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FOCUS

WHERE LEADERSHIP COMES INTO VIEW



President's Letter

Stephanie Lambert

What's your purpose?

At a recent leadership conference

I attended, participants were asked to explain how they arrived at their purpose. Finding a purpose, we were told, helps define a value system and gives life more meaning. Seemingly a daunting task, yet it turned out to be easier than expected. Many described early life experiences, including taking a stand for fairness, overcoming health issues, or rising above difficult life circumstances as defining moments for the development of their purpose. For me, my purpose also ties back to an early life altering experience that led me to law school and eventually to in-house and my role as a compliance officer. My early life experience also illustrates how bad corporate decisions can affect the lives of others sometimes in tragic ways. My work with the Association of Corporate Counsel has enabled me to further fulfill my purpose more broadly beyond my role in one company. I have been encouraged to share my story around the development of my purpose with the hope that it will inspire other in-house counsel to recognize that finding and fulfilling their purpose does indeed make a difference.

When I was eleven years old, the plane my father was piloting crashed. It took a month-long trial to prove that the plane manufacturer's negligence caused the crash and his death along with the death of two other men. The court case revealed

that the manufacturer deliberately weighed the value of the potential loss of human life versus the cost to recall and fix the plane's defect. There was the so-called "smoking gun" memo stating such. It was clear the manufacturer put the company's survival ahead of the survival of the passengers in its planes. I learned all of this when I worked as a full-time law clerk during law school for one of the law firms who represented a passenger in the court case. The classic case of *US vs. Carroll Towing* in law school (aka "the barge case") highlighted this in stark reality for me through the calculus of negligence. You may recall that this case stated that, rather than spending money on safety, an individual will simply allow harm to occur and pay for the costs of that harm, because that will be more cost-efficient than taking precautions. And, yes, there is a formula for determining exactly this very thing. Needless to say, the day I learned in my Torts class that my father's death could be attributable to a formula indicating his life was worth less than corporate profit was very difficult but eye opening.

When I graduated law school, I recognized spending my life handling plane crash cases would be challenging for my mental health, so I moved to a new law firm. After a stint in private practice and as corporate counsel at a publicly traded technology company, I landed a role at Staples as technology counsel to handle contracts for its IT department. Over time, I took on the legal work for its

global private label products division. It was in this role where I was reminded of the calculus of negligence again. I worked on many global compliance matters, including developing a global product safety reporting and evaluation process. At this point in my in-house career, I realized how the role of in-house counsel could influence a company to make ethical decisions about its operations and business directly affecting others. In my current role as Chief Compliance Officer at NetScout, I regularly consider how I can guide and influence business decisions positively for the company and its customers. In thinking through my career experiences, I discovered a purpose in guiding corporate decisions toward doing the right thing. The "right thing" may not always be the most expedient or cost-efficient thing to do, and it can involve a complex process to get there, but the right thing always plays out better overall. The early life experience of losing my father due to a poor corporate decision has come full circle by influencing my purpose.

My volunteer work at the Association of Corporate Counsel extends my influence to other in-house counsel who can then, in turn, guide their companies in ethical decision making. This isn't, of course, to say that companies always act unethically absent the influence of in-house counsel. In fact, I have had the good fortune of working with many conscientious business leaders who are guided by ethical principles in their work on behalf of their

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companies. But, with in-house counsel having a seat at the leadership table, there is diversity of thought and experience included in that corporate decision making. There is arguably a stronger likelihood that, with in-house counsel involved, the ultimate decision will be the right thing to do. The ACC is, in fact, a strong advocate for the seat at the table for in-house counsel, and rightly so based on my personal experience. Absent personal experience like mine, one only needs to read the headlines around corporate wrongdoing to appreciate the need for more influence by in-house counsel on some decisions. I, for one, very much appreciate ACC's advocacy for in-house counsel involvement.

This leads me inevitably to ask whether you have thought about your purpose and how your life experience influenced it? Have you considered how the ACC can further your purpose? For me, the leadership opportunities at the Network and Chapter levels have helped me to gain confidence in being that voice at the table. Speaking at and attending ACC continuing legal education events including the Annual Meeting has helped me develop further expertise and hone my communication skills. The contributions that I make through these activities help others do their in-house counsel jobs more effectively, thereby extending the reach of my purpose. Seemingly then, if we follow the logic behind developing a purpose, my

involvement in the ACC has provided my life with more meaning.

