

**UPCOMING MEMBER EVENTS**

- 04/09/24**  
ACC Decatur Small Group Networking Breakfast
- 4/16/24**  
ACC Johns Creek Small Group Networking Lunch
- 4/18/24**  
Marketing & Advertising MIG Kickoff CLE Lunch  
*Kilpatrick Townsend*
- 4/24/24**  
International Business MIG Kickoff CLE Lunch  
*DLA Piper*
- 4/26/24**  
FinTech MIG Kickoff CLE Lunch  
*Arnall Golden Gregory*
- 4/30/24**  
Corporate Recoveries MIG Kickoff CLE Lunch  
*Bondurant Mixson & Elmore*
- 5/2/24**  
Atlanta Business Chronicle Corporate Counsel Awards
- 5/7/24**  
Labor & Employment MIG Fireside Chat with  
EEOC Official  
*Fisher Phillips*
- 5/9/24**  
Transportation & Energy MIG Kickoff CLE Lunch  
*Eversheds Sutherland*
- 5/14/24**  
ACC GA New Member Reception
- 5/15/24**  
Pro Bono Partnership Rapid Remedy Clinic  
*Seyfarth Shaw*

**PRESIDENT'S MESSAGE**



*Anne Kamosso  
ACC Georgia President*

ACC-Georgia is off to an invigorating start in the first quarter of the year with our new Member Interest Groups (MIGs).

These MIGs – sponsored by specific law firms and led by volunteer leaders – focus on various aspects of legal practice and coordinate our networking, educational, and professional development events on those areas. Their events are open to all members, as always, but they open space for fresh programming ideas.

At the sessions I've attended, I've enjoyed watching new members and veteran members who haven't been involved for some years working together to lead these MIGs. They offer volunteers the chance to be more engaged than simply attending events and going home – the chance to lead and to be seen as a leader. If you a strong interest in something – and I bet you do – you can contribute to a MIG.

Another thing I love about our MIGs is the symbiotic relationship between law firm sponsors and volunteer leaders. In the past, law firms sponsoring events had to try to predict what ACC members may want to learn from their presentations. Now, the volunteer members steer sponsors toward topics that are the most timely and important to their day-to-day in-house practice. This allows sponsors to learn the hot topics where potential clients need help. It also allows members to get information that they can take directly back to their workplaces to make a difference immediately.

Here is the list of current MIGs with their sponsors and volunteer leaders. Please let our Executive Director Geoff Frost know if you are interested in getting involved in any of these or suggesting a new one. He can be reached at [g.frost@accglobal.com](mailto:g.frost@accglobal.com).

**FinTech | Arnold Golden & Gregory**  
Shymeka Hunter – Priority Technology Holdings  
Spencer Robinson – VersaPay  
Marc Dannunzio – Bakkt

**Marketing & Advertising | Kilpatrick Townsend**  
Heather Morlock – Delta Airlines  
Madiha Merchant – Pep Boys  
Shaudie Fassih – Coca-Cola  
Joshua Pila – Gray Television

**Corporate Recoveries | Bondurant Mixson & Elmore**  
Ben Thorpe – Home Depot  
Steven Lavender – WestRock  
Dan Deckbar – Americold

**Technology & Innovation | Polsinelli**  
Christian Fuller – Georgia Tech  
Creighton Frommer – RELX  
Heather Kuhn – Genuine Parts

**International Business | DLA Piper**  
Jerico Phillips – Graphic Packaging  
Kevin Isom – ADP

**Healthcare | Robbins Alloy Belinfante Littlefield**  
John Bush – Lyric  
Sandy Newton – Molnlycke  
Danielle Robbins – Guardian Pharmacy

**Transportation & Energy | Eversheds Sutherland**  
Olivene Makerson – Google  
Garland Reid – Delta Airlines  
David Sirna – JAS

**Ethics & Compliance | Womble Bond Dickinson**  
D'Ree Cooper – Travelport  
Rayne Towns – Nokia  
Anne Kamosso – Ohmium

