

Diversity News

First Quarter 2018

(Monthly Calendar)

January

Mentoring Month

February

Black History Month

March

Women's History Month

April

Older Americans Month

May

Asian Pacific American Heritage Month

June

Gay & Lesbian Pride Month

July

Diversity Awareness Month

August

Work-Life Balance Month

September

Hispanic Heritage Month

October

Disability Employment Awareness Month

November

American Indian Heritage Month

December

Universal Human Rights Month



Charlotte C&S Associate Alysja Carlisle; Charlotte C&S Partner Sid Shenoy; and Winston-Salem C&S Associate Vivian Coates

Womble Bond Dickinson Team Takes Part in NAPABA Annual Convention

NOVEMBER 6, 2017

WASHINGTON, DC — A team of Womble Bond Dickinson (US) lawyers was among the hundreds taking part in the 29th Annual National Asian Pacific American Bar Association (NAPABA) Convention, held Nov. 2-5 in Washington, D.C.

Alysja Carlyle, Vivian Coates, Tony Chen, Kevin Lyn, Alex Park, Gemma Saluta, Sid Shenoy and Joann Waters represented the firm at the event. Noel Francisco, Solicitor General of the United States, served as the keynote speaker.

The NAPABA Convention is an annual gathering of Asian Pacific American attorneys, judges, law professors, and law students. NAPABA represents the interests of over 50,000 attorneys and over 80 national, state, and local Asian Pacific American bar associations. Its members include solo practitioners, large firm lawyers, corporate counsel, legal service and non-profit attorneys, and lawyers serving at all levels of government.

(Diversity Committee)

Kevin Lyn (Co-chair)
Raleigh, x8151

Beth Jones (Co-chair)
Raleigh, x8177

Alison Bost (Vice-chair)
Charlotte, x6328

Lauren Anderson
Raleigh, x8127

Daniel Attaway
Wilmington, x4365

Loryn Buckner
Winston-Salem, x3732

Ashley Bynoe
Atlanta, x7482

Todd Carroll
Columbia, x7730

Sarah Cibik
Raleigh, x8192

Brent O.E. Clinkscale
Greenville, x5408

Nicole Dashiell
Charlotte, x6338

Barbara Fountain
Greenville, x5997

Tatiana Garcia
Charlotte, x6350

Kevin Hall
Columbia, x7710

Todd Harris
Tysons Corner, x2267

Debbie Israel
DC, x2246

Debbie Johnson
Columbia, x7707

Ericka Johnson
Wilmington, x4337

Ari Katz
Atlanta, x2442

Ashley Kelley
Charleston, x4679

Sterling Laney
Greenville, x5429

Lawrence Matthews
Winston-Salem, x2546

Philip Mohr
Greensboro, x3577

Tiffani Otey
Winston-Salem, x3629



[Alysja Carlisle](#) advises corporate clients in general corporate matters such as contracts, acquisitions, and merger and sale transactions. She also assists entrepreneurs and start-up companies in formation and private Regulation D offerings.



[Vivian Coates](#) represents public and private companies and venture capital/private equity firms in public offerings and private placements of debt and equity securities. She also counsels companies on mergers and acquisitions, recapitalizations, and commercial lending transactions. Her experience extends to securities law matters, corporate governance, executive compensation, and employment matters.



[Tony Chen](#) focuses his intellectual property practice on patent preparation and prosecution, primarily in the electrical, software and related technical fields. He also counsels clients on patent infringement and validity matters as well as patent portfolio management.



[Kevin Lyn](#) is an experienced Intellectual Property attorney who helps clients prepare, prosecute and commercialize patents. He has counseled clients on matters related to mechanical, electrical, electromechanical, business method, software and Internet-related technologies. Lyn is the Co-Chair of Womble Bond Dickinson's Diversity Committee.



[Alex Park](#)'s practice focuses on advising and guiding clients on their critical business and capital market transactions and general corporate and securities matters, with a particular emphasis on real estate, technology, government contracts and start-up enterprises.



[Gemma Saluta](#) defends large insurance carriers in first-party bad faith litigation. She has handled claims involve property, liability, automobile, directors' and officers', errors and omissions, and UM/UIM policies. She has defended cases involving dishonesty exception, insured contract provisions, water exclusions, alleged misconduct of third-party vendors, claims handling, wrongful procurement, and valuation of settlements.



Charlotte C&S Partner Sid Shenoy; Keynote Speaker Solicitor General Noel Francisco; US Department of Justice, Civil Division, Trial Attorney Deepthy Kishore; and Assistant US Attorney Sanjeev Bhasker



Alysja Carlisle pictured second from left

Diversity Committee

Laramie Paras
Greenville, x5435

Nik Patel
Atlanta, x7514

Kate Rooney Thomson
DC, x4506

Pamela Rothenberg
DC, x4422

Mark Schamel
DC, x4481

Sudhir Shenoy
Charlotte, x4970

Cate Stuart-Hodges
Atlanta, x7452

Betty Temple
Greenville, x5415

Russell Thomas
DC, x4552

Nancy Urizar
Baltimore, x5807

Nick Vaughan
Raleigh, x2127

Randolph Vesprey
Wilmington, x4369

Joann Waters
Winston-Salem, x3781



Sid Shenoy advises both public and privately held companies on a variety of corporate and securities matters. He routinely assists public companies regarding their periodic reporting, compliance and disclosure obligations and corporate governance matters.



Joann Waters brings a client's perspective to Womble Bond Dickinson's Case Management Facility due to her defense work for a Fortune 500 company before joining the CMF practice team as a liaison attorney to a major pharmaceutical client.



Carri Bennet speaking as part of the DC Insiders' Perspective roundtable at the NTCA 2018 Rural Telecom Industry Meeting & Expo (RTIME)

Contributors

Heather Allison
Alison Bost
Bruce Buchanan
Cristy Carter

AUSTIN, TX — The annual NTCA Rural Telecom Industry Meeting & Expo (RTIME) is rural America's largest annual telecommunications industry event. As a law firm devoted to serving the rural telecom sector, Womble Bond Dickinson (US) was well-represented at RTIME in a number of ways.



