

- 2... Building a Better Team: Chief Legal Officers as Talent Management Leaders
- 4... ACC News
- 5... Recent Program RECAP
- 9... Clinic in a Box® Program Makes an Impact
- 11... Pro Bono Spotlight

- 11... Let Us Know...
- 11... 2018 sponsors
- 12... Welcome New and Renewing Members!
- 12... Calendar of Programs & Events
- 13... ACC-Northeast Board of Directors

# FOCUS

WHERE LEADERSHIP COMES INTO VIEW

## President's Letter

**Karen Higgins Valentine**

Dear Members and Colleagues,

Since our last newsletter, the beautiful New England fall has transitioned into the glistening winter months, and I have very much enjoyed transitioning into my new role as our Chapter President. In last quarter's introduction, I highlighted three core priorities for our Chapter over the coming year: (i) increasing membership awareness and involvement in our Chapter offerings, (ii) continuing to strengthen our sponsorship base, and (iii) providing offerings throughout the year that maximize the value of our Chapter for both our members and sponsors. Progress has been made on all three fronts these past few months.

I am excited to announce that our Chapter will be launching a new initiative this year to have a greater footprint outside of the immediate Boston and Metro West area. We will be partnering with sponsors and members in areas such as New Hampshire and Rhode Island, to increase membership involvement and inclusiveness and share experiences with our broader constituencies. This is intended to augment the variety of events and programs we will continue to hold in the Boston area. We are also exploring opportunities for new members and small groups to meet up for less formal gatherings. If you are a member in surrounding areas who would like to take an active role in this effort, please reach out to a member of the Chapter Board to see how you may get involved! And stay tuned for announcements on such upcoming events.

I am also pleased to report that our sponsorship base in 2018 is as solid as ever, with 23 law firm and legal support firms partnering with our Chapter over the next 12 months. Through these partnerships, we seek to continue to deliver high quality events to our members. Over the next year, we will be holding a mixture of webinars and in person programs on both substantive legal topics and practice and career management, as well as exploring opportunities and challenges in diversity and inclusion within our profession. There will be forums for providing pro bono support to our community, as well as social and networking gatherings. I invite you to join us in making these events as interactive and meaningful to our membership as possible.

On a personal note, I can not help but reflect on my role as an attorney and as a member of society these last few months, as stories surrounding such charged topics as gun control, immigration reform and the #MeTooMovement, to name a few, make daily headlines in the news. As in-house counsel, we are charged with advocating for our client, as parents, family members and friends, we are pulled to support those we love and who need us, and as members of the bar, we are charged with seeking truth and justice in a complex and ever-changing society. Nothing is ever



simple. Very few things are black and white. There is always another untold story or situation for us to rise up and face with integrity and strong constitution. My hope as we move into 2018, is that our Chapter will serve as a source of support, comradery and well-being for our membership and the community as

we navigate through the challenges that each day brings. It is with excitement, hope and enthusiasm that I look forward to our future collaborations together.

### Communications Committee

Open invitation to join the fun! The Communications Committee welcomes new members to help create future newsletters like this one as well as other ways to better communicate to our members. If you are interested in getting more involved in these efforts, please contact Julie Duffy at [juliesduffy@gmail.com](mailto:juliesduffy@gmail.com).

Communications Committee and Newsletter Editorial Board: Stephanie Lambert (editor-in-chief), Brian Ciaramicoli, James Coughlin, and Patrick Wu. Additional contributors in Q4: Helen Tsingos.

# Building a Better Team: Chief Legal Officers as Talent Management Leaders

By Ramsey Robert Saleeby

The role of the Chief Legal Officer (CLO) is ever expanding with increased responsibility for both legal and business functions. However, as CLOs secure and maintain their seats at the executive and board tables, it is imperative that they continue to assess and develop the talent of their legal departments. Talent management and development remains high on the priority list for legal departments of all sizes because it plays an integral role in the efficiency and longevity of the department.