I hope my story has illustrated the value of finding your purpose and considering how the ACC can enable you to extend your reach even further (and give your life more meaning!). I welcome hearing your story and purpose. Feel free to reach out to me at stephanie.lambert@netscout.com if you would like to share.

Communications Committee

Communications Committee and Newsletter Editorial Board: Kelly Whetstone (editor-in-chief), Alex Bubier, Brian Ciaramicoli, Liz Cox, Sean Fitzmichael Devlin, Jamie Wells and Patrick Wu. Other contributor: Lalitha Gunturi.

Career Path: Persuade Like Aristotle

By James Bellerjeau, Lecturer at University of Zurich

If you want to know which students will become successful lawyers, it turns out the law school admissions test is not the best predictor. A few years ago professors Marjorie Schultz and Sheldon Zedeck identified [26 lawyer effectiveness factors](#) that serve as better predictors of career success.

The whole list makes for interesting reading. Today, I want to focus on one set of skills the professors grouped under the "Communications" heading:

Influencing and advocating. Persuades others of position and wins support.

Writing. Writes clearly, efficiently, and persuasively.

Speaking. Orally communicates issues in an articulate matter consistent with issue and audience being addressed.

Listening. Accurately perceives what is being said both directly and subtly.

Master Skills to be Effective In-house Counsel

- [Why It's So Hard Being a Good In-house Lawyer](#) (the challenge);
- [The Day You Became Smarter](#) (writing plainly and clearly);

- [Write Better Emails Today](#) (taming the email monster);
- [Maybe Don't Go to that Meeting](#) (avoiding time-wasting meetings);
- Influencing others (this article); and
- [Listen Up Already!](#) (engaging with others).

You can be well-liked, rigorous in your legal analysis, and correct in your conclusions. But inevitably, someone whose pay depends on disagreeing with you is going to challenge your views. It thus will come as no surprise to all of you practicing law in the real world that being persuasive is pretty important.

With all this in mind, I was annoyed that no one told me the secret to effective persuasion is no secret at all. That, in fact, it has been known for over 2,000 years thanks to Aristotle's [Rhetoric](#). I spent the better part of 20 years watching, teasing out best practices, and honing my own skills at being the [Gary Spence](#) of the boardroom.

Time-tested advice with modern tweaks

One of the things I learned is that no matter how strong your persuasion skills, you can get better. Although I bet you're

already pretty good, today I will give you a condensed version of time-tested advice on how to persuade, together with a few modern tweaks. I personally put the lessons here into practice every time I have to teach or present.

You build credibility by never lying or shading the truth, even when it hurts your case.

Here are five elements Aristotle believed were critical to effective persuasion,* to which I will add a few observations:

1. Ethos (Credibility)

Ethos is that part of your talk where you give the audience insight as to why you are credible. This can come by virtue of your position or from your specific experience. I find you build credibility by never lying or shading the truth, even when it hurts your case. Admitting a weakness up front is a great way to show you can be trusted. It also helps to be



Ververidis Vasilis / Shutterstock.com

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transparent about your interests. People know you are representing a position, so go ahead and tell them what you want.

2. Logos (Appeal to reason)

Having set the stage about your credentials as a person, this is where you use facts and data to form a rational argument. Everyone likes to think they are logical, rational thinkers. So help them see a clear path to your point of view. Think of it as a fact-based hook for people to hang their hat on, something that allows them to agree with you.

3. Pathos (Human emotion)

Notwithstanding what we just said about the appeal to reason, the most powerful persuasion is carried on the wings of emotion. And the single best vehicle for arousing emotions is the story. The bulk of your presentation therefore comes in the form of storytelling. This doesn't have to be a fully fledged plotline. You do well to call upon a simple anecdote or episode from your life.

People know you are representing a position, so go ahead and tell them what you want.

4. Be tangible

Particularly when you are trying to get your audience to accept or understand a new

idea, analogies and metaphors are great tools. They give the impression that the new thing is really just something the audience already understands. And they make otherwise abstract ideas tangible and vivid.

5. Be concise

People have short attention spans, now more than ever. Don't fight it. Instead, make your argument short and simple. Start strong and end strong.