Carri Bennet, a partner in the firm's Communications, Technology and Media group, was a speaker in the DC Insiders' Perspective roundtable during RTIME's closing session. Bennet and other panelists discussed impending opportunities presented by the

Connect America Phase 2 auction and other universal service reforms, political dynamics on Capitol Hill and at the FCC, and how rural providers' advocacy must evolve to engage and persuade the decision-makers in Washington today. They also spoke about the government's role in net neutrality, cybersecurity, network reliability and telecom infrastructure initiatives.

After hours, the Womble Bond Dickinson team and conference attendees had the chance to interact in a more casual setting during a firm-hosted Hoe Down at the Broken Spoke, one of the last true Texas dance halls.

“Our rural clients loved the opportunity to reconnect in a casual setting and learn more about the firm.”

“Our rural clients loved the opportunity to reconnect in a casual setting and learn more about the firm. The event proved to be a great way to showcase our new capabilities and inform our clients that “big law” doesn’t mean we are stuffy, formal or fancy. We love the work we do for our clientele and are thrilled that the rest of the firm will have the opportunity to work with over 900 dedicated, hard-working, technology-focused companies passionately committed to serving rural America,” said Bennet,

Womble Bond Dickinson also was a sponsor at the Foundation for Rural Service (FRS) fundraiser event held during RTIME.

In addition to Bennet, Womble Bond Dickinson attendees included attorneys [Erin Fitzgerald](#), [Bob Silverman](#), [Marty Stern](#) and [Daryl Zakov](#) as well as Marketing Manager Angela Long.

“Make no mistake. Rural broadband is a force to be reckoned with” added Stern, who leads the team. “I was particularly struck by the sheer number of folks attending RTIME, and the energy and buzz surrounding all things rural broadband that was evident throughout the conference.”

RTIME is presented by NTCA, the Rural Broadband Association.

North Carolina Lawyers Weekly Interviews Alyse Young on Pro Bono Work, N.C. Pro Bono Resource Center

MARCH 16, 2018

“... I think that the Pro Bono Resource Center gives a more systematic approach to connecting attorneys to pro bono work ...”

WINSTON-SALEM, NC — The North Carolina Pro Bono Resource Center was formed in 2016 to help increase pro bono participation and productivity among the state’s attorneys. In a recent issue of North Carolina Lawyers Weekly, Womble Bond Dickinson’s Alyse Young discusses how the PBRC helped her with a pro bono project.

Young is helping a non-profit organization form a for-profit subsidiary. The PBRC knew Young’s skills and helped match her with the client.

“Often, you do the pro bono work that you happen to come across, and I think that the Pro Bono Resource Center gives a more systematic approach to connecting attorneys to pro bono work, which I think is helpful, especially for attorneys who are busy and may not want to have to go look for pro bono work, but who want to take on a project,” Young tells North Carolina Lawyers Weekly.

[Click here](#) to read “Resource Center seeks to make doing pro bono easier” in North Carolina Lawyers Weekly (subscription required).



[Alyse Young](#) has diverse experience representing clients in a variety of transactions

and corporate matters, including acquisitions, divestitures, mergers, corporate reorganizations and general corporate governance matters. She serves on the firm’s Winston-Salem Pro Bono Subcommittee and her pro bono work includes humanitarian immigration relief for victims of human trafficking.

Stephanie Yarbrough, Brandy Davis, Laramie Paras Take Part in SCBIO Boot Camp

MARCH 16, 2018

COLUMBIA, SC — Womble Bond Dickinson (US) economic development lawyer Stephanie Yarbrough helped lead a half-day South Carolina Life Sciences Boot Camp: Essentials of a Growing Industry. The event took place March 14 at the University of South Carolina's Arnold School of Public Health and is presented by SCBIO.

Yarbrough spoke on M&A in Life Science Economic Development. Womble Bond Dickinson (US) attorneys Brandy Davis and Laramie Paras also attended the Boot Camp.

Yarbrough is a Board Member of the SCBIO Board of Directors. She also serves on the SCBIO Executive Committee and as Annual Conference Chair. Davis is on the SCBIO Industry and Innovation Council, while Paras serves on the SCBIO Annual Conference Planning Committee.

SC BIO is a statewide, not-for-profit, public/private life sciences industry association and economic development organization formed to actively promote, build, support, expand, and convene South Carolina's life sciences industry. The group is the official state affiliate of BIO—the US Biotechnology Innovation Organization.



[Stephanie Yarbrough](#) has played a role in many of South Carolina's largest economic

development deals of the past 20 years. She works closely with companies seeking to expand or relocate operations to the Carolinas and the Southeastern United States. Her efforts on behalf of clients have led to the creation of thousands of new jobs and billions of dollars in new investments. When the New York Times profiled Charleston's economic boom in 2017, Yarbrough was one of the local leaders the Times turned to for insight.



[Brandy Davis](#) focuses her practice on commercial lending, banking transactions and business and

commercial transactions. She works with financial institutions and other corporate clients in syndicated and single-bank financing facilities, secured and unsecured credit facilities, and real estate finance transactions.



[Laramie Paras](#) advises hospitals, healthcare systems, and other providers on issues involving HIPAA

Privacy and Security as well as the federal fraud and abuse laws. Prior to joining Womble Bond Dickinson (US), she was a physical therapist for over 10 years.

“SCBIO was formed to actively promote, build, support, expand, and convene South Carolina's life sciences industry.”



Laramie Paras and Stephanie Yarbrough at SCBIO

Arbitration On Tour: Brent Clinkscale Speaks at Four Atlanta Arbitration Conferences

Womble Bond Dickinson's Brent Clinkscale spoke at four recent arbitration conferences in Atlanta:

- Clinkscale helped [lead a discussion](#) on "Ethics 1.0" at the 11th Annual Arbitration Institute. The event took place Feb. 23 and was presented by the State Bar of Georgia and the Institute of Continuing Legal Education.
- On March 5, [he took part in a panel discussion](#) on "Introduction to International Commercial Arbitration." This introductory session provided a brief history and overview of international commercial arbitration. Topics covered include definition, advantages and disadvantages, and types of arbitrations, legal framework (New York Convention, FAA Chapter Two, UNCITRAL Model Law, soft-law), role of the seat and *lex arbitri*. The panel discussion was part of an International Chamber of Commerce (ICC) conference on international arbitration and ICC arbitration procedures.
- Then, on March 6, Clinkscale took part in [the inaugural Global Arbitration Review Live Atlanta](#) conference. He participated in a panel discussion on "The Year in Review—Cases, Institutional Developments, Politics." Panelists discussed the most significant recent developments within and outside the US pertaining to international commercial arbitration. They also spoke about international arbitration trends moving forward, and how recent political developments (such as Brexit and the election of Donald Trump) changed or will change the landscape of international arbitration.
- Finally, on March 7, [Clinkscale was a featured speaker](#) at "Spotlight of Diversity: Professional Perspectives on Building an Alternative Dispute Resolution (ADR) Practice."