## Assessing Talent in A Legal Department

Before venturing to explore strategies for developing talent within a legal department, CLOs must assess the department's current talent landscape. After all, it would be impossible to determine the needs of a legal department before first determining the status quo. There are a number of strategies for talent assessment, and CLOs must adopt a methodology that best suits their department. However, irrespective of the exact approach, it is important that it be proactive in nature. A proactive approach is demonstrated by having direct involvement in assessing talent, rather than waiting for deficiencies in skills to surface. This approach allows legal departments to assess whether they require new hires to fill in skill gaps or whether to develop current staff. Further, a proactive approach, although time consuming and sometimes costly, enables a more efficient realization of department strategy.

### Internal Methodical Assessments

Internal assessments are critical in measuring the performance of each member of the legal department. One approach mentioned at the 2017 ACC Annual Meeting CLO Roundtables (Roundtables) involved implementing an evaluation comprised of an objective



nine-block assessment. The assessment identified “star performers,” mid-level performers who require professional development to fill in skill gaps, and lower-end performers. Interestingly, star performers are sometimes lulled into a sense of a security and dropped to mid-level performers. Further, some mid-level performers are motivated to learn new skills that empower them to become star performers.

Another approach of note discussed at the Roundtables is defining roles in three dimensions. The first dimension is organizational or functional. This involves identifying technical expertise, for example, litigation or intellectual property. The second dimension involves identifying skills that align with the department's strategic outcomes, such as the implementation of artificial intelligence to boost productivity. The third dimension involves assessing other skills that the team may require, such as a second language or leadership experience. This approach offers both an objective and subjective approach and lends itself to legal departments of all sizes.

### Partnering with HR

Another approach to assessing talent involves partnering with the human resources department. CLOs can collaborate with HR to conduct personality assessments, for example. The results of the personality assessments would then be taken into consideration when making decisions regarding an individual's role in the legal department's overall strategy. Although this approach does not offer a comprehensive methodology to assessing talent, it can serve as an effective complement to other processes.

### Feedback by Internal and External Stakeholders

Although not necessarily methodical, feedback from internal and external stakeholders can be an effective tactic for assessing talent in legal departments of all sizes. Using feedback as an assessment is particularly effective when paired with the methods described above. Feedback from colleagues within the legal department, stakeholders from business units within the organization,

*continued on page 3*

*continued from page 2*

and external stakeholders, such as clients, can be collected to help paint a picture of the talent landscape. Some CLOs have asked whether feedback from outside counsel might also be helpful. Generally speaking, this approach may be problematic given that outside counsel may hesitate to provide a complete and candid assessment of performance.

### **Developing Talent and Filling in Skill Gaps**

Once the CLO has successfully mapped the talent landscape of the legal department, the CLO can then begin to manage that talent. One of the largest impediments a CLO will face in this regard is that raised by flat organizations, or departments with very little turnover and a significant legacy staff. This impediment is bolstered with millennials being hired to fill junior positions, while legacy staff, with low turnover, occupy mid to senior level roles.

Furthermore, CLOs must ensure that developing soft skills is a component of their talent development initiatives. One participant of the Roundtables noted that technical expertise was a “given,” and that soft skills were the chief differentiator. In other words, technical expertise is required, but not sufficient, to excel in an in-house legal department.

How can leaders of legal departments develop talent, including soft skills, with little to no opportunity for vertical mobility?

### **Short-term Projects**

Most CLOs attending the Roundtables noted their use of short-term projects to develop talent. These projects were sometimes non-legal in nature in order to develop soft skills and increase familiarity with the various business functions of the organization. One example was creating a team of attorneys from various legal functions to prepare the organization for compliance with the upcoming EU General Data Protection Regulation. This three-month project developed not only technical skills, but also soft skills

by encouraging collaboration within a newly created team. Another participant identified a skilled attorney with poor interpersonal skills and who frequently garnered negative feedback. The CLO created a team of individuals across the organization outside of the legal department led by this attorney. The team was assigned to tackle a non-legal issue. Interestingly, the attorney thrived and feedback from other team members was overwhelmingly positive. These opportunities for short-term, ad hoc projects invigorate the legal team and drive professional development.