In the business context, I assume your audience knows you and knows why you are there. Don't waste time and valuable attention on introductions, background, or other unimportant topics. I say jump right in to the heart of your story and grab the audience's curiosity. Storytelling is so important to persuasion that I start with it always, even when I have to take pains to later build credibility and the logical argument.

Practiced prepared remarks enough so that you can speak fluidly. Speak written remarks out loud at least once, even if only to yourself. This will help you catch awkward phrases that don't sound right.

Be animated, speak with energy, and show interest and enthusiasm in your subject. Your excitement shines through to your listeners. But don't let your enthusiasm carry you away. Speak clearly and pace yourself. Get a friend

to point out your "ums" and "ahs" and similar empty words.

Watch your audience carefully for clues as to how you're doing. Help them keep the thread of your story by stepping back on significant transitions: "This is where we are. I just discussed X, and now I am going to move on to Y."

I hope the law and the facts will always be on your side. When they are not, you need to be the best persuader in the room. And that is more a matter of preparation than anything else. I hope today's discussion arms you well for the battles ahead.

* I was inspired in the discussion of Aristotle's Rhetoric by [The Art of Persuasion Hasn't Changed in 2,000 Years](#).

[Question, comment? Contact Career Path columnist James Bellerjeau.](#)

[Learning, networking, and growing. Join us. Become an ACC member now.](#)

Disclaimer: The information in any resource in this website should not be construed as legal advice or as a legal opinion on specific facts, and should not be considered representing the views of its authors, its sponsors, and/or ACC. These resources are not intended as a definitive statement on the subject addressed. Rather, they are intended to serve as a tool providing practical guidance and references for the busy in-house practitioner and other readers. Information/opinions shared are personal and do not represent author's current or previous employer.

ACC News

ACC CLO Survey – Download Today

The **2023 ACC Chief Legal Officers Survey**, conducted in partnership with Exterro, seeks to better understand the role of the CLO in the modern business environment. The survey covers four general topics: the role and reach of the CLO, the value of the legal department to the company, the political and regulatory landscape, and the outlook for the legal department in the coming year. This report provides unparalleled insights directly from CLOs as they share the trends, challenges, and opportunities for the year ahead.

Almost 900 general counsel and chief legal officers from 35 countries representing 20 industry sectors participated in the survey. The results continue to bring focus to the immense value that Legal brings to the business, the growing influence of the CLO within the company's leadership, and the increase in CLO oversight of various corporate functions.

Professional Development Opportunities with your ACC Membership

Do you have goals for professional growth this year? ACC has resources to help you achieve them. Visit ACC's [Career Development Portal](#) to gain insight into improving your in-house career, upload your résumé to ACC's Jobline, or schedule a session with one of the coaches in ACC's Directory of Career Coaches. All members are eligible to receive a complimentary 30-minute session with one of ACC's established coaches.

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.

Welcome New & Renewing Members

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

Gary Albert

Hasbro, Inc.

Marci Alexander

Mainegeneral Health

Courtney Alessio

Catalant

Julainey Almansa

Textron Inc.

Allison Ambrose

Ginkgo Bioworks, Inc.

Maura Anderson

Cell Signaling Technology

Luciana Aquino-Hagedorn

Columbia Center on Sustainable Investing

Xochitl Arteaga

Motus, LLC

Caitlin Barr

BeiGene, Ltd.

Anne-Marie Beliveau

Fidelity Investments

Jwaladeep Burra

MassMutual Financial Group

Nikhil Byahatti

NetScout Systems, Inc.

Jimmy Cao

Moderna, Inc.

Alexander Carrington

Tremont Asset Management LLC

Kenneth Casado

Matthew Cianflone

Katharine Crawford
Veolia North America, LLC

Joe D'Angelo

Cisco Systems, Inc.

Chris Desmond

Cisco Systems, Inc.

Christopher Dunham

Cisco Systems, Inc.

Victoria Fernandez

Cisco Systems, Inc.

Gerard Fischetti

Ginkgo Bioworks, Inc.

Christine Genaitis

Werfen North America

Mary Kate Geraghty

KBR

Jeffrey Giguere

FGX International, Inc.

Jennifer Hawk

Energy North Incorporated

Dustin Hawks

Ginkgo Bioworks, Inc.

Anthony Hugar

Zearn, Inc.

Zachary Jacobson

Ginkgo Bioworks, Inc.