[Brent Clinkscale](#) is a veteran litigator and advocate in both trials and arbitrations and has tried numerous

cases in both federal and state courts. Clinkscale's concentration is in business litigation, including both domestic and international arbitrations. He is a partner in Womble Bond Dickinson's Greenville, S.C. office. He serves on the AtlIAS

Executive Committee of and is a member of the consulting group for the American Law Institute Restatement of the U.S. Law on International Commercial Arbitration. Also as a member of the International Arbitration Committee of the

ABA Section of International Law, Clinkscale is serving as co-editor for the Committee's 2018 newsletter which will be a series of articles on the impact of the Restatement of the US Law on International Commercial Arbitration.

Nellie Shipley Sullivan Discusses Emerging Construction Trends at Multifamily Forum Southeast

MARCH 8, 2018

ATLANTA—The construction industry is ever-changing, with costs, tenant habits and transportation being among the issues constantly in flux. With those changes, developers, planners and builders are constantly looking for new and better ways to do business.

Womble Bond Dickinson attorney Nellie Shipley Sullivan moderated a session on “Building a Better Tomorrow: Emerging Construction Trends” at the Marcus & Millichap/IPA [Multifamily Forum Southeast](#), which took place March 22 in Atlanta.

Joining Sullivan for the panel discussion were Waypoint Residential Senior Vice President – Development Construction Management Kelly Carter, Banko Design Director of Business Development Linda Gerety, and Hathaway Development Partner Nick Hathaway.

The Emerging Construction Trends session was one of many at Multifamily Forum Southeast. Other topics that were addressed included:

- A comparison of national versus southeast construction markets;
- Key factors in regional growth;
- Successful development strategies in uncertain markets;
- The evolution of property management; and
- Federal, state and local energy and specialty tax incentives.

Multifamily Forum Southeast brought together multifamily owners, investors, managers and developers to create an in-person marketplace for learning, discovery, networking and deal making.



Nellie Shipley Sullivan has helped drive a broad variety of commercial real estate projects in over 20 years of practicing law. She has deep experience in corporate real estate, including portfolio management, expansions and relocations, and developer projects, including single-family, apartments and assisted living. She also assists clients with economic development incentives and other programs.

Former GM Executive Jackie Parker Speaks on Leadership Issues as part of Womble Bond Dickinson Diversity Speaker Series

MARCH 7, 2018



Jackie Parker, President and Founder of JWP Consulting LLC

ATLANTA—Womble Bond Dickinson Diversity Speaker Series continued with a March 7 presentation by former General Motors executive Jackie Parker. In her presentation, Parker shared her leadership principles for success in today's workplace and her experience creating inclusive environments.

As GM's Director of Global Philanthropy, Parker successfully launched the company's Corporate Giving Strategy. She also previously served as President of the General Motors Foundation.

Parker also was the pioneer founder of Newell Rubbermaid's CSR strategy including launching operations for Inclusion and Diversity and the

Newell Rubbermaid Foundation. With a vast corporate background, she previously held positions with PepsiCo, Nabisco Foods, Campbell Soup Company and Quaker Oats. Currently, Parker serves as President and Founder of JWP Consulting LLC, a consulting firm that helps corporations and nonprofits design and implement strategies to achieve social impact.

The event was held live in Atlanta office and streamed to other Womble Bond Dickinson (US) offices.

Parker's discussion was organized by the firm's Diversity Committee. [Click here to learn more about Diversity at Womble Bond Dickinson.](#)

Women of Womble Bond Dickinson (WOW) Lead the Firm into International Women's Day, Women's History Month

MARCH 6, 2018



[Cathy A. Hinger](#),
Partner



[Debbie Israel](#),
Partner



[Lela M. Ames](#),
Partner



[Ana Jara](#),
Associate



[Victoria A. Bruno](#),
Of Counsel



[Rebecca Jacobs
Goldman](#),
Of Counsel

Womble Bond Dickinson joined many others around the world in honoring International Women's Day on March 8 and Women's History Month in March. The firm's Women of Womble initiative led these efforts.

[International Women's Day](#) is an annual global event celebrating the social, economic, cultural, and political achievements of women. With that in mind, the firm welcomed DC Superior Court Judge Carol Dalton for a lunchtime discussion on her inspiring rise to the bench and her thoughts on issues facing women in the judiciary. Judge Dalton's discussion took place in the firm's Washington, D.C. office and was streamed to Womble Bond

Dickinson's other offices in the US and UK. Ana Jara, who clerked for Judge Dalton before joining the firm, worked with Women of Womble leader Cathy Hinger and Debbie Israel to organize the event.

In addition, Women of Womble organized a women-focused charity drive. Contributors were able to wear jeans and/or purple (the signature color of International Women's Day) in exchange for a \$5 donation to [Dress for Success](#). Dress for Success is an international not-for-profit organization that empowers women to achieve economic independence by providing a network of support, professional attire and the development tools to help women

thrive in work and in life. Since starting operations in 1997, Dress for Success has expanded to more than 150 cities in 30 countries and has helped more than one million women work towards self-sufficiency.

On social media, Womble Bond Dickinson team members took part in the International Women's Day #PressforProgress campaign. Lawyers and staff members shared

selfie cards with messages such as "I will challenge stereotypes and bias" and "We will forge positive visibility of women."

Hinger and attorneys Lela Ames, Victoria Bruno and Rebecca Jacobs Goldman organized these efforts.

#WBD #InternationalWomensDay
#PressforProgress

Stephanie Yarbrough Discusses Impact of New Federal Tax Law on Foreign Direct Investment with FDI Intelligence

MARCH 6, 2018

CHARLESTON, SC — A reduction in federal corporate tax rates could benefit foreign direct investment (FDI) in the US.