### **C-suite and Board of Directors**

Involving attorneys in C-suite and board activity is another effective tool for talent development. This can include preparing or giving a presentation to board committees or contributing to executive level projects. CLOs at the Roundtable noted that this approach instills confidence in attorneys, offers an opportunity to provide constructive feedback, and exposes attorneys to the skills required for aspiring CLOs.

### **Rotations/Cross-training**

Another method to keep employees motivated and develop talent is the use of rotations and cross-training, whether vertical, lateral, or outside of the legal department. For example, CLOs can move an attorney with real estate expertise to the licensing department. Furthermore, some participants of the Roundtable went so far as to have attorneys work in business functions to expose them to different facets of the business.

### **A Global Perspective**

For those operating within a global legal function and/or an international company, placing talent in regional offices around the world is highly recommended. Exposure to different cultures, environments, and challenges in a deliberate manner is an excellent development tool; however, people mobility and language requirements may be a hindrance.

### **Moving On**

There will be situations in which there are simply no further opportunities for developing a member of the legal department. In a flat organization, in which there is no room for vertical mobility in the foreseeable future, the best option available to a CLO may be to facilitate the transition of that member to a more a senior role in a different organization. This indirectly raises the profile of the legal department as one that goes above and beyond in talent and professional development, thereby attracting top new talent.

### **Conclusion**

There are a number of different approaches that CLOs can employ to assess and develop talent within their legal department. A proactive approach, leveraging both objective and subjective criteria, is critical to ensure the continued success of any legal department.



Ramsey Robert Saleeby is the Assistant General Counsel & Senior Manager of Program Development, with a focus on CLO programming, for the Association of Corporate Counsel (“ACC”). Thank you Joseph Z. Ayanian, Program Development Coordinator, for your research and help in drafting this article.

## ACC News

### Go Beyond: Becoming an Indispensable Business Advisor

The 2018 ACC Mid-Year Meeting (April 22-24, Denver CO) is designed to arm experienced in-house counsel with the knowledge and insights required to be better business strategists for their organizations. The program focuses on the most pressing challenges and concrete solutions surrounding both contracts and mergers & acquisitions. The entire curriculum is advanced and offers practical guidance to help in-house lawyers do their jobs more efficiently and effectively. Register today at [www.acc.com/mym](http://www.acc.com/mym).

### 2018 ACC Annual Meeting: Early Bird Rates End March 28

The 2018 ACC Annual Meeting, the world's largest gathering of in-house counsel, is scheduled for October 21-24 in Austin, TX. In less than three days you can choose from over 100 substantive sessions to fulfill your annual CLE/CPD requirements, meet leading legal service providers and network with your in-house peers from around the world. Visit [am.acc.com](http://am.acc.com) for more information.

### Drive Success with Business Education for In-house Counsel

To become a trusted advisor for business executives, it's imperative for in-house counsel to understand the business operations of your company. Attend business education courses offered by ACC and the Boston University Questrom School of Business to learn critical business disciplines and earn valuable CLE credits:

- Mini MBA for In-house Counsel, February 26-28, April 9-11, May 8-10 (Los Angeles), June 4-6, September 12-14, and November 7-9
- Finance and Accounting for In-house Counsel, September 5-7
- Project Management for in-house Law Department, November 14-15

Learn more and register at [www.acc.com/businessedu](http://www.acc.com/businessedu).

