conclusions. As a lifelong avid sports fan, I understand all too well how easy it is to only identify with like-minded fans, equivocate on issues so long as they benefit your team, and to lose a sense of civility and rationality when your team and the other team are passionately competing for the same desired outcome in a zero sum game.

Fortunately, many aspects of life are not winner take all. But even in those instances where competition makes an “everybody wins” outcome impossible, it is important to keep our values of decency, collegiality, and respect for each other at the center of our thoughts and actions. The more we interact using those standards, the more we can understand each other and create the possibility of real empathy. This can help reduce the number of situations that truly are zero sum, create shared value and outcomes where many can benefit even if no one fully wins.

The Association of Corporate Counsel's South Florida chapter facilitates interaction among its members and sponsors, fostering collegiality and creating mutual benefit for everyone involved. This is a vibrant and diverse group of legal professionals from many different backgrounds and industries. It is an honor and a pleasure to begin

my term as the President of the ACC-SFL. I consider myself lucky to lead an organization in such great shape, due in no small part to the wonderful leadership of our past presidents (all of whom I consider dear friends), together with the management of our very capable Executive Director.

While we may look ahead and see difficult times geopolitically, we are also looking forward to exciting times for our chapter and organization. We wrapped up 2023 with our annual holiday parties in Miami and Palm Beach while also finalizing an exciting year of programming for 2024. This will include newer fixtures, such as the Mini-MBA and women's events, as well as our recurring popular events, specifically our Progressive Dinners and our annual CLE Conference at the Seminole Hard Rock Casino. With the generous support of our



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sponsors, we plan to continue to offer the quality venues and content our members have come to associate with ACC-SFL.

Given the rough start to this decade, with (what we hope is) a once-a-century pandemic, I chose the theme of “Make the 2020s Finally Roar” for my term. Through our programming, I hope to recover some of what was lost in the

pandemic: time spent physically together. We plan to have in person events with an emphasis on socializing, while also continuing to provide great learning opportunities and CLE credits.

We also look forward to increasing our membership, as there are many other corporate counsels in South Florida who have not joined our organization. To

that end, I implore all of our members to please refer a friend and spread the word! The more will truly be the merrier. And on that note, Merry Christmas, Happy Hannukah, Happy Kwanza, happy solstice, and/or happy new year to all those celebrating!

Whiplash: A Year Full of Changes and Overruling Precedent at the NLRB

By Ken Yerkes and Colleen Schade, Barnes & Thornburg LLP

Almost every employer, even those who do not have a unionized workforce, are aware to some degree of the flurry of changes the National Labor Relations Board (“NLRB” or “Board”) has announced over the last year. Seemingly every other day is a new ruling uprooting prior precedent and disrupting employers. Even non-unionized employers need to take note of the activist NLRB, as the National Labor Relations Act (“NLRA” or “Act”) applies to almost all employers, regardless of whether they have a unionized workforce.

Indeed, many of the NLRB’s recent rulings have direct impact on even non-unionized employers. For example, in the Board’s February 2023 decision in *McLaren Macomb*, 372 NLRB No. 58 (2023), it ruled that is unlawful for employers to offer severance agreements that contain broad confidentiality and non-disparagement provisions because of their “chilling effect” on employee protected activity, such as discussing terms and conditions of employment. This ruling overturned the Board’s prior decision in *Baylor University Medical Center*, 239 NLRB No. 42 (2020), which upheld the legality of separation agreements that contain confidentiality and non-disparagement clauses.

The Board’s decision in *McLaren Macomb* concluded that an employer violates the National Labor Relations Act by offering an agreement with overly-broad confidentiality and non-disparagement

provisions because those provisions are seen as requiring employees to waive their right to discuss terms and conditions of employment. The mere act of **offering** an agreement with overbroad terms is considered a violation of the Act. Accordingly, employers should heed the NLRB’s ruling and review agreements that may contain offending clauses, such as severance agreements, offer letters, or settlement agreements. Employers should review the clauses to ensure they are narrowly tailored, such as by only restricting dissemination or proprietary trade secret information or only prohibiting an employee from making maliciously untrue statements.