Womble Bond Dickinson (US) economic development lawyer Stephanie Yarbrough discussed the implications of the recent tax law overhaul with FDI Intelligence. The new law reduces the US corporate tax rate from 35 percent to 21 percent, and Yarbrough said that could have a major impact on foreign direct investment.

For example, Yarbrough said the change in tax rates "could prove to be a tipping point when compared with Mexico's corporate rate of 30 percent" when a company is choosing to expand in either Mexico or the US.

In her practice, Yarbrough frequently works with growing global companies. She has worked with Asian and European corporations to establish manufacturing operations in the Southeastern US.

FDI Intelligence is a specialist division of The Financial Times, providing industry-leading insight and analysis on cross-border expansion, greenfield inward investment and foreign direct investment trends.

[Click here to read "How Will Trump's Tax Attack Impact Global FDI?" in FDI Intelligence.](#)



Stephanie Yarbrough

has played a role in many of South Carolina's largest economic development deals of the past 20 years. She works closely with companies seeking to expand or relocate operations to the Carolinas and the Southeastern United States. Her efforts on behalf of clients have led to the creation of thousands of new jobs and billions of dollars in new investments. When the New York Times profiled Charleston's economic boom in 2017, Yarbrough was one of the local leaders the Times turned to for insight.

"The new law reduces the US corporate tax rate from 35 percent to 21 percent, and Yarbrough said that could have a major impact on foreign direct investment."

Erin Fitzgerald Testifies on Rural Broadband and the Business Case for Small Carriers Before House Small Business Joint Subcommittee

MARCH 6, 2018

“What will happen when all mobile wireless carriers in the U.S. are LTE-only and no longer use circuit-switched networks to complete voice telephone calls?”

WASHINGTON, DC — Womble Bond Dickinson (US) telecom attorney and Rural Wireless Association, Inc. (RWA) Regulatory Counsel Erin Fitzgerald testified before a joint congressional subcommittee on the challenges of providing wireless broadband to America’s rural communities. Fitzgerald’s testimony before the U.S. House of Representatives Small Business Joint Subcommittee took place March 6.

Representing the RWA, Fitzgerald outlined the challenges facing many rural broadband carriers. For example, nationwide carriers often do not offer customers access to rural roaming coverage on small carrier networks.

“RWA members operate in areas where low population density, extreme weather conditions, and difficult terrain make doing so an expensive and challenging task. Insufficient spectrum access, a dysfunctional data roaming market, and declining universal service support exacerbate those challenges,” Fitzgerald said. Rural providers typically make every effort to provide coverage throughout their service area, she said, rather than only focusing coverage on population centers and major highways.

In addition, the RWA has concerns about the transition to Voice over LTE and related roaming issues.

“What will happen when all mobile wireless carriers in the U.S. are LTE-only and no longer use circuit-switched networks to complete voice telephone calls? Will this mean that rural consumers will be unable to place a simple voice telephone call because large carriers refuse to enter into Voice over LTE roaming

agreements?” Fitzgerald told lawmakers.

In addition, Fitzgerald and the RWA offered concrete steps that can benefit small rural carriers and their customers, such as the use of small geographic license sizes, bidding credits, and a “keep-what-you-serve” approach to spectrum licensing.

She also stressed to lawmakers the importance of rural wireless carriers to the communities they serve. “Networks operated by small, rural-based wireless service providers promote public safety, encourage innovation and economic development, enable more efficient energy and agriculture production, and support telehealth and distance learning applications,” Fitzgerald said.

[Click here to read Fitzgerald’s full testimony before the U.S. House of Representatives Small Business Joint Subcommittee.](#)



[Erin Fitzgerald](#) advises telecommunications carriers, broadband service providers,

and technology companies on complex commercial and regulatory matters. Erin also serves as Regulatory Counsel to the Rural Wireless Association (RWA) and has extensive experience on issues regarding privacy/data protection, spectrum auctions, universal service, broadband deployment, data roaming, network neutrality, and wireless licensing. Erin advocates in rulemaking and policymaking proceedings on behalf of RWA as well as individual clients, and frequently appears before the Federal Communications Commission (FCC).

Womble Bond Dickinson's Carri Bennet Elected Vice President of Foundation for Rural Service

MARCH 6, 2018

“FRS and NTCA work hard to ensure that rural voices are heard in the national dialogue on telecom and broadband issues.”

WASHINGTON, DC—Womble Bond Dickinson (US) telecom lawyer Carri Bennet has been elected Vice President of the Foundation for Rural Service's Board of Directors. Bennet previously served as Secretary-Treasurer of the Board.

The Foundation for Rural Service (FRS) works to enhance the quality of life in America by advancing an understanding of rural issues. FRS was established in 1994 as a non-profit 501(c)(3) by NTCA—The Rural Broadband Association and plays a unique role within the telecommunications industry by supporting rural telecom companies, consumers, and policymakers with educational information, products, and programming.

FRS offers programs to help rural youth develop into community leaders and grants to improve the quality of life in rural communities. The organization also hosts an annual tour for Congressional staffers to leave D.C. and visit a rural area of America.

“FRS and NTCA work hard to ensure

that rural voices are heard in the national dialogue on telecom and broadband issues,” Bennet said. “I am honored to help lead FRS as it continues this vital mission of bringing broadband services to rural citizens. By deploying broadband in rural America where our natural resources and agricultural production reside means more efficiency in bringing these resources to urban America. Broadband is the key to strengthening all of America.”



Carri Bennet

has more than three decades of experience representing wireline, wireless

and broadband communications providers, as well as commercial and noncommercial broadcasters, in regulatory compliance matters. She has a particular focus on advocating for small rural carriers, including serving as General Counsel to the Rural Wireless Association. Bennet represents telecom industry clients before the FCC, state regulatory agencies, the courts, and Congress.

Pam Rothenberg, Shelters to Shuttlers' Chris Finlay Discuss Impact Economy on Bootstrapped Podcast

FEBRUARY 27, 2018

WASHINGTON, DC—Womble Bond Dickinson's Pam Rothenberg was a guest on Bootstrapped, a podcast featuring founders, investors and serial entrepreneurs produced by the University of Maryland's Dingman Center for Entrepreneurship.