Jeanie Jho

Ginkgo Bioworks, Inc.

Janet Justmann

Hasbro, Inc.

David Kantrowitz

GrubHub

Natalie Langlois

BJ's Wholesale Club

Claire Laporte

Ginkgo Bioworks, Inc.

Sardiaa Leney

Hasbro, Inc.

Kendra Levesque

Hasbro, Inc.

Emily Liu

Moderna, Inc.

Ann Makkiya

Gina Martin

Sevita

Joseph McClintock

Ginkgo Bioworks, Inc.

Andrene McDowall

Joseph McGurrian

Bally's Corporation

Marla Mellino

Hasbro, Inc.

Marissa Meredyth

TIBCO Software Inc.

Nick Mitchell

Hasbro, Inc.

Hili Moore

Toast, Inc.

Annie Morgan

Hollingsworth & Vose

Bill Morlan

Cisco Systems, Inc.

Brian Morrill

Ginkgo Bioworks, Inc.

John Moustis

Angela Neal

DentaQuest

Jason Ng

Ginkgo Bioworks, Inc.

Stephanie North

Hasbro, Inc.

Neha Patel

Moderna, Inc.

Zoe Philippides

Moderna, Inc.

Carolyn Pollet

Marco Quina

Ginkgo Bioworks, Inc.

Gerald Quirk

Syros Pharmaceuticals, Inc.

Anita Ryan

Shoobx, Inc.

Nicole Shams

Hasbro, Inc.

Andrew Smith

Centripetal Networks

Kimberley Smith

Liberty Mutual Insurance

Michael Steinke

Thermo Fisher Scientific Inc.

Jonas Svedlund

Thermo Fisher Scientific Inc.

Corrine Taylor

ExtraHop Networks, Inc.

Karen Tepichin

Ginkgo Bioworks, Inc.

Wendy Thai

Ginkgo Bioworks, Inc.

Briana Whinnie

MaxMind

If you forgot to renew please email membership@acc.com.

ACC-Northeast Member Spotlight

Jermaine Kidd and Donna Killmon



Spotlight sat down with the two newest members of the ACC-Northeast Board, Jermaine Kidd, Director, Corporate Counsel, Litigation, Employment & Operations for Panera Bread, and Donna Killmon, Senior Legal Counsel, Healthcare for Nuance Communications, in order to get to know them a little better.

Please tell us a little bit about your company and your role there. What are your responsibilities and what does a typical day look like?

Jermaine: I just started a new role as Director, Corporate Counsel, Litigation, Employment & Operations for Panera Bread on February 1st. My responsibilities include working across the Employment, Ethics & Compliance, Operations Services and Supply Chain legal teams within the Legal Department and the various business units. My role involves advising and counseling on a range of matters, issues and risks, and supervising litigation and pre-litigation matters. Prior to joining Panera Bread, I was Counsel for Samsonite where I handled employment matters, compliance, and litigation.

Donna: I work at Nuance Communications which was acquired by Microsoft in April 2022. My primary responsibilities include customer and partner agreement drafting and negotiation, as well as advising strategy, product and R&D stakeholders on bringing new products to market. There are no typical days especially because Nuance is slowly integrating with Microsoft which brings new learnings and challenges.

What was your career path? What drove you to become a lawyer? How did you get to where you are?

Jermaine: The summer prior to my senior year in high school, I interned as a Judge David S. Nelson Fellow which is a fellowship program for high school students from the Greater Boston area. Judge Nelson was the first African American appointed to serve on the federal bench for the District of Massachusetts. The program is in dedication to Judge Nelson's commitment to the community and public service. I interned for Judge Reginald C. Lindsay (the second African American appointed to the District of Massachusetts) who became an instru-

mental mentor and role model for me and many others. That entire experience inspired me to become a lawyer. Every summer, I return to the courthouse to speak to the Nelson Fellows about my experiences in college, law school, and in my career. It's a special honor to be a part of Judge Nelson and Judge Lindsay's legacies. In my career, I worked as an associate in Big Law, as an associate for a mid-size firm, served as Labor Counsel for the State Police, served as an Assistant Attorney General in the Trial Division for the Mass. Attorney General's Office, and now as a corporate in-house counsel. Each experience has shaped me as a lawyer and led to where I am today.