### Are You Conducting Diligence on EVERY VENDOR and Third-party that has Access to Your Systems or Data?

Your vendors are now prime targets for data breaches and small vendors can provide easy access for hackers. Even cleaning crews, HVAC vendors, and food distributors, to name a few, can all lead to data breaches, but are often overlooked in the vendor diligence process. ACC's Exclusive third-party due diligence service should be in your arsenal. Visit [www.acc.com/VRS](http://www.acc.com/VRS) for more information.

### Celebrate Pro Bono and Diversity

Have you or someone you know of made great strides in promoting diversity in the legal profession or providing pro bono legal services? Submit your nominations today for the [ACC 2018 Matthew J. Whitehead, II Diversity Award](#) and the [ACC 2018 Corporate Pro Bono Award](#) to have their achievements recognized! You can nominate an individual or organization for either award – self-nominations are welcome – and submit the completed nomination form along with supporting materials to The ACC Foundation, at [foundation@acc.com](mailto:foundation@acc.com). Deadline for submitting your nomination is May 11.

### New to In-house? Are you prepared?

The ACC Corporate Counsel University® (June 20-22, Philadelphia, PA), combines practical fundamentals with career building opportunities, which will help you excel in your in-house role. Come to this unrivaled event to gain valuable insights from experienced in-house counsel, earn CLE/CPD credits (including ethics credits) and build relationships and expand your network of peers. Register at [ccu.acc.com](http://ccu.acc.com).

### Just Released: ACC Chief Legal Officers 2018 Survey

The ACC Chief Legal Officers Survey offers an opportunity to get data that supports the imperative for the CLO to report directly to the CEO. Other notable findings include what keeps CLOs up at night, reporting structures, how CLOs view the future of departmental budgets and staffing, litigation and contract workload, and where data breaches and regulatory issues have the greatest impact. Download it today at [www.acc.com/closurvey](http://www.acc.com/closurvey).

Have you considered that you and your professional legal services may be subject to malpractice scrutiny? Legal malpractice lawsuits can happen unexpectedly—even to in-house counsel. If you rely solely on the protection of corporate management liability coverage, your personal assets and reputation could be at risk. It may surprise you to learn that some of your peers have discovered firsthand that risky coverage gaps often exist. Since 1996, the ACC has turned to Chubb to address malpractice issues unique to in-house counsel. Learn more about Chubb at [www.chubb/acc](http://www.chubb/acc).

Whether managing compliance and ethics, obtaining permissions, or organizing your company's licensing agreements, Copyright Clearance Center's (CCC) Education Certificate Program will guide you through the complex world of copyright. ACC members receive a **25% discount** through 12.31.18 with **promo code: ACC2018**. Visit <http://go.copyright.com/acc2018/education> for a complete schedule and advance your copyright knowledge today.

## Recent Program RECAP

### ***Driving the Deal Process: Keys to Your First or Next M&A Transaction***

***Sponsored by McDermott, Will & Emery and the Practice & Career Management Committee***

***November 2, 2017***

On November 2, a team of seasoned deal lawyers gathered at the McDermott, Will & Emery offices to share lessons with ACC members about M&A deals they have worked on throughout their careers. Taking the perspective of a lawyer unfamiliar with M&A, panelists and participants engaged in a lively discussion about different transaction structures, deal documents and due diligence. Participants learned about traps for the unwary that often lurk in even the most straightforward transactions. Practical tips in managing the ebb and flow of deal documents and open issues were reviewed. Participants walked away with a keen sense of what to expect when joining a deal team and how in house counsel can add value to any transaction.



### ***Million Dollar Words: Women Negotiating Away the Gender Pay Gap***

***Sponsored by Foley Hoag and the Women's Committee***

***November 15, 2017***

Negotiating may be an essential part of the hiring, promotion and compensation process but it is very different for women and men. On November 15 Foley Hoag hosted Katie Donovan, founder of Equal Pay Negotiations, LLC, who provided her perspective on the historical limits women often face in negotiating compensation, to which the legal profession is not immune. Armed with empirical data, Ms. Donovan explained that women often face inaccurate information and the risk of being viewed negatively for advocating in the same manner as their male counterparts. Ms. Donovan also provided some tips to the audience on how women should successfully navigate this “damned if you do” and/or “damned if you don’t” minefield. The men and women in the audience gained a better appreciation of the language and negotiation approach that can work to break that gender pay gap in the legal profession.