Rothenberg and Shelters to Shuttlers Founder and Chairman Chris Finlay joined the show to discuss Shelters to Shuttlers' work with apartment

community owners to provide full-time employment and sustainable housing to the homeless. They also discussed Womble Bond Dickinson's service to the Impact Economy—companies that combine the desire to address a social problem with wealth creation. Rothenberg and the Impact Economy team have worked closely with Shelters to Shuttlers and she serves on its Board of Directors.

[Click here to listen to Pam Rothenberg and Chris Finlay on Bootstrapped.](#)

And [click here to learn more about Womble Bond Dickinson's service to the Impact Economy.](#)



[Pam Rothenberg](#) counsels companies in the growing Impact Economy, ranging from large legacy businesses to newly formed entrepreneurial ventures, to facilitate their participation in Impact. She also has extensive experience in a wide range of commercial real estate transactions, having worked with clients to acquire, sell, develop, lease and finance major commercial, multi-family, and mixed-use projects.

ArtsGreensboro Announces Thomas & Jill White as Co-Chairs of the 2018 Annual Community-wide Campaign for the Arts

FEBRUARY 26, 2018

GREENSBORO, NC — ArtsGreensboro announced that Thomas and [Jill White](#) will serve as the 2018 Co-Chairs for the community-wide Annual Arts Fund Campaign- Guilford County's largest comprehensive annual fundraising effort to support arts organizations, initiatives, and critical infrastructure.



Jill currently serves as Secretary on the Board of Directors for ArtsGreensboro and is an attorney with

Womble Bond Dickinson (US). As an accomplished litigator and thought leader in labor and employment law, she has successfully defended lawsuits filed in both state and federal courts as well as in proceedings before administrative agencies, including the Equal Employment Opportunity Commission and the Department of Labor.

Thomas joins the 2018 Annual Community-wide Campaign for the Arts with over ten years of real estate experience. He currently serves as Ardmore's Executive VP and Broker-In-Charge as well as President and Operating Manager of Whitewood Construction, which specializes in the efficient and cost-effective building of

high-quality apartments that provide strong returns to Ardmore investors and customers. Mr. White is also a member of the Piedmont Triad Apartment Association as well as the Apartment Association of North Carolina.

The 2018 Annual Community-wide Campaign for the Arts raises funds through contributions from individuals, foundations, local and state governments as well as contributions from businesses and corporations. "Arts and culture add great value to our community," noted Tom Phillion, President & CEO of ArtsGreensboro- the city's art council and community catalyst. "Not only do they engage, inspire, entertain and connect us- arts & culture are also an economic engine for our community, with an incredible return on investment, both socially and economically."

About ArtsGreensboro

With an annual budget of approximately \$3.5 million, ArtsGreensboro is a catalyst for innovation to build recognition and support for the arts. Through its annual community-wide Campaign for the Arts- supported grant

"Arts and culture add great value to our community," noted Tom Phillion, President & CEO of ArtsGreensboro- the city's art council and community catalyst.

programs, the 17DAYS Arts & Culture Festival, and other opportunities including the North Carolina Folk Festival and the Van Dyke Performance Space, ArtsGreensboro is driving the health and vitality of

our community by supporting arts education, celebrating the diversity of Greensboro, and driving economic impact through excellence in arts programming. artsgreensboro.org

Sonny Haynes Named Leadership Council on Legal Diversity Fellow

FEBRUARY 22, 2018

WINSTON-SALEM, NC — Womble Bond Dickinson (US) has chosen Sonny Haynes to be a member of the 2018 class of Fellows, participating in a landmark program created by the Leadership Council on Legal Diversity (LCLD) to identify, train, and advance the next generation of leaders in the legal profession.

According to LCLD President Robert J. Grey, Jr., the LCLD Fellows Program offers participants “a year-long, in-depth program devoted to relationship-building, in-person training, peer-group projects, and extensive contact with LCLD’s top leadership and the best teachers in the business.”

Founded in 2009, LCLD is a growing organization of more than 285 corporate chief legal officers and law firm managing partners who are personally committed to creating a more diverse and inclusive legal profession. The LCLD Fellows Program, which has trained more than a thousand mid-career attorneys since 2011, is one of LCLD’s most important initiatives.

For more information, visit www.lclldnet.org.



Sonny Haynes has a broad range of litigation experience from complaint to verdict and on

appeal. She regularly defends lawsuits involving product liability, civil rights, governmental torts, and employment discrimination.

Erin Fitzgerald Speaks on Cybersecurity Challenges for Businesses with South Dakota Network

FEBRUARY 22, 2018

“Cybersecurity is a constant, ever-changing need, rather than something that can be addressed once and then forgotten.”

WASHINGTON, DC — After a number of high-profile commercial cyberattacks, business leaders are becoming increasingly aware of the need for a cybersecurity plan of action.

Womble Bond Dickinson (US) Communications, Technology & Media lawyer Erin Fitzgerald discussed this growing need with the South Dakota Network LLC. She

said failure to plan for cyber attacks can put a company and its board of directors in jeopardy.

“Company boards have a duty of care. They have a duty to the company that they serve. And they can be found to have breached that duty of care if they don’t take sufficient action,” she said.

In addition, she said cybersecurity is a constant, ever-changing need,

rather than something that can be addressed once and then forgotten. As online threats change, so, too, must the response, she said.

“You have to start, and once you start you probably won’t stop. That’s how it’s got to be,” she said. Her cybersecurity best practices include:

Develop a cybersecurity compliance plan that includes both an incident response and recovery process;

Perform an annual cyber health check, and meet with senior staff to review any risks or issues;

Realize that working with third-party providers that connect with the company’s network can bring about risks;

Require all major data breach attempts to be reported to the Board of Directors – not just the successful breaches. Create a safe environment for reporting cyber attacks.

Make sure that managers are informed of and can communicate the company’s cybersecurity protocols;

Ensure that a chief information

security officer is reporting at an appropriately high level of the organization; and

Verify that the company has adequate cyber insurance coverage.

[Click here to read “Cybersecurity planning has evolved into a high-level duty” by the South Dakota Network LLC.](#)



[Erin Fitzgerald](#) advises telecommunications carriers, broadband service providers, and technology companies on complex commercial and regulatory matters. Erin also serves as Regulatory Counsel to the Rural Wireless Association (RWA) and has extensive experience on issues regarding privacy/data protection, spectrum auctions, universal service, broadband deployment, data roaming, network neutrality, and wireless licensing. Erin advocates in rulemaking and policymaking proceedings on behalf of RWA as well as individual clients, and frequently appears before the Federal Communications Commission (FCC).