**Labor & Employment | Fisher Phillips**  
Stephanie Aferiat – Home Depot  
Andrea Peterson – Interface  
Amy Jensen – Chick-Fil-A  
Daniel Gaynor – Aaron's

**Corporate Counsel Awards**

Don't forget the Corporate Counsel Awards, hosted by the Atlanta Business Chronicle on Thursday, May 2, at 4 p.m., The reception at 42West Entertainment Group will honor the following colleagues: Lifetime Achievement - Thomas McKenna, Deputy General Counsel, Aflac Incorporated; Community Champion - Hillary Gardner, Senior Corporate Counsel and Chief Compliance Officer, Credigy Solutions, Inc.; Dealmaker Award - Glenn Williams, Assistant General Counsel, Intuit-Mailchimp; Diversity Champion - Gilly Segal, Chief Legal Officer, Guided by Good;

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## MEMBER SPOTLIGHT

### Christian Fuller

Senior Counsel – Georgia Institute of Technology



#### Q. How did you get involved in ACC Georgia?

I joined ACC early this year to expand my networking experience from government and public interest to more business and industry groups. I found it beneficial that ACC offers programming that connects industry-leading minds to collaborate on some of the challenging legal issues large organizations face. Also, as much as Georgia Tech is an educational and research institution, it has a significant business presence here in Atlanta, so it made sense to broaden my industry awareness to better serve Georgia Tech.

#### Q. Does your job involve any responsibility for managing crises?

A little bit. My former experience as a trial lawyer allows me to think quickly to assess situations and have clarity of thought to help navigate difficult conversations. I primarily work with our communications team to give them understanding and clarity about potential or high-profile litigation matters so they are prepared to respond to any media inquiries. Additionally, our communications team works with our legal team to identify trending stories about litigation so we can be prepared to address any internal stakeholder concerns. Also, I sometimes will work with internal stakeholders to triage any plans of action for any immediate crisis on or off campus involving Georgia Tech and any legal situation.

#### Q. How did you grow up, and what prompted you to pursue a law degree?

I grew up in Lawrenceville, Georgia, and had no lawyers in my family. Like many, I knew of lawyers only through watching “Law and Order.” In high school, I participated in mock trial primarily for the theatrics and didn’t think much about the five outstanding attorney awards I obtained in the three years I competed. I thought it was just a fun competition; however, seeing the potential, my family and friends encouraged me to pursue law as a career. That encouragement helped me attend law school, where I further honed my courtroom skills. I started out practicing criminal defense, then worked at the Georgia Attorney General’s Office, where I practiced administrative law with a focus on campaign finance law before coming to Georgia Tech in 2021.

#### Q. What do you like about your current job?

The diversity and variety of matters—and the impact one can have within a large organization. I also enjoy conversations that shape the future. Not to sound too cliché, but many of the stakeholders that I work with are very inspirational. They’re on the cutting edge of innovation, where there’s a lot of risk and the path is unclear. We spend much time figuring out how to tackle the next big innovation while reducing legal risks.

Something I particularly enjoy is speaking from firsthand experience. I’ve argued in various jurisdictions before judges and against opposing counsel. If we’re entering into a contract to do business, I don’t do the transaction work, but on the back end, I can anticipate how another organization may interpret a term that can draw litigation.

But I try to say yes and help get people to say yes—to minimize risk versus being overly risk-averse. Some lawyers have too much risk aversion that comes from having never litigated. I hate to oversimplify that, but trial practice makes a lawyer battle-tested in various situations, and it gives me the confidence to say to a stakeholder, “This is how I think this will play out.”

#### Q. What’s the biggest legal challenge you face?

The biggest challenge is staying on the cutting edge of innovation as a large organization.

We have employees in several countries and 48 of 50 states, and there are different employment laws everywhere. We have different campuses all over the world. We do a tremendous amount of sponsored research, so there are contracts and other matters that bring legal risk.