In a similar vein, in May of 2023, the Board took aim at behavior policies in its decision in *Lion Elastomers*, 372 NLRB No. 83 (May 1, 2023). In that case, the Board overruled its prior decision in *General Motors LLC*, 369 NLRB No. 127 (2020) and reinstated “setting-specific” standards for assessing employer responses to abusive conduct. Under the prior standard from the *General Motors* case, an employer could discipline an employee for engaging in abusive conduct, such as making profane, discriminatory, or harassing statements, while engaging in otherwise protected conduct, so long as there was no evidence of discriminatory motivation for the protected activity. In *Lion Elastomers*, the NLRB restored a more stringent standard for disciplining employees who

engage in abusive behavior that looks at a host of factors, produces unpredictable outcomes, and disregards the employer’s good-faith motivation.

Along the same lines, the Board’s August 2023 ruling in *Stericycle, Inc. and Teamsters Local 628*, 372 NLRB No. 113 (2023) implemented a harsh standard for reviewing employer handbooks and policies. Under this standard, any rule or policy that *could* be interpreted as chilling or limiting employees’ rights will be considered presumptively unlawful. The burden then shifts to the employer to justify its rule and demonstrate that justification cannot be accommodated by a more narrowly-defined rule. The *General Motors* and *Stericycle* decisions significantly inhibit employer’s abilities to maintain and enforce a host of seemingly innocuous workplace rules. For example, an employer disciplining an employee under a workplace code of conduct for engaging in harassing or abusive behavior could be susceptible to an unfair labor practice charge if the employee was otherwise participating in “protected conduct,” such as discussing terms of work with management. Moreover, facially neutral code of conduct and behavioral policies may struck down as overly broad.

The Board has also recently passed a host of decisions related to union organizing. Significantly, the Board’s decision *Cemex Construction Materials*, 372 NLRB No. 130 (2023) eases the path for unions

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to represent workers without a formal vote. Under the new *Cemex* doctrine, employers could be hit with a bargaining order mandating that the employer recognize and bargain with the union if it fails to recognize the union or commits even one unfair labor practice in the run-up to an election. The Board just recently denied a motion to reconsider the *Cemex* decision, signaling the Board is doubling down on its union-friendly stance. The *Cemex* decision gives unions a significant upper hand and creates potential traps for employers. Training all supervisors on what they can and cannot do and say during a union election campaign is more important than ever. And, as always, early detection and response to union activity will be vital.

By the same token, the Board adopted a Final Rule in August, which will become effective this month, that reversed its 2019 Rule on election procedures. The “quickie election” rules substantially decrease the amount of time between the filing of a representation petition and the commencement of an election. These new rules will provide an even greater advantage to unions during the organizing

process, especially in light of the *Cemex* decision which already puts pressure on employers to voluntarily recognize unions or promptly initiate election proceeding.

Even more, the Board has made it easier for unions to represent smaller groups of employees (known as “micro units”) within a larger workforce in its *American Steel Construction, Inc.*, 372 NLRB No. 23 (December 14, 2022) decision. This ruling lowers the threshold for establishing an appropriate unit. In effect, this means it is now easier for unions to represent small, segmented portions of a workforce that do not necessarily represent a cohesive group of employees.

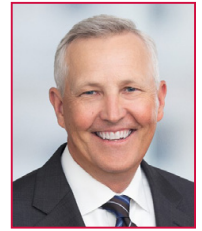
In sum, the Board has been operating as a revolving door in the past year – overturning precedent and re-implementing prior rules one case at a time. The takeaway is employers should not be complacent and need to stay aware of the every-changing Board law. As discussed, the Board’s rulings have broad reach and affect even non-unionized employers. If one thing is for certain with the Board, it’s that the law can, and does, change overnight.

Authors:

Kenneth J. Yerkes

Chair of the firm’s Labor and Employment Department for two decades, and was named to The National Law Journal’s inaugural Employment Trailblazer’s list, Ken Yerkes has spent over 30

years successfully fighting for his clients’ rights and business objectives at the bargaining table, in arbitration and federal and state court, as well as in plants across the country through proactive training, counseling and union avoidance campaigns.



Colleen Schade

A detailed-oriented and strategic thinker, Colleen is committed to helping her clients navigate the ever-changing field of labor and employment law, understand how the laws affect every facet of their business, and implement best practices. Colleen brings focus and dedication to assisting her employer clients with various workplace and employee needs they have in both traditional labor and employment relations.



The Corporate Transparency Act: Is it Really Happening?