Womble Bond Dickinson Team Takes Part in 2018 HRC North Carolina Gala

FEBRUARY 20, 2018

CHARLOTTE, NC — New firm name. The same commitment to equality.

Womble Bond Dickinson (US) supports the Human Rights Campaign and its goals of ending discrimination against LGBTQ citizens and achieving fundamental fairness and equality for all. With that in mind, a Womble Bond Dickinson team of attorneys Jim Cooley, Kevin Hall and Jeff Jackson and Client Services Director Sylvia Stock represented the firm at the 2018 HRC North Carolina Gala. The 23rd annual event took place Feb. 17 in Charlotte, and is one of the largest HRC fundraisers in the country.

HRC National Press Secretary and author Sarah McBride was the keynote speaker for the event and Tatiana Maslany, an actress who gained prominence in “Orphan Black,” received the 2018 award and recognition as an ally for LGBTQ equality on screen.

Womble Bond Dickinson (US) has earned a perfect score of 100 on the HRC’s Corporate Equality Index each of the past four years and is designated as a “Best Place to Work” for LGBTQ equality by the HRC.



[Jim D. Cooley](#),
Partner



[Jeff Jackson](#),
Counsel



[Kevin A. Hall](#),
Partner



[Sylvia Stock](#),
Client Services
Director



Kevin Hall, Sylvia Stock, Jeff Jackson and Jim Cooley at the 2018 HRC North Carolina Gala

ACC Baltimore Chapter Publishes Victoria Bruno's Article on The Broker Protocol

FEBRUARY 14, 2018

BALTIMORE, MD—In the brokerage industry, the Broker Protocol is a voluntary agreement outlining when and how departing advisors may ask clients to transfer their business. The Broker Protocol is intended to limit costly battles between brokerage firms over top clients.

However, industry giants Morgan Stanley and UBS recently withdrew from the Broker Protocols, leading many to speculate that the voluntary standards may be abandoned entirely. Womble Bond Dickinson's Victoria Bruno explores the latest developments—and the future of the Broker Protocol—in a new article titled “The Broker Protocol: End of an Era?”

Bruno's article recently was published by the Association of Corporate Counsel Baltimore Chapter in the FOCUS newsletter.

[Click here to read “The Broker Protocol: End of an Era?” by Victoria Bruno.](#)



[Victoria Bruno](#) is an experienced business litigator who has handled every stage of civil litigation

through trial and appeal in state and federal court around the country. She regularly counsels clients on issues involving reputation management and corporate social responsibility. Bruno has represented major US retailers, manufacturers, and insurers in a variety of business disputes involving breach of contract, fraud, professional malpractice, deceptive trade practices and discrimination.

Elizabeth Lee Named Managing Partner of Womble Bond Dickinson's Washington, D.C. office

FEBRUARY 8, 2018



WASHINGTON, DC — [Elizabeth Lee](#) is the new Managing Partner of Womble Bond Dickinson's Washington, D.C. office, effective Feb. 1, 2018. Lee, a real estate finance lawyer who has practiced at the firm since 1989, also currently serves as Chair of the American Bar Association's Section of Real Property, Trust and Estate Law.

Lee's practice includes guiding life insurance companies, banks, and other financial institutions through complex secured lending transactions. Clients rely on her to structure and negotiate eight- and nine-figure commercial real estate loans in the D.C. area and across the country. In the community, Lee serves as Senior Warden of Grace Episcopal Church and recently helped lead that historic building's award-winning restoration project.

As Office Managing Partner, Lee will lead a team of 40 lawyers and 72 total team members.

She replaces long-time Womble Bond Dickinson D.C. Office Managing Partner Pam Rothenberg, who led the D.C. office for the last 13 years. During her tenure, Pam worked to establish

a collaborative and innovative office culture. She started Operation Access, which was an initiative where Womble lawyers provided legal and business guidance to existing or aspiring entrepreneurs in the Washington, D.C. region. She also introduced Womble to the Gallup Organization and engaged the entire DC office as the first to undertake Strengths-Based Training. Pam has been instrumental in initiating and building the Firm's relationship with the Association of Corporate Counsel National Capital Region. She will continue to grow her award-winning Commercial Real Estate practice and will continue to lead the Impact Economy business, which she founded at the firm. In August 2011, Rothenberg led the D.C. Office's move to its current location at 1200 Nineteenth Street, giving the firm a modern, efficient space in the heart of downtown.

"I am honored to be entrusted by my colleagues with leading the Washington, D.C. office," Lee said. "Pam did an outstanding job as Office Managing Partner, fostering an environment focused on client service and innovation. I intend to continue that work in helping Womble Bond Dickinson grow and thrive as part of the Washington community."

"The Broker Protocol is intended to limit costly battles between brokerage firms over top clients."

Laurel R.S. Blair Discusses "Strategic Fiduciary Solutions" at S.C. Bar Convention

FEBRUARY 8, 2018



[Laurel R.S. Blair](#)

[Laurel R.S. Blair](#) presented "Strategic Fiduciary Solutions" (a virtual toolbox for professional fiduciaries and their counsel) to the South Carolina Bar Convention held on Kiawah Island, SC. The presentation examined strategic mechanisms which trustees and personal representatives can use to efficiently resolve technical

issues, determine and enforce intent, streamline processes, and minimize exposure. An audience of approximately 80 judges and attorneys was in attendance.

Laurel is a strategic advisor and litigator with over 20 years of experience counseling financial

institutions and individuals in the private wealth, private banking and wealth management areas. She is a member of the firm's Wealth

Management team and is based in the firm's Charleston, South Carolina office.

Kim Kelly Mann Named Managing Partner of Womble Bond Dickinson's Winston-Salem Office

FEBRUARY 2, 2018



[Kim Kelly Mann](#)

WINSTON-SALEM, NC — [Kim Kelly Mann](#) is the new Managing Partner of Womble Bond Dickinson's Winston-Salem office.

Mann is a long-time Partner in the firm's Financial Institutions and Real Estate sectors. For more than 30 years, she has advised national and regional banks in both secured and unsecured financings, including complex commercial real estate construction financings. Banking industry clients rely on Mann to negotiate, execute and oversee lending transactions totaling hundreds of millions of dollars. Chambers USA named her one of the nation's leading lawyers for real estate finance in its 2017 report.