Donna: I decided to become an attorney because I did not want to be a doctor or engineer. I went straight from college to law school and started my legal career as a corporate and securities lawyer at a large, international law firm in New York City. I went in-house in 2011 to work more closely with business stakeholders and have more work/life balance.

How did you hear about ACC-Northeast? What made you excited to get involved in the ACC-Northeast?

Jermaine: When I was an associate at a law firm years ago, the firm collaborated with ACC-Northeast on various informative programming and events. I've appreciated the resources and opportunities that the ACC has offered over the years. I'm excited to now serve as a board member!

Donna: I heard about the ACC-Northeast when I was looking for an in-house position; my first involvement with the ACC-Northeast was when I attended a Mini-MBA program with Boston University which I found beneficial. I also worked with someone who was on the ACC-Northeast Board of Directors and learned a lot about the ACC from them. When the ACC-Northeast was looking for additional Program Commit-

tee members, I could not wait to volunteer, and I have been on the Program Committee for over four years. I have met many talented attorneys and nice people at ACC events.



What are your interests and hobbies outside of work? What do you do to decompress and relax?

Jermaine: I enjoy spending time with family, traveling, and great food. I'm a loyal Boston Celtics fan and follow the team closely. I root for all of the local teams; however, the Celtics are in a special category for me and I've been a fan since I can remember through the ups and downs. I also love music: listening at home, attending live shows, and playing music for others. I wouldn't say that I'm a "DJ," but I have equipment and I've "dee-jayed" some significant events for family and friends and at local community events in Brockton.

Donna: My interests outside of work include various physical workouts at the gym, skiing and hiking. Foam rolling and reading help me decompress and relax.

Do you have any advice you have for members, either professionally or personally? This can be advice for those just starting in their careers, or tips for experienced lawyers.

Jermaine: My advice is to not be afraid to step outside of your comfort zone and take on new and different challenges.

Donna: My advice is to take advantage of all the ACC has to offer – educationally, professionally and socially.



BOARD 2023 Predictions

I predict AI will continue to impact and hopefully improve our lives in ways we're probably not even aware of, even though when I asked ChatGPT for 2023 predictions, it gave this very lawyerly disclaimer: "As a language model AI, I don't have the ability to predict the future with certainty"

Score one for the humans, and also lawyers!

Len Ho

Chief Legal Officer, Opensignal

I predict we'll see at least one article suggesting that "Lawyers Will Be Replaced by Robots!" ... and at least one explaining why lawyers will not actually be replaced by robots.

Larry Weiss

Chief Legal Officer, Butterfly Network, Inc.

I predict the Red Sox get off to the best start in team history. I predict President Biden announces he will not seek reelection.

Stephanie S. Lambert

VP, Chief Compliance Officer, NETSCOUT

The recessionary trends and their effects will continue into the second quarter of the year but we will start to see improvement in the back half of the year.

In-house lawyers will be slow to react to how their colleagues are using ChatGPT and will try to put the genie back in the bottle once they realize what is happening.

Congress won't make any progress on federal privacy legislation - or on gun control legislation for that matter.

Someone under the age of 80 will run for President.

Kathleen Patton

General Counsel

Highlighted In-Person Events

December 13, 2022 – Pickleball Party with *Beveridge & Diamond* at PKL in Boston



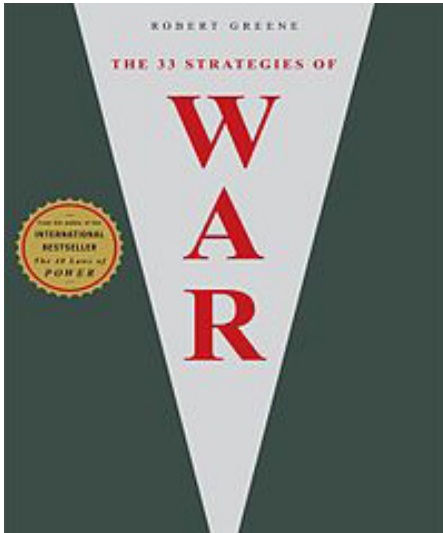
December 14, 2022 – LUNCH & LEARN: Effectively Using AI in Document Review with DISCO in Burlington, MA



February 2, 2023 – Wine Tasting with LinkSquares at Eataly in Boston



ACC-Northeast Book Review



The 33 Strategies of War by Robert Greene

Review by Board Member
Sean Devlin

While speaking with other in-house attorneys about their careers, particularly those who have achieved significant success as GC or CLO of large organizations, their descriptions of the arch of their careers often focus on luck or timing. After all, it is not socially acceptable in polite society to discuss your victories over the subtle, and not so subtle, games of rivals and those who are supposedly on your side.