## ***Navigating the Rough Seas of Domestic and International Workplace Investigations***

***Sponsored by Ogletree Deakins***

***November 30, 2017***

One of the challenging aspects for companies with international operations is managing a global workforce. In a program titled “Navigating the Rough Seas of Domestic and International Workplace Investigations,” held at the office of Ogletree Deakins in Boston, MA on November 30, 2017, a distinguished panel consisting of Kate Rigby and Bonnie Puckett of Ogletree Deakins, and Douglas Neu, Group Vice President of Travelport Worldwide, discussed best practices in both domestic and international employment investigations. In addition to highlighting key new developments impacting international investigations, the panelists shared best practices for designing and structuring internal investigations, domestic and international data privacy issues, strategies for protection of investigation materials and results through the attorney-client privilege and work product doctrine, and special issues related to international investigations. The program was timely in light of the global spotlight on workplace sexual harassment and the related internal investigations which many companies are undertaking.



**Swimming in Shark Infested Waters:  
How to Avoid Risks Posed by Insider  
Trading Laws, The SEC, And Securities  
Class Action Lawyers**

**Sponsored by Morgan Lewis & Bockius  
December 5, 2017**

In December, Morgan Lewis sponsored a program focused on providing ACC Northeast Chapter members a better understanding of insider trading laws, the SEC, and securities class actions. The program, entitled “Swimming in Shark-Infested Waters: Understanding the Risks Posed by Insider Trading Laws, The SEC, and Securities Class Action Lawyers,” was led by a Morgan Lewis partner, and included the Director of the Boston Office of the SEC, as well as a public company general counsel and a plaintiff’s lawyer who specializes in securities violation class action lawsuits. The panel presentations provided an overview of insider trading basics, including background on theories of liability for insiders and “tipees,” and provided insight on Rule 10b5-1 plans. The panel discussion offered diverse viewpoints on the trends in enforcement, new and aggressive investigative techniques, and the developments in class action litigation focus on violations of securities law.



## **Cybersecurity and the Courts: The New Litigation Paradigm**

**Sponsored by Charles River Associates**

**December 12, 2017**

Corporate data breaches continue to dominate the headlines, but do you know what to do when your company suffers a cyberattack? In a program entitled “Cybersecurity and the Courts: The New Litigation Paradigm,” held at the offices of Charles River Associates on December 12, a group of panelists, including forensic investigators, litigation attorneys, and in-house counsel, provided valuable insights and best practices on how to prepare for, and respond to, a cybersecurity incident. The program, structured in an open, interactive format, analyzed the current threat landscape and identified key considerations for dealing with a cybersecurity incident. The panelists emphasized, among other things, the importance of preparation and having a formal incident response plan. Using their collective experience, the panelists identified flaws frequently observed in company responses, and suggested ways to avoid those common pitfalls. The panelists also discussed action items for in-house counsel to consider in the immediate aftermath of an incident, such as when to notify the CEO and/or the Board, whether to contact law enforcement, and whether and when to bring in outside counsel to run the investigation (highly recommended to do so immediately to try and preserve privilege). Lastly, the panelists reviewed the current regulatory landscape, enforcement priorities, and analyzed case law from data breach litigation across jurisdictions to distill common legal theories and defenses.