Mann is active in the Commercial Real Estate Women (CREW) Network, a national organization of executive women in the commercial real estate industry. She was active in the formation of the CREW Piedmont Triad Chapter and served as one of the original board members of the chapter and as its first president. She is also actively involved in and a member of CREW Charlotte.

"It is a tremendous honor to be asked by my colleagues to lead the

Winston-Salem office," Mann said. "Our firm has been in Winston-Salem since 1876, and we have a special bond with this community. I intend to ensure that Womble Bond Dickinson will remain an active, engaged corporate citizen in Winston-Salem and Forsyth County."

Mann replaces Bill Whitehurst, who will remain a Partner in the firm's Employee Benefits practice. Whitehurst had led the Winston-Salem office since 2013.

"Kim is devoted to our firm and dedicated to our clients, many of whom she's served for decades. She exemplifies the 'trusted relationships' we try to build with our clients, and she is widely respected throughout the firm. I believe she will be an outstanding leader for the Winston-Salem office, and build on the excellent work Bill has done as Managing Partner," said Womble Bond Dickinson Co-Chair Betty Temple.

As Winston-Salem Office Managing Partner, Mann will lead a team of more than 100 lawyers and nearly 500 total team members. The Winston-Salem office is the firm's largest.

Author/Activist Cedric Dean Earns Second Chance at Life, with Help from Womble Bond Dickinson's Claire Rauscher

FEBRUARY 2, 2018

“Our firm has been in Winston-Salem since 1876, and we have a special bond with this community.”

CHARLOTTE, NC—As a 22-year-old, Cedric Dean was given a life sentence in prison on federal drug charges. But rather than let this verdict spell the end of a meaningful life, Dean treated it as a rebirth, becoming a published author and teacher while still behind bars.

Now, thanks to his determination to turn his life around and the tenacious representation of Womble Bond Dickinson (US) lawyer [Claire Rauscher](#), Dean is finally free and back in the community.

The Charlotte Observer recently shared his remarkable story. Dean grew up in a tough Charlotte neighborhood and became involved in street gangs before he was old enough to drive. In the mid-1990s, Dean received a life sentence during a much-criticized period when crack cocaine crimes received much harsher sentences than other drug crimes.

Rauscher took Dean's case in 1995, shortly after moving to Charlotte after serving as a public defender in Philadelphia. Dean had decided to represent himself at trial, and Rauscher was appointed as stand-by counsel.

After the jury convicted him, the judge sentenced him to life plus five years. “It was so unjust,” Rauscher said. “I promised him I would continue to work until he got out of jail.” She has been advocating for justice for Dean ever since.

Rauscher kept that promise, keeping in touch with Dean during the decades he spent imprisoned. Eventually, sentencing reforms gave both of them hope that Dean could win his freedom. Rauscher filed a motion asking the courts to

reconsider the life-plus sentence. That motion was granted, reducing his sentence to 30 years. Later, she was able to get it reduced again to 24 years.

Dean also became a strong advocate for his own case, teaching himself to become a writer by studying books from the prison library. Eventually, he authored a dozen of his own books and taught writing and public speaking skills to other inmates. He also started an anti-violence foundation SAVE (Safeguard Atone Validate Educate), to steer children away from gangs, while in prison.

“He's doing remarkable things—I always knew he would,” Rauscher said. “To be in jail that long and persevere and still have hope is remarkable...I'm really proud of Cedric.”

Those skills led him to convicted killer Clay Waller—and, ultimately, to freedom. Dean and Waller shared a cell block at a Louisiana prison. Knowing of Dean's reputation as a writer, Waller asked him to ghostwrite his story.

Dean took the assignment and interviewed Waller about his confessed murder of his wife, Jacques. During the course of the interviews, Dean realized that the man was both unremorseful and guilty of other crimes. Prosecutors credit Dean with providing key information that allowed them to charge Waller with a federal domestic violence charge. Waller was recently sentenced to 35 years, which insures he will not be released from prison.

In November 2017, Dean finally was freed from prison after serving nearly 24 years behind bars. He already has begun work on his latest book,



(Left to right) Claire Rauscher and Cedric Dean

a memoir titled “From Mayhem to Morality,” and is continuing his public service work.

Recently, Dean’s charitable foundation, at an inaugural event, gave Rauscher an award for her devoted service to the cause of justice.

“It really was one of the most special moments of my career,” she said.

[Click here to read “He agreed to write a killer’s story. Then a wild plot twist changed everything” in the Charlotte Observer.](#)

Regulatory Scientist Heather Hatcher, Ph.D., Joins Womble Bond Dickinson’s FDA Team

FEBRUARY 1, 2018



**Heather Hatcher,
Ph.D.**

WINSTON-SALEM, NC — Regulatory scientist [Heather Hatcher, Ph.D.](#), has joined Womble Bond Dickinson (US) to help clients navigate the U.S. Food and Drug Administration (FDA) landscape.

Hatcher, a former researcher at Wake Forest Baptist Medical Center, works with pharmaceutical, biologics and medical device clients on regulatory compliance strategy and FDA submissions. She also advises clients

on regulatory issues related to non-clinical and clinical trials.

Hatcher earned a Ph.D. in molecular and cellular biology and pathobiology from the Medical University of South Carolina in Charleston, S.C.

She is Womble Bond Dickinson’s second key FDA addition in recent weeks, as earlier this year, [former FDA Regulatory Counsel Dan Orr joined the firm’s D.C. office.](#)

Sullivan and Hester Present Real Estate Deal Management Talk at ACC-GA Luncheon

FEBRUARY 1, 2018



[Nellie Shipley
Sullivan](#)



[Laura Hester](#)

[Nellie Shipley Sullivan](#) and [Laura Hester](#) were the keynote speakers at the Association of Corporate Counsel (ACC) – Georgia Deep Dive Lunch Program in Atlanta on Tuesday, Jan. 30th. Their CLE presentation, entitled “Managing your Commercial Real Estate Deal for Success: Before, During and After the Firestorm,” was filled with practical examples and best practices from actual deal transactions that resonated with the audience of in-house counsel.