I feel uncomfortable putting this to paper, but it is often the reality within which we work. Much of our work is adversarial, but to achieve success in a world that values harmony and cooperation, we have to achieve results

with a smile. In *The 33 Strategies of War*, published in 2006, author Robert Greene is speaking to the ACC crowd. Green writes, “The culture may deny this reality and promote a gentler picture, but we know it and feel it, in our battle scars.”

And so, while it is true that luck and timing have much to do with success, behind this success is also a mastery of strategy, or positioning, that has allowed us to capitalize on luck that happens to go our way.

Over the past decade, I’ve worked for several private equity portfolio companies in the utility industry, and I’ve heard more than once the notion that leverage, in and of itself, is neither good nor bad -- leverage simply amplifies the underlying performance of the business.

Much like leverage, luck amplifies positioning. This is not a novel concept. Bruce Lee once said, “You have to create your own luck.”

In the utility industry, safety rules are born in blood. *The 33 Strategies of War* shares lessons learned from blood throughout human existence but applies those lessons to everyday modern life. Greene’s goal is not to encourage individuals to go out and dominate the world and subjugate its peoples. The thrust of his argument is that *appearing* to be passive has become common place these days and supposedly accepting of one’s fate and luck seems to be the cause du jour. But don’t be fooled. Those who are achieving success in this modern

world are synchronized swimmers – graceful above water and thrashing about beneath. Greene is the underwater camera revealing how the graceful dance above is achieved.

Again, this is not a call to aggression, but rather providing lessons in how to successfully navigate all the strategies being utilized by others around us. Beneath the veneer of gentility and politeness that we are all accustomed to in our working and personal lives, we all have been victims at one time or another to those who have employed these strategies on us. The highest strategic achievement is to win without bloodshed. And sometimes, the best defense is offense. Understanding these strategies allows us to recognize their use by others and employ our own countermeasures.

This is not a self-help book to develop an aggressive or a combative personal style. The goal is to help us control our own destinies as much as possible. In order to do so, we need to master strategy. If you’re an experienced in-house attorney, you’ve encountered all of the strategies discussed in the book and likely employed many yourself. Greene organizes these strategies into a useful guide and bundles each lesson with fascinating history and thought-provoking quotes.

I’m a fan of history, and so for me, this book connected my everyday toils in business to the great victories and gaffs of history’s most famous philosopher kings. I highly recommend this book.

ACC NORTHEAST BOOK CLUB LAUNCH

We are hoping to launch a virtual book group this winter. Would you be interested in joining us? We intend to meet every other month. Each member will be responsible for selecting a TBD monthly book and leading the discussion for one session. It will be a fun way to meet people, learn about new books/authors and participate in interesting discussions. The only “rule” is that you must read the book and come prepared to share your thoughts.

If you are interested, please email your name to juliesduffy@gmail.com.



Pro bono opportunities available in the Boston area:

The [Arts & Business Council of Greater Boston](#), trains and places individuals for non-profit board service, and



[Lawyers Clearinghouse](#), has a large roster of non-profits seeking legal assistance on transactional matters, homeless individuals seeking legal advice, and also offers workshops and training.



[Discovering Justice](#), connects students in K-12 with legal professionals (through mentoring and speaking engagements) to help build a deeper understanding of our judicial system and the many paths towards justice.



[Kids in Need of Defense \(KIND\)](#) assists unaccompanied immigrant and refugee children who are fleeing violence and seeking protection in the United States. There is no court appointed counsel in immigration court, even for children, and about 60 percent of unaccompanied children do not have lawyers. Many of the children are eligible to stay in the United States, but without a lawyer, 9 in 10 children will be ordered deported. KIND works to ensure as many children as possible have high quality legal representation by recruiting volunteer lawyers from law firms, corporate legal departments, law schools, and bar associations. KIND's pro bono program provides all the necessary training and guidance and is designed so that no previous immigration experience is required.