Also, higher education is seemingly under attack from various places—on diversity, equity and inclusion, admissions, the First Amendment, and intellectual property. And then there are emerging areas, such as artificial intelligence, First Amendment issues, and employment issues around student-athletes. All of these emerging trends require a level of legal awareness. Plus, where most colleges are seeing enrollment decline, Georgia Tech has had increases in enrollment. That brings challenges regarding the demand for legal services addressing the needs of students and staff.

#### Q. What's your best advice for outside counsel?

Be patient when working with in-house counsel in large organizations. What seems like a simple request requires many stakeholders to get an answer back to you internally, and that can sometimes be a challenge when you're in the middle of litigation.

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

I value leadership tremendously. I’m also a graduate of LEAD Atlanta, class of 2020. Foremost for me is being a good listener. Trusting, being accessible, and having a growth mindset are characteristics of a great leader. Also, being able to work well on a team as a contributing thought partner is just as important as being a people leader. Setting organizational vision, values, and expectations are the deliverables of a successful leader of any large organization.

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

My amazing wife and our small corgi, who is just a bundle of joy and a lot of energy!

#### Q. What would you do if you weren’t a lawyer?

I’d be a chef. I enjoy translating my interpretation of food into an enjoyable experience for others.

## THANK YOU TO OUR AWESOME 2024 ANNUAL SPONSORS

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### SPECIAL EVENTS

King & Spalding  
Morris Manning & Martin

## MEMBER SPOTLIGHT

### Heather Howdeshell Morlock

Assistant General Counsel – Corporate Transactions and Marketing – Delta Air Lines, Inc.



#### Q. How'd you get involved in ACC-Georgia?

When I got my in-house role at Delta, a partner at my former firm who had previously been in-house pulled me aside and told me that I should join ACC-Georgia as one of my first steps in my in-house career. He mentioned the excellent CLEs and networking with other in-house attorneys. I joined in 2013 and have been a member ever since.

#### Q. How did you grow up, and how did you come to work in your field?

I grew up in a small town in central Georgia, where law (particularly business law) wasn't a well-established profession.

Even before going to law school, I was interested in business and finance (and struggled with the decision between pursuing a law degree and an MBA). I practiced in corporate and M&A after I graduated from law school, but consumer policy has always been a personal interest of mine. Delta has allowed me enormous flexibility to explore areas of interest, so I continued to volunteer for work in these areas and have gradually developed my practice to incorporate both strategic/commercial partnerships and consumer-focused legal work.

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

I haven't intentionally built a personal brand, but I think a brand should be an outward reflection of who you are and how you treat others. I think others would think of me as sincere, generous with my time, always willing to help and a servant leader.

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

I love being part of a company that is constantly striving to innovate and to think creatively about the products we offer and the ways we interact with our customers. Our team is engaged at the earliest stages of product development and innovation, which helps us identify legal issues and bring creative solutions to the table to solve them. And honestly, I love travel and the opportunity it affords for our customers to expand their horizons and take once-in-a-lifetime opportunities.

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

I am our primary legal counsel for communications, consumer policy and product. In this role, I spend a significant portion of my time advising on our media and communications strategy, crafting reactive statements and reviewing communications briefings.

I am the primary legal contact for our corporate communications team on partnership, customer- and product-related matters. When the topic is a legal matter, my primary role is ensuring we get the right attorneys from our team involved to advise.

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

A successful leader supports and shares success with their team, challenges their team to grow and advocates for doing the right thing even when it won't be popular. I completed Delta's Executive Readiness Accelerator last year and learned so much about leading and developing my own leadership style through the program.

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

The harder you work, the luckier you get. Working hard and taking the challenging path leads to opportunities and a lack of regret.

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

Hiking and being active outdoors. I hike most weekends and love getting into the backcountry and out of cell service. I went on a backpacking trip in Great Smoky Mountains National Park last year, and I would love to thru-hike the Appalachian Trail when I retire.

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

Rick Steves, For the Love of Europe (vignettes from Rick Steves' experiences over 3 decades as a travel writer).

#### Q. What is your favorite legal movie?

Legally Blonde.