# Clinic in a Box® Program Makes an Impact

By Patrick Wu, Counsel, Staples Legal Department

On December 7, 2017, the Association of Corporate Counsel Northeast Chapter (ACC-Northeast), together with Mintz Levin, Corporate Pro Bono, and Lawyers Clearinghouse hosted the **Seventh Annual ACC Northeast Chapter Clinic in a**



**Box® Program** to provide pro bono legal services to local nonprofit organizations.

For those unfamiliar with the Clinic in a Box® program, the day typically begins with one or more CLEs presented on a legal subject or subjects that will be relevant to local nonprofits that are looking for legal advice. Following these CLEs, the volunteer lawyers are matched up with a client nonprofit and sit down for a client counseling session. The volunteers review client materials and answer questions with the help of a checklist. After the session is completed, the nonprofit clients leave with their questions answered, guidance on how to proceed, and some newly drafted materials to serve as a starting point.

*“This was my first Clinic in a Box® program and I really enjoyed it. In the past I have been hesitant to attend this type of program because I was unfamiliar with the subject matter, but I realized after attending that, although prior knowledge can be helpful, it’s really not needed to make an impact. The up-front educational portion was well done and provided just the right amount of information to provide the advice needed to the start-up company with whom we worked. It was a great opportunity to get to know a nonprofit founder, its business, as well as some legal peers in the area.”*

*Kristin Keating Moeller, Counsel, Staples, Inc.*

privilege for Mintz to host [the Clinic in a Box® Program] because it’s a wonderful way to provide thankful nonprofits with the legal help they desperately need, and to provide a manageable yet meaningful pro bono opportunity to in-house lawyers.”

For this year’s clinic, a record 45 volunteer lawyers braved the cold New England weather and rush hour traffic to head into the Boston offices of Mintz Levin for the half-day session. Participants included lawyers from Fidelity Investments, Liberty Mutual, IBM Resilient, MKS Instruments, and Staples, Inc.

Kicking off the morning, Mintz Levin lawyers Gauri Punjabi and Amanda Carozza presented a CLE on

Best Practices for Implementing Social Media Policies. Their engaging presentation covered the importance of having a well thought out social media policy, pointers on how to develop a good policy, and recent developments in labor law that may affect how policies are interpreted.

“We’ve been able to host hundreds of in-house counsel over the past several years, many of whom come back every year to help,” says Susan Finegan, Member and Chair of the Pro Bono Committee at Mintz Levin. “It’s been a

Following the social media policy presentation, Cynthia J. Larose, CIPP US/EU, also of Mintz Levin, presented on Cybersecurity for the Nonprofit: Some Top Questions to Ask. Cynthia emphasized that it is the law that any entity in Massachusetts that collects, uses, stores, or licenses personal information have a written information security plan – noting that there are no exceptions for nonprofits. The presentation walked attendees through some of the key issues to consider including the types of information that the organization collects, policies that are currently in place, training that is provided to employees and volunteers, and whether there is a plan for a data breach incident.

After the presentations were completed, the volunteer lawyers were introduced to their nonprofit clients. A total of 15 client organizations participated in the program this year providing a wide range of community services to Greater Boston. The lawyers discussed with their clients the organizational needs of their specific nonprofit, reviewed existing social media and cybersecurity policy materials, went over subject matter checklists, and drafted new policy documents.

The feedback from both the nonprofits and the volunteer lawyers was overwhelmingly positive. As one returning nonprofit said, “This annual event is so helpful for us! Thank you!” One newcomer nonprofit to the clinic indicated, “This was my first clinic and it was very helpful. Would love for our agency to take advantage of future options!” Volunteers similarly stated that the “training provided the exact information the client was most concerned with,” and that “this was informative and a great way to help others.”