[Project Citizenship](#) provides fee legal services to help eligible immigrants in New England apply for U.S. citizenship. From determining eligibility through the naturalization ceremony, we work to make high-quality legal services accessible, focusing on the most disadvantaged and vulnerable communities. We recruit volunteers to participate in-person and/or virtually at citizenship workshops (application assistance or "quality control" review) and at naturalization interviews to represent applicants with disabilities. Training and real-time mentorship is provided; no immigration knowledge or experience is required.



ACC-Northeast New Job Board

On January 10, 2022, we added a new section on our website, entitled [Northeast Chapter Job Board](#). This is a free service for ACC Northeast member companies where in-house attorney job listings can be posted and viewed by all chapter members. Our goal with this page is to help connect chapter members and companies, to help both find jobs or to recruit/hire. Each job posting will appear on the website for two months, and also be emailed to each chapter member via the Northeast Community Forum.

Postings may not explicitly or implicitly discriminate on the basis of race, color, religion, national origin, sex, age, marital status, personal appearance,

sexual orientation, family responsibilities, matriculation, political affiliation, disability, source of income, or place of residence or business, or any other factor prohibited by applicable law.

Job postings coordinated by legal recruiters cannot be listed on this page and instead must be promoted through the ACC In-house Jobline (<https://jobline.acc.com/>). Also, if you are interested in reaching a broader demographic, we suggest you contact ACC headquarters for those opportunities.

To post a job opening on this page*, to report a posting that contains discriminatory language, or if you have a successful outcome (finding a job or

finding a new employee) by using this service, please contact us at joanne.ray@accglobal.com

*Please be sure that the following information is provided for each posting:

- JOB TITLE
- COMPANY NAME
- LOCATION
- JOB DESCRIPTION
- "APPLY AT" LINK OR CONTACT NAME AND EMAIL

Virtual Events

Navigating Today's Privacy Compliance Landscape

Sponsored by Mintz

December 8, 2022

On December 8, 2022, ACC Northeast partnered with Mintz to present a program reviewing the recent complex developments in privacy laws. The panel of attorneys from Mintz presented on the current status of the California Privacy Rights Act and the California Privacy Protection Authority. They covered how to determine its applicability, new changes to categories of data, operational impacts, consumer related rights, and a detailed comparison to privacy regimes in other states. Other topics included key data transfer requirements impacting companies active in the EU or UK, recent enforcement trends and privacy takeaways for 2022 into 2023.

Unlawful Harassment and Discrimination in the Workplace: What You Need to Know

Presented by Pierce Atwood & ACC Northeast

December 15, 2022

Whether a practice is unlawful harassment or discrimination is not always black and white. On December 15, 2022, ACC Northeast partnered with Pierce Atwood to present a training on harassment and discrimination in the modern, post-COVID workplace. Pierce Atwood partners Suzanne King and Katy Rand reviewed various hypothetical fact patterns and asked participants to weigh in with their opinions. After each scenario, the panelist led a discussion about best practices and issues to be aware of. The panelists reviewed the concept of microaggressions, including phrases in daily parlance that people should excise from their vocabulary.

The program was specifically targeted to meet the requirements of Maine's H&D CLE requirement, but all members were welcome to attend.

ACC Northeast is excited to announce that new sponsor Pierce Atwood has agreed to host four events in Portland, Maine in 2023. Stay tuned for details!!

When Legal Budgets Get Tight: What an Economic Slowdown Means for In-House Legal Teams

Presented by PERSUIT

January 31, 2023

It is a common challenge all in-house counsel face – how to do more with less. And with the current state of the economy, lawyers really need to tighten the purse strings. On January 31, 2023, former ACC Northeast President and current board member, Gemma Dreher, Vice President and Managing Counsel at TD Bank, sat down with Dayna Trautwein, Client Partner at PERSUIT, for a virtual fireside chat about cost savings and economies. Ms. Dreher advised that the Legal Department should be treated as any other cost center and discussed recommendations for effective budgeting and reporting. In particular, she discussed the importance of outside counsel management. She recommended taking the time to scope the project and assumptions of what needs to be done, and then asking outside counsel to create a project budget before the work begins. Throughout the project, check in to ensure spend is in line with projections. Considering going out to bid on a project and discussing alternative fee arrangements or fee caps if appropriate. Ms. Dreher also advised attorneys to take advantage of your company's existing data and technology to create reporting and metrics that can keep your spend on track and demonstrate savings and efficiencies to management.