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

Australia. I love travel, which is why Delta was such a fantastic career opportunity for me. My time here has enabled me to travel to so many places, but Tasmania and South Australia are where I'd pick to return again and again. We also took Delta's new route to New Zealand last year and loved the country (wine, nature and seafood – what's not to love?).

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

I'm married to Michael, a fellow lawyer I met at the University of Florida. We have very different legal careers which balance each other out well.

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

I'd probably be in product development and strategy, or strategic partnerships (the business side of the matters I advise on from a legal perspective today).

#### *President's Letter continued from page 1...*

Norfolk Southern; General Counsel - Small Legal Department - Bryan Stillwagon, General Counsel and Corporate Secretary, Unifi Aviation, LLC; Rising Star - Danielle Robbins, Assistant Counsel II, Guardian Pharmacy; Specialist Counsel - Micah Moon, Senior Corporate Counsel, Antitrust & Regulatory, Delta Air Lines.

You can find more information on the event here: <https://www.bizjournals.com/atlanta/event/169863/2024/2024-corporate-counsel-awards>.

I look forward to seeing you at MIG events, the Corporate Counsel Awards, or any of our other offerings. Have a great spring.

Anne

## SPONSOR ARTICLE

# Algorithmic Workforce: The Risks and Rewards

By Hannah Mahon and Priyesh Dave

The use of workplace AI systems is increasing rapidly, particularly in larger companies. This trend is expected to continue as pressure builds on line managers and HR to increase employee productivity and reduce costs, reflecting challenging economic conditions globally.

Specialist AI HR products are evolving to meet this demand. These include:

- during recruitment, to create job descriptions, source candidates, analyze and filter job applications and to interview and evaluate candidates.
- during employment, from scheduling shifts and monitoring or surveilling activities to evaluating and directing work conduct and performance.
- supporting HR processes, such as chatbot technology to answer employee questions, disseminate information on workplace benefits, guide job applicants through the recruitment process and onboard new starters.

Employers should anticipate the use by HR of open-access GenAI, such as ChatGPT, to assist with their daily people-related tasks, such as composing emails and letters, taking notes of meetings and summarizing documents. It is also being used by job applicants, employees and former employees, to write recruitment materials, to perform their duties and to support them in the event of workplace disputes.

While AI can potentially improve the workplace, it is an area of sensitivity for both workers and regulators, with some employee surveys revealing distrust in its fairness and complaints of intrusive monitoring. Other concerns raised include ensuring the privacy and security of personal data, the risk of discrimination and bias, AI explainability (the ability to explain how AI models come to their decisions) and a potential de-humanizing of the workplace. AI's impact on jobs and the future of work is another area of focus as its capability in the workplace grows.

In response, trade unions and works councils in some jurisdictions have demanded that workers be consulted on how AI is being used in the workplace, and regulators have adopted or have proposed new AI controls and guidance, including on workplace AI. For example, the EU's proposed AI Act adopts a risk-based approach and will have an extra-territorial scope (like the EU's GDPR). AI in the employment context is, at the time of writing, deemed high risk if it is used in the following cases:

- in the recruitment or selection of candidates, including screening and evaluating candidates;
- to make decisions affecting terms and conditions, promotion and termination.
- to allocate tasks based on individual behavior, or personal traits or characteristics.
- to monitor and evaluate workers' performance and behavior.

Sanctions for non-compliance are substantial, with fines of up to \$38 million or 7% of worldwide annual turnover (whichever is higher).