By Jennifer J. Wioncek, Bilzin Sumberg

The U.S. government recently averted a government shutdown (or at least punted for another 45 days). Last month all signals from the Financial Crimes Enforcement Network (“FinCEN”) suggests the beneficial ownership information (“BOI”) reporting under the Corporate Transparency Act (the “Act”) will go into effect as planned on January 1, 2024, or will it?

Background

As background, the Act was enacted into U.S. federal law on January 1, 2021 as a new national beneficial ownership reporting regime for U.S. companies, and non-U.S. companies doing business in the United States. In broad terms, the Act creates a national company beneficial ownership registry accessible only by law

enforcement, government agencies and other officials, and requires reporting companies to provide certain identifying information of its beneficial owners and company applicants to FinCEN. The purpose of the Act is to prevent the illicit use of so called “shell companies” to conceal illegal activity or to facilitate money laundering, tax evasion and other criminal activities.

FinCEN previously indicated its intent to issue three planned rulemakings to implement the Act. The first rulemaking was the final rule that FinCEN issued on September 29, 2022, implementing the BOI reporting provisions of the CTA. The second rulemaking was the Notice of Proposed Rulemaking that FinCEN issued on December 15, 2022, which will

govern access to and protection of BOI. The third rulemaking will revise FinCEN’s Customer Due Diligence rules no later than one year after the effective date of the regulations contained in the final rule (i.e., January 1, 2024).

Since December 15, 2022, FinCEN has issued several guidance materials for the public. On March 24, 2023, FinCEN issued its first set of guidance materials that, among other things, included a FAQs page which is intended to be explanatory only, and does not supplement or modify any obligations imposed by statute or the final rule.

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Latest Guidance

Notice of Proposed Rulemaking

On September 27, 2023, FinCEN issued a notice of proposed rulemaking. Assuming proposed regulations go final, FinCEN is proposing to amend its final rule to provide 90 days for reporting companies created, or registered, in 2024 to file their initial reports, instead of 30 days. As a result, the new reporting deadlines for reporting companies will be as follows:

- formed/registered prior to Jan. 1, 2024, not later than Jan. 1, 2025;
- formed/registered on or after Jan. 1, 2024, within 90 calendar days of receiving actual or public notice that the creation or registration of the reporting company is effective;
- formed/registered on or after Jan. 1, 2025, and thereafter, within 30 calendar days of receiving actual or public notice that the creation or registration of the reporting company is effective.

The proposed rule would not make any other changes to the final rule. The 30-day deadlines for inaccurate, corrected and updated reports remain the same. However, if a person has reason to believe that a report filed with FinCEN contains inaccurate information and voluntarily submits a report correcting the information within 90 days of the deadline for the original report, then the Act creates a safe harbor from penalty according to FinCEN.

Small Entity Compliance Guide

On September 18, 2023, FinCEN released a Small Entity Compliance Guide (the “Guide”). Among other things, the Guide:

- describes each of the BOI reporting rule’s provisions in simple, easy-to-read language;
- answers key questions; and
- provides interactive checklists, infographics, and other tools to assist businesses in complying with the BOI reporting rule.

The Guide has several notable pieces of information. First, it reminds us that the willful failure to report complete or updated BOI to FinCEN, or the willful provision of or attempt to provide false or fraudulent BOI, may result in a civil or criminal penalties, including civil penalties of up to \$500 for each day that the violation continues, or criminal penalties including imprisonment for up to two years and/or a fine of up to \$10,000. Additionally, a person may be subject to civil and/or criminal penalties for willfully causing a company not to file a required BOI report or to report incomplete or false beneficial ownership information to FinCEN. The Guide indicates that:

- senior officers of an entity that fails to file a required BOI report may be held accountable for that failure;
- providing false or fraudulent beneficial ownership information could include providing false identifying information about an individual identified in a BOI report, such as by providing a copy of a fraudulent identifying document; and
- an individual who qualifies as a beneficial owner or a company applicant who might refuse to provide information, knowing that a company would not be able to provide complete beneficial ownership information to FinCEN without it, could be a person subject to civil and/or criminal penalties for willfully causing a company not file a require BOI report.

Updated FAQs

FinCEN also recently updated its FAQs originally issued on March 24, 2023. Certain FAQs were added, or modified, as of September 18, 2023 consistent with the issuance of the Small Entity Compliance Guide. As of September 29, 2023, additional FAQs were added addressing, amongst other things:

- details regarding FinCEN identification numbers;

- how third party service providers will be able to assist in filing the BOI reports;
- how to report through multiple exempt entities;
- how to report when unaffiliated companies provide services to a reporting company;
- clarifying that directors of reporting companies are not presumptively beneficial owners.