Also attending the ACC-GA event from Womble Bond Dickinson (US) were attorneys [Carolyn Wilson](#) and [Jimmy Kirkland](#), real estate paralegal Cassandra Adderley-Pearl, client developers Amy McClain and Kay Newman, and IT support Ferney Ruiz.

Womble Bond Dickinson's Tracy Smith Speaks at Elon University Seminar for First-Generation College Students

JANUARY 25, 2018

ELON, NC—First-generation college students—those who do not have a parent who completed a four-year degree—may feel isolated, as though other students can't relate to their experiences.

With that in mind, Womble Bond Dickinson (US) lawyer Tracy Smith was a guest speaker at the [NC Emerge 1G Summit](#). The event, which took place Jan. 20 at Elon University, examined issues impacting first-generation college students and included participating students from Elon, UNC-Chapel Hill, Salem College, UNC-Greensboro, High Point University, UNC-Charlotte, and N.C. A&T State University.

Smith, herself a first-generation college graduate, spoke about her personal journey and took part in a question-and-answer session with students. She was joined by other first-generation graduates from the tech, finance and journalism sectors.

The NC Emerge 1G Summit was hosted and led by Elon's Examining Disparities in Educational Access Living Learning Community.



[Tracy Smith](#) is an experienced e-discovery lawyer who assists clients in nationwide product liability matters, antitrust litigation, government investigations, commercial disputes, second requests, tax disputes and patent litigation.

Kristen Healey Cramer Featured in DelawareBio's Link to Life Science Series

JANUARY 22, 2018



[Kristen Cramer](#)

NEWARK, DEL.—Womble Bond Dickinson's Kristen Healey Cramer was a featured speaker in the Delaware BioScience Association's [Link to Life Science Series](#).

Cramer and Delaware BioScience Association President Helen Stimson took part in a Link to Life Science Fireside Chat on Feb. 22. Connect Delaware CEO Kevin Cameron moderated the discussion.

Cramer and Stimson shared their personal career stories and discussed industry trends and how their work fits into Delaware's overall life science sector. The event took place at the Delaware Biotechnology Institute in Newark.

The mission of the Delaware BioScience Association is to become

the catalyst to ensure Delaware becomes a global leader in life sciences by developing a cohesive community that unites the region's biotechnology, pharmaceutical, research, financial and agricultural strengths.

Kristen Healey Cramer represents domestic and international clients as lead counsel in patent infringement actions in federal district and appellate courts and as Delaware counsel in the District of Delaware, with a focus on Hatch-Waxman litigation. She has litigated patent matters involving pharmaceuticals, medical devices, biotechnology, consumer products and electronics, computer networks, power, and business methods, among other technologies.

Melinda Davis Lux Discusses Cross-Border M&A Transactions on South Carolina Public Radio

JANUARY 22, 2018



GREENVILLE, SC — Given such recent developments as Brexit and US President Donald

Trump’s “America First” agenda, one might think that the cross-border transaction market might be hurt by a rising tide of nationalism and anti-globalism. However, Womble Bond Dickinson’s [Melinda Davis Lux](#) says that hasn’t been the case.

Davis Lux discussed the current cross-border M&A climate with the South Carolina Business Review on South Carolina Public Radio.

“As more and more companies have international operations, more M&A deals have cross-border elements,” she said.

Davis Lux said the new US tax law hasn’t had an impact yet, but she believes it may help loosen cash flow and boost an already strong cross-border market.

She noted that the recent creation of Womble Bond Dickinson, with its transatlantic capabilities and offices in both the US and UK, is well-equipped to handle these types of deals.

“We are doing a lot of business with companies that are operating around the globe, including in Europe and the UK,” she said. “We are doing a lot of cross-border transactions.” For example, Davis Lux recently completed a transaction for an automotive industry client involving eight countries.

[Click here to listen to Melinda Davis Lux on the South Carolina Business Review.](#)

“As more and more companies have international operations, more M&A deals have cross-border elements.”

“When companies have a compelling business justification to expand globally, they are willing to do it,” she said. “From the M&A side...companies are more and more willing to do business abroad.”

In South Carolina, Davis Lux said manufacturing and distribution companies, including those in the automotive and chemical sectors, are leading the cross-border charge.

Beth Tyner Jones Becomes Managing Partner of Womble Bond Dickinson’s Raleigh Office

JANUARY 2, 2018



RALEIGH, NC — [Beth Tyner Jones](#) is the new Managing Partner of Womble Bond Dickinson’s Raleigh

office, effective Jan. 1, 2018. Jones succeeds Johnny Loper, who has led the Raleigh office since 2008.

As Office Managing Partner, Jones will lead a team of 54 lawyers and 95 total team members.

“I started in the Raleigh office in 1987 as a summer associate after my second year of law school. This office, the clients we serve, and the people who work here mean a great deal to me. I am honored that the Firm has entrusted me with the opportunity to be Office Managing Partner,” Jones said.

Jones is an experienced employment lawyer. In August, she was appointed to lead the firm’s US-based Labor &

(Contact Us)

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Employment team, which represents employers in labor and employment litigation as well as compliance and advice matters. She also serves on Womble Bond Dickinson's Firm Management Committee and is a leader of the firm's Education and School Law Team.

Loper will remain a litigation partner in the Raleigh office. During his tenure, Loper spearheaded Womble Bond Dickinson's move to the new Charter Square building in the heart of downtown Raleigh.

"I've been Office Managing Partner nearly 10 years, and I'm pleased to hand over those duties to Beth," he said. "Beth is an absolutely outstanding choice to lead this office, and I'm sure the office will continue to grow and thrive under her leadership."

Womble Bond Dickinson opened its Raleigh office—the firm's second—in 1982. Today, Womble Bond Dickinson spans from Aberdeen to Atlanta, Boston to Bristol. Just last month, the firm expanded into Southern California with offices in Los Angeles and Orange County.

"Womble Bond Dickinson," the "law firm" or the "firm" refers to the network of member firms of Womble Bond Dickinson (International) Limited, consisting of Womble Bond Dickinson (UK) LLP and Womble Bond Dickinson (US) LLP. Each of Womble Bond Dickinson (UK) LLP and Womble Bond Dickinson (US) LLP is a separate legal entity operating as an independent law firm. Womble Bond Dickinson (International) Limited does not practice law. Please see www.womblebond Dickinson.com/us/legal-notices for further details.