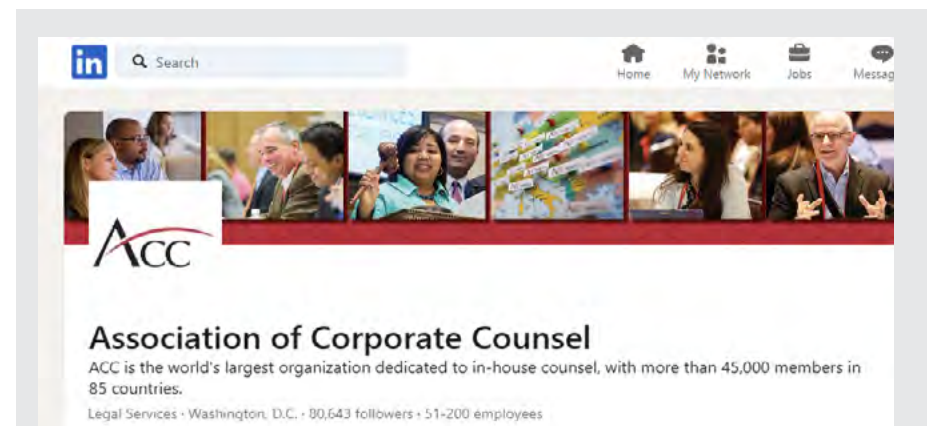
US states have also taken steps to regulate aspects of workplace AI, and the Justice Department has recently appointed its first AI officer to advise on both optimizing the use of AI and minimizing its potential danger to law enforcement and civil rights.

Given regulatory changes and the potentially significant risk to workers and employers if workplace AI is used inappropriately, it is becoming recognized as an emerging reputational risk by HR and company boards. Workplace policies, AI risk assessments and employee training on the acceptable use of AI are becoming more commonplace as employers implement mitigation measures. These measures seek to apply guardrails around the acceptable use of AI, both open-access and specialist tools, and include strengthening terms in employment contracts on the protection of data confidentiality, security, IP and other rights.

As organizations procure workplace AI solutions, they are more closely scrutinizing vendor assurances on data and system transparency and traceability as well as the management of bias, discrimination, accuracy, data protection and other risks. As AI in employment continues to evolve, employers are expected to take increasing steps to protect employee trust and confidence and mitigate legal and reputational risks, reflecting a significant PR risk in any misstep in AI implementation or a failure to uphold ethical and legal standards.

*Hannah Mahon is a partner at Eversheds Sutherland in its Employment, Labor and Pensions group.*

*Priyesh Dave is an Employment Law Senior Associate at Eversheds Sutherland.*



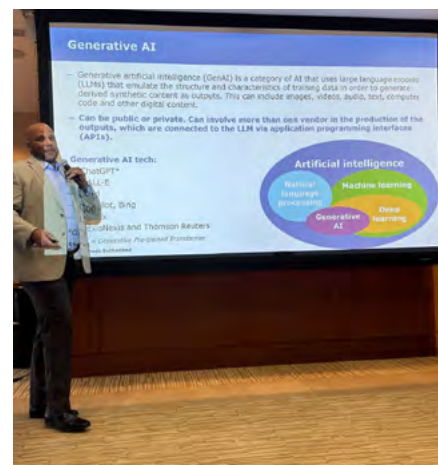
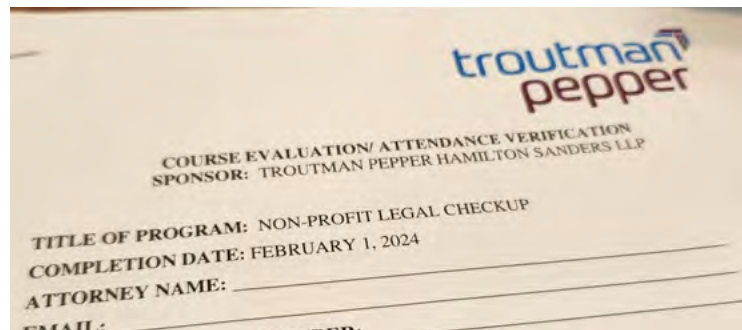
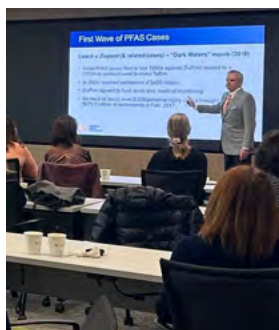
### Join Your ACC Georgia Colleagues on LinkedIn

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. We look forward to connecting with you online!

# EVENT PHOTOS



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