Notice of a New System of Records

On September 13, 2023, FinCEN issued a notice of a new system of records for information collected by FinCEN in connection with the implementation of Act.¹ The new system of records relates to the Beneficial Ownership Information System (“BOSS”), which will contain the records of information collected on three categories of individuals: (1) individuals whose information is reported to FinCEN through the BOI reports; (2) individuals who request FinCEN identification numbers; and (3) individuals who submit BOI reports to FinCEN. Notably, the notice indicates FinCEN is required to maintain BOI relating to each reporting company for not fewer than five years after the date on which the reporting company terminates.

Next Steps

Much speculation existed for the last few months regarding the possibility that FinCEN would postpone the January 1, 2024 reporting deadline. FinCEN’s recent proposal to postpone the deadline for reporting companies created or registered in 2024 is most welcomed. Many still speculate though, whether the BOI reporting platform BOSS will be ready by January 1, 2024. FinCEN’s push in the last few weeks to produce guidance and other rulemaking signals to the doubters that FinCEN will be ready by January 1, 2024 (subject, of course, to any delays caused by risk of another U.S. government shutdown).

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If FinCEN is hard at work, this means that reporting companies need to be doing the same in prepping for their initial BOI reports. For existing reporting companies the January 1, 2025 may seem a long ways away, and the 90-day deadline for reporting companies created or registered in 2024 may not be enough time. Now is the time to prepare. We will continue to monitor developments of the Act and its implementation to ensure that we are ready to advise you. We are available to answer your questions in an effort

to assist you with compliance with the Act and the final rules.

Authors:

Jennifer Wioncek

serves as Practice Group Leader for Tax & Private Wealth at Bilzin Sumberg. She is a highly experienced tax attorney with extensive expertise in handling the tax and succession planning needs of high net worth clients for domestic and cross-border families.



Her broad practice covers international and domestic tax and estate planning issues, pre-immigration tax planning, expatriation tax planning, private trust company structuring, cross-border estate administration, tax structuring for real estate funds with foreign investors, and other tax structuring for investment into the United States, and the acquisition, maintenance, and sale of U.S. real estate by foreigners.

¹ FinCEN, Privacy Act of 1974, System of Records, Notice of a new system of records, Federal Register/Vol. 88, No. 176/Wednesday, September 13, 2023/Notices, p. 62,889-62,892.

ACC South Florida Upcoming Events

JANUARY

JANUARY 20
Community Distribution
Volunteer Event
at the Lotus House

Be on the lookout for
calendar updates!

FEBRUARY

FEBRUARY 1
Women's Event
presented by Squire Patton Boggs

FEBRUARY 13
Palm Beach Progressive Dinner
presented by Gunster, Carlton Fields,
FTI Consulting

MARCH

MARCH 7
Social Event
presented by Bilzin Sumberg

March 14
Pro Bono Event
Broward Legal Aid

Welcome New Members!

Lisandra Cassola
HEICO Corporation

Michele Cole
JM Family Enterprises, Inc.

Austin Elliott
Terran Orbital

Joseph Evangelista
Brickell Insurance Holdings,
LLC

Jason Feder
JBL Asset Management

Ruben Fogel
Great HealthWorks

William Forero
Brother International
Corporation

David Gallerizzo
Distance Achieved Solutions,
Inc.

Nicole Graham
Cleveland Clinic Foundation

Amelie Hell
Marigold

Brian Johnson
JM Family Enterprises, Inc.

Michael Krawitz
Conduent

Marcia Narine Weldon
KIC Ventures

Austin Perez
Greystar

Gregory Sadowski
Conduent

Philip Stekol
Cloud Software Group

Crystal Umpierre
WESCO International, Inc.

Tom Waldbaum
Thales USA, Inc.