“I love the Clinic in a Box® program because it gives in-house attorneys a chance to do meaningful pro bono work even if they are transactional or business lawyers, rather than litigators. It is clearly meaningful to the attorneys-

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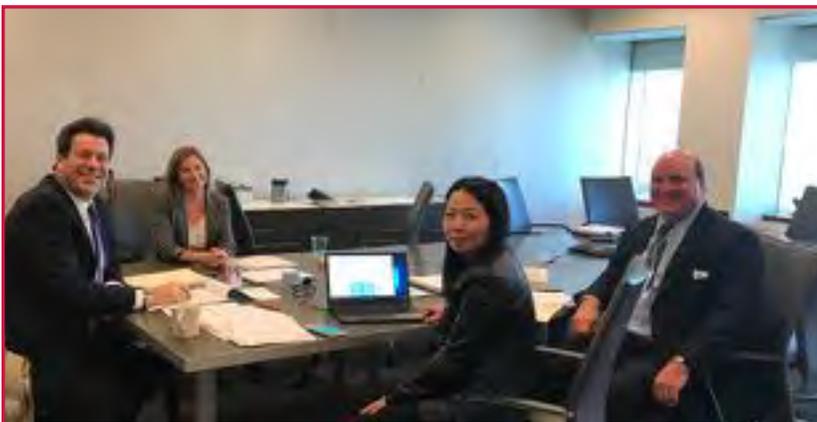
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-once registered for the Clinic, they almost never cancel,” says Christine Hughes, Vice President and General Counsel at Emerson College and ACC-Northeast Board Member. “It is also helpful to the nonprofit and community groups; it is not unusual for us to have a waiting list of nonprofits who wish to participate. It is a terrific partnership that draws on the strengths of all the participants--Corporate Pro Bono, The Lawyers' Clearinghouse, Mintz Levin, ACC-Northeast Chapter, the volunteer lawyers, and the nonprofits.”

Since 2011, ACC-Northeast's Clinic in a Box® Programs have had over 240 lawyers volunteer to assist over 80 local nonprofits. ACC-Northeast, Mintz Levin, Corporate Pro Bono, and Lawyers Clearinghouse are already in the process of planning their next program, currently scheduled for December 6, 2018. If you are interested in participating, be on the lookout for an announcement in the fall!

*“It has been CPBO's honor to be a part of what has become an annual tradition of ACC-Northeast members joining forces with Mintz Levin and the Lawyers Clearinghouse to support local nonprofits that do so much for the community. The Clinic in a Box® program is a great example of the many ways in-house counsel and their colleagues can use their unique skills to increase access to justice.”*

*Tammy Sun, Director of Corporate Pro Bono, a partnership project of ACC and Pro Bono Institute*



## PRO BONO SPOTLIGHT

Here is a worthy organization that is seeking volunteers. If you or any of your legal colleagues are interested, please reach out to the contact below:

**Street Law  
Corporate Legal  
Diversity Pipeline  
Program**

([www.streetlaw.org/acc](http://www.streetlaw.org/acc))



We're Street Law—a global, nonpartisan, nonprofit organization with more than 45 years of experience developing classroom and community programs that educate young people about law and government. Street Law programs and materials help advance justice by empowering people with the legal and civic knowledge, skills, and confidence to bring about positive change for themselves and others.

The Legal Diversity Pipeline Program tackles the lack of diversity in the legal profession by focusing on strategies that encourage students of color to enter the legal profession. It provides students with role models, connections with legal professionals, and the opportunity to experience the types of work lawyers do. Students are able to broaden their impressions of the legal profession and fuel their interest in legal careers. The program sets out to achieve these objectives through four program components: training, classroom visits, a Legal Careers Conference at the corporate headquarters, and program extensions for the most promising students.

To become involved in the Corporate Diversity Pipeline Program, contact [Joy Dingle](mailto:Joy.Dingle@streetlaw.org), program director

## LET US KNOW...

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

Email your comments to [juliesduffy@gmail.com](mailto:juliesduffy@gmail.com)

## We would like to acknowledge and thank our 2018 sponsors

**Counsel On Call**

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Smoak & Stewart**

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**Ropes & Gray**

**Seyfarth Shaw**

**Sullivan & Worcester**

**Verrill Dana**

# Welcome New and Renewing Members!

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

**Brett Magun**

General Counsel,  
Verisk Health

**Lurleen Gannon**

Vice President and General  
Counsel, Vinfen Corporation

**Kevin Saunders**

Sr. VP & General Counsel,  
Accion

**Spurti Karpe**

Director Legal Operations,  
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**Ruth Dowling**

SVP Corporate Legal,  
American Tower  
Corporation

**Sharon Paulsen**

Vice President and  
General Counsel,  
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**Jacqueline Kepner**

Commercial Counsel,  
Cengage Learning, Inc.