All Webinar Recordings are on ACC-Northeast Website

Materials and/or recordings are uploaded one week after each event/webinar. For your convenience, they will be posted under "Resources" at the following link:

www.acc.com/chapters-networks/chapters/northeast/resources



Come be a part of the C³Initiative where members get together virtually 3 pm on the 3rd day of the week and the 3rd Wednesday of the month

Each session will feature a monthly topic which will be shared in advance

To sign up please email Julie Duffy at northeast-administrator@accglobal.com

Committee Corner Diversity, Equity & Inclusion (DEI) Committee

This quarter's Committee Corner features the Diversity, Equity & Inclusion (DEI) Committee. The Committee is comprised of Lalitha Gunturi (Chair), Jermaine Kidd, Stephanie Molina, and Padma Choudry. The DEI Committee's mission is to create, nurture and sustain a culture that promotes and celebrates diversity, inclusion and equity for ACC Northeast members and their corporate legal departments by participating in and supporting DEI programs, forums, and events. Our DEI programming covers a wide range of diversity, inclusion, and equity topics, with a focus on supporting ACC members reach their full potential within their corporate legal departments by sharing best practices, thought leadership, and providing leadership development tools necessary to address the professional challenges faced by race/ethnic minorities; women; lesbian, gay, bisexual, and transgender lawyers; and people with disabilities. Stay tuned for a kick-off event later in the spring that the DEI Committee is planning along with some of the local affinity bar associations. The DEI Committee is looking for more committee members and volunteers to advance our initiatives. If you are interested in getting involved, please contact Julie Duffy for more information.

COMMITTEE MEMBERS/ VOLUNTEERS WANTED.

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!

Communications Committee

Kelly Whetstone
Patrick Wu

Diversity, Equity & Inclusion Committee

Lalitha Gunthuri
Robin Walker

Membership Committee

James Coughlin

Next Gen Committee

Brian Ciaramicoli
James Coughlin

Practice & Career Management Committee

Alex Aferiat
Sharon Kamowitz

Pro Bono/Civic Engagement Committee

Mitch Appelbaum

Programs Committee

Larry Weiss
Mitch Appelbaum

Women's Initiative Committee

Marisa Murtagh
Kathleen Patton

Upcoming Events

Mark Your Calendar and Plan to Attend:

ACC Northeast 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 participate in a few or ALL of the Chapter Programs happening in 2023.

March 14, 2023

LinkedIn® for In-house Lawyers: Leveraging
Connections for Professional Growth
(virtual)

March 15, 2023

How to Enhance Your Legal Operations
with Contract Lifecycle Management
Software (virtual)

March 16, 2023

Responding to Reports of Harassment
& Discrimination in the Workforce
(in-person)

March 24, 2023

Clinic-in-a-Box® Program (in-person)

March 28, 2023

GC Survey Results-Impact of ESG (virtual)

March 30, 2023

IP Due Diligence - everything You Need to
Know (virtual)

April 27, 2023

DEI Gathering (in person)

[www.acc.com/chapters-networks/
chapters/northeast/events](http://www.acc.com/chapters-networks/chapters/northeast/events)

2023 Sponsors

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ACC Northeast Member Survey:

Thank you for filling out the recent survey. We gained valuable information and ideas from those that filled out the survey. Be on the lookout for a schedule of “Listening Sessions” in which Board Members share the results with members and solicit more feedback.

VT Members Monthly Call.

Please plan to meet other VT in-house over Zoom as we connect and share knowledge.

Calls are scheduled for the second Wed. of Month from 10:30-11:00.

If you want to attend, please contact juliesduffy@gmail.com to add name to get calendar invite.



ACC Association of Corporate Counsel
NORTHEAST

AROUND THE IN-HOUSE PODCAST

Ruchi Sisodia Shah
Senior Counsel,
Boston Scientific

Alex Aferiat
Managing Legal Counsel,
Boston Consulting Group

Jermaine Kidd
Corporate Counsel,
Panera



ACC Association of Corporate Counsel
NORTHEAST

CELEBRATING
WBA
BY WOMEN'S BAR ASSOCIATION
45 YEARS

ACC-Northeast looks forward to collaborating with the Women's Bar Association and congratulates them on 45 years of supporting women lawyers.

ACC Northeast Board of Directors

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