Ileana York
Commodore Realty

EVENT PHOTOS

Mini MBA – Presented by Foley & Lardner



Miami-Dade Holiday Party – Presented by Cozen O'Connor



Palm Beach Holiday Party – Presented by Barnes & Thornburg LLP



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
Omni Bridgeway
Robert Half Legal

Miami-Dade Progressive Dinner

Shook, Hardy and Bacon LLP (Premier)
Hamilton, Miller & Birthisel LLP (Dinner)
RumbergerKirk (Dessert)

Palm Beach Progressive Dinner

Gunster (Premier)
FTI Consulting (Dinner)
Carlton Fields (Dessert)

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

ACC's 2023 Compensation Survey Shows Women GC Pay Gap Narrowing

By Veta T. Richardson,

There is good news, and certainly some bad news, when it comes to the gender pay gap. The good news is that a recent report by Russell Reynolds Associates found that 67 percent of the 43 lawyers named general counsel (GC) of Fortune 500 (F500) companies last year were women — marking the first time women outpaced men in these appointments. This comes a year after women made up almost half of those named to the top legal spot of said companies. And more good news — the study found that 38 percent of general counsel appointees were ethnically diverse, another first.

The numbers are encouraging, indicating that women are making important strides in the legal industry and business community. However, as women continue to work toward greater equality in the workplace, there is one glaring area where equity is unfortunately still a developing reality — compensation.

Equal pay for equal work

Pay equity, according to Harvard Business Review's, "What it Takes to Be a Fair-Pay Workplace," ensures that "individuals are paid fairly for the work they do, regardless of their gender, race, ethnicity, or any other characteristic that may lead to discrimination." The article goes on to state that pay equity is intended to eliminate pay gaps or disparities that may exist between different groups of employees performing similar work. We do the same work; we get the same pay. Simple concepts to grasp and implement, right?

When it comes to the in-house legal community, executive search firm BarkerGlimore's 2023 In-house Counsel Compensation Report found that male general counsel still receive higher compensation than their female counterparts, with the median total compensation for male GCs at US\$573,000 in 2022, compared to US\$546,000 for women GCs, a five percent pay gap. It's important to note that an even greater disparity existed as it

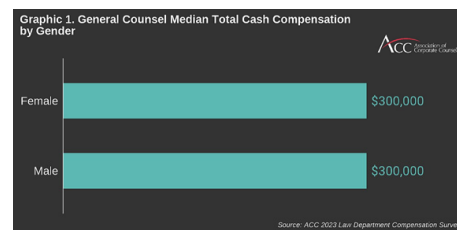
relates to bonus pay, with men on average receiving 13 percent more than women.

Other research from Major, Lindsay & Africa found larger pay gaps, noting that men in the top legal spot boast a six percent higher base pay and 18 percent larger bonuses than women holding the same title — and responsibilities.

Association of Corporate Counsel (ACC) research digs a bit deeper, looking at pay disparities for in-house counsel across the board, including among minority women (and men). ACC 2022 Law Department Compensation Survey, in partnership with Empsight, revealed that of those surveyed, women general counsel/chief legal officers make four percent less in total compensation than their male counterparts — with minority women specifically making 16 percent less than non-minority men.

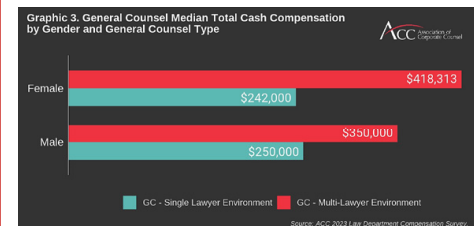
ACC 2022 Law Department Compensation Survey, in partnership with Empsight, revealed that one of those surveyed, women in general counsel/chief legal officers make four percent less in total compensation than their male counterparts — with minority women specifically making 16 percent less than non-minority men.

The 2023 Law Department Compensation Survey by ACC and Empsight International, LLC, reveals a closing gender pay gap among general counsel, with parity in median compensation between men and women.



Minority female general counsel reported higher earnings by eight percent compared to peers, and significantly more in both single and multi-lawyer

departments. Notably, in multi-lawyer settings, non-minority women outearned their male counterparts by about 36 percent and minority males by more than 50 percent. Conversely, minority males lag in earnings, particularly in single-lawyer departments where they earn at least 37 percent less than their colleagues.



*Median Values Reported

Why demonstrating a commitment to pay, equality, and inclusion is critical

Organizations must continue to focus on how to ensure equity in the workplace. They must create an environment that is inclusive of all employees, provide equal access to opportunities for advancement and promotions, and certainly ensure fair pay standards. According to a recent ADP Survey, 72 percent of companies surveyed consider pay equity a critical component of their business and people strategy. Further, 76 percent of employees said that they would look for another job if they discovered unfair gender pay gaps within their organizations, or if said organization lacks a culture supportive of diversity and inclusion.