**Jennifer Bernazani-  
Ludlum**

Managing Attorney,  
American Tower  
Corporation

**Nicolette Blades**

Corporate Counsel,  
InterGen

**Chris Casey**

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**Cathlin Chao**

Associate General Counsel,  
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**Robin Morse**

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**Desiree Ralls-Morrison**

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Corporate Secretary, Boston  
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**Matashi Sakota**

Corporate Counsel,  
Global Advanced Metals

**Andrea Matos**

Contracts Manager,  
L.E.K. Consulting LLC

**Lily Lu**

VP, Deputy GC and  
Chief Corporate &  
Securities Counsel,  
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**Kristie Decelles**

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**David Shields**

Associate General Counsel,  
Takeda Pharmaceuticals  
U.S.A., Inc.

**David Anderson**

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Counsel, Vantage Deluxe  
World Travel

**Irene Porokhova**

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Dimension Data Americas

**Bryan Yoon**

General Counsel,  
Nightstar Therapeutics

**Casey Charkowick**

Assistant General Counsel,  
Textron Inc.

**John Pickett**

Deputy General Counsel,  
Ameresco, Inc.

If you forgot to renew please email [membership@acc.com](mailto:membership@acc.com).

## Calendar of Programs & Events

**Mark Your Calendar and Plan to attend:**

The ACC-Northeast Chapter offers a variety of programs, webinars and events designed for our members unique interests. Keep your eye on the Chapter Events calendar on the [website](#) and be sure to attend a few or ALL of the Chapter Programs happening in 2018.

**February 27, 2018**

WEBINAR: Deploying Technology to Optimize Your In-house  
Legal Team

**March 5, 2018**

Program: Successful Commercial Lease Negotiations &  
Navigating Everyday Tenant/Landlord Issues

**March 13, 2018**

Program: Right-Sizing Innovation-Developing a Legal  
Operations Function for Any Law Department

**March 20, 2018**

WEBINAR: When Things Go Wrong-Managing Disputes in  
South East Asia

**March 23, 2018**

Diversity & Inclusion Program: Rise to Influence-Developing  
Your Brand to Lead and Succeed

**March 27, 2018**

WEBINAR: Dealing with Sexual Harrassment Complaints

**March 29, 2018**

Program in RI: Ethics for In-House Counsel

**Bring a Guest:** Non ACC Members are allowed to  
attend one Program per year. Please invite your  
in-house friends and colleagues to any of the above.

## ACC-Northeast Board of Directors

### President

**Karen Higgins Valentine**  
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### WOULD YOU BE INTERESTED IN VOLUNTEERING?

We are always looking for volunteers to help with our various committees and activities. Please let us know if you would be interested in volunteering a small amount of your time to help keep our chapter running strong. We will work with you to line you up with a project that interests you! Here is a list of our current committees and their chairpersons. Contact Executive Director - Julie Duffy, President - Karen Valentine, or any ACC board member for more information.

**Communications  
Committee**  
Stephanie Lambert

**Diversity & Inclusion  
Committee**  
Robin Walker

**Membership Committee**  
Kathleen Burke

**Practice & Career  
Management Committee**  
Sharon Kamowitz

**Pro Bono/Community  
Service Committee**  
Christine Hughes

**Programs Committee**  
Helen Tsingos &  
Gemma Dreher

**Women's Committee**  
Marisa Murtagh