A commitment to ensuring pay equality and working to eliminate pay gaps is critical.

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Therefore, in a competitive labor market, if organizations want to attract and keep top talent — and the data quoted at the top of this article proves that women are a big part of that talent pool — a commitment to ensuring pay equality and working to eliminate pay gaps is critical.

A few ideas to consider

It takes an intentional, robust, and comprehensive approach to make a meaningful difference when it comes to driving equity at all levels of your organization. At ACC, we strive to foster an environment that is inclusive in every way, and we adopted several policies related to compensation.

1. Prohibit HR from asking questions concerning current salary during the interview process.

Different organizations have different internal pay structures, not to mention varying ways of defining positions, organizational levels, and more. These questions can often lead to continued wage disparities and potentially deny a candidate the salary that has been determined for that position.

2. Regularly benchmark employee salaries against markets to ensure you remain competitive, especially as it relates to tenured employees.

In collaboration with Quatt Associates, ACC conducts a competitive analysis of staff salaries every three years. This analysis includes historical salary data for each employee, as well as market data based on the position and time in said position.

3. Once a “best offer” base salary is shared with a candidate for employment, do not authorize HR to engage in counter negotiations.

Your best offer should be competitively based on market data, as well as aligned with your internal salary structures, which ensures balance and equity across the organization.

4. Consider unconscious bias training for all leaders and staff.

ACC provided a two-part unconscious bias training for all ACC staff and the board of directors. This training included a session on common biases with methods to combat them and a strategically focused session based on ACC’s organizational goals.

Again, the above is provided as an example of systematic changes you can make to lessen disparity within your organization. The Society for Human Resource Management (SRHM) is a fantastic resource in this area. In their [Managing Pay Equity Toolkit](#), they suggest one way to get started is for HR professionals to conduct a self-audit of their organization’s pay practices and internal policies by answering a few direct questions.

It’s no secret that better business outcomes are achieved through a diversity of thought and perspective. To achieve that, diversity, equity, and inclusion cannot remain buzz words, they must come to life within our policies, practices, and procedures. Invest in those checks and balances to ensure that your company attracts the best and the brightest or lose out to companies who get it. Equal pay for equal work is a significant part of that equation and cannot be a catchphrase, it must be the reality.

“The total compensation values reported in ACC’s 2022 and 2023 self-reported surveys included only base salaries and short-term incentives/cash bonuses and did not capture long-term incentive valuations.”

ACC News

ACC365 App Now Available to Download

Your work goes beyond your desktop and now so does the ACC member experience. The brand-new ACC365 app is now available to [download](#). Stay connected and get the ACC experience in the palm of your hand. With one tap, you are plugged into the people, resources, and knowledge that accelerate your career. [Download the ACC365 App today!](#)

Revolutionize your approach to legal operations!

April 14 – 16, 2024 | Chicago, IL

ACC is excited to invite members and legal operations professionals to Legal Ops Con 2024, an immersive legal operations conference designed to bring valuable education to professionals looking to achieve success in their roles. Whether you’re a seasoned professional or just starting out in the industry, this event offers a unique platform to gain invaluable knowledge, discover innovative solutions, and connect with like-minded individuals who share your passion for excellence in legal operations.

[Register and Learn More](#)



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Executive Director

Christina Kim

Christina Kim
Executive Director

Executive Director Note

Dear Members,

I remember as a child thinking every year goes by so slowly – will it ever be summer break? When is Santa coming? As an adult, January comes and I blink and school's out, and I blink again and we're attending holiday parties. 2023 truly raced by!

Thank you to all of our members for another wonderful year – we appreciate your engagement with our chapter, whether it is through attending events, providing feedback, referring new members or just generally being awesome people! It was great to see so many new faces as we continue to grow and we are excited for what is ahead in 2024.

Sponsors – a lot of what we do would not happen without your partnership and the work and resources your teams put into putting on great events and learning experiences for our organization. Thank you for your creativity and expertise!

To our Board of Directors – you are the unsung heroes who are behind the scenes volunteering your time to work tirelessly for the chapter. Thank you for your leadership and guidance.

Wishing everyone a safe, joyous and wonderful holiday season and many blessings in 2024.

Sincerely,

Christina Y. Kim

Executive Director, ACC South Florida



Christina + Family