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FOCUS

President's Message

Kevin Whyte, Carmeuse Lime & Stone

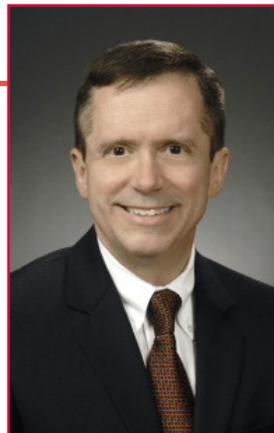
My term as President, which I have enjoyed immensely, has come to a close. The ACC is a wonderful organization that offers many resources and opportunities to in-house lawyers. I intend to stay involved and to take advantage of such resources and opportunities.

First, I would like to thank Barb Dudek, our Chapter Administrator. Barb's experience, attention to detail, dedication and creativity ensure that things get done promptly and in a professional manner. Second, I would like to thank all of our officers and board members. Every time that something needed to be done, volunteers from the Board stepped up to the plate. We have been fortunate for the committed team of talented professionals leading our Chapter.

Susan Apel will serve as the President in 2014 and I am sure that she will lead the Chapter to new heights. She has put together a sterling slate of officers and directors for 2014. I know that the future of the Chapter is in great hands!

It is always good to reflect on accomplishments and also to consider what could have been done better. Our Board led many positive advances in 2013. Some examples include:

- Several board members organized a CLE with the Pirates' General Counsel followed by a Pirates' game in one of the stadium boxes. The feedback regarding this event was very positive.



- We arranged a joint CLE/networking event with the Washington County Bar Association.
- We established the use of LinkedIn to communicate with our membership. We would hope that the use of this tool will increase as members become increasingly aware of the ease of communicating by this medium.
- We initiated a program to reward an individual member active in pro bono efforts by offering a monetary contribution to the organization in which he or she is involved. Given the high level of commitment by many of our members to pro bono activities, participation was more limited than we expected. Nevertheless, I believe that this is a good idea that the Board may wish to pursue in the future.
- Our CLE programs continue to be well attended and the quality of presentations remains high.
- Our membership continues to grow at a slow but steady rate. We started the year with 404 members and as of September 30th, the membership totaled 420.
- Our financial position remains strong, which allows us to, among other things, make significant contributions to worthwhile organizations.

Where have we fallen short?

One area in which we have not made progress is advocacy for certain positions in which the in-house bar has a special interest. ACC National is very active with respect to advocacy initiatives. I have not done a good job of supporting such efforts. Certainly, this is an

area in which we can improve.

As mentioned in an earlier Focus article, we appreciate any feedback that you may provide. The annual survey offers a good chance for you to give your opinions, but there is no need to wait. If you have any opinions or ideas to offer, let us know.

Finally, I would like to thank all of you, our members, especially those of you who have participated in the various events and CLEs organized throughout the year. I hope that you will continue to stay involved. See you around.

Taking Charge of Legal Spending - The ACC Value Challenge

By Catherine Moynihan, Director of Legal Management Services, ACC

What an interesting and exciting time to be working as in-house counsel. The balance of power has shifted. Corporate counsel are taking the reins firmly in hand, proactively managing legal spending and the legal function to drive better value for clients. As the *ACC Value Challenge* reaches its 5-year anniversary, we could not be more excited about these changes.

ACC launched the Value Challenge (AVC) in September 2008 in response to the disproportionate growth in legal costs relative to other business expenses. Worse, companies were smarting over the extreme unpredictability of legal spending. **The ACC Value Challenge is committed to the proposition that law firms and law departments can improve efficiency through better relationship, management, and pricing practices, and still reduce costs** (while maintaining law firm profitability).

The Value Challenge is not just a call to action. To help law department and law firm leaders control costs, the ACC provides resources, educational opportunities and, importantly, shares what's working in the value movement. **The *AVC resource library* is chock full of examples of effective "value practices" employed by legal departments and law firms, as well as guides to implementing value-based fees, outside counsel management, project management, strategic staffing, knowledge management and more.** And ACC's *Legal Service Management* workshops, offered twice a year, provide hands on training in using key tools and techniques. We welcome both internal and external counsel to take advantage of the AVC resource library and participate in the workshops.

Leading Value Practices – The ACC Value Champions

Since 2012, ACC has been recognizing the inspiring accomplishments of legal department leaders implementing value initiatives. The ACC Value Champions demonstrate the myriad ways that legal department leaders can drive value.



Convergence and Conversion to Value-Based Fees

- Bank of America reduced it approved law firms from hundreds down to a "litigation roundtable" of 30 and moved over 80% of its litigation to fixed fees;
- United Technologies has 70% of its outside spending on value-based fees, and is on the march to 100%;
- Office Depot reached a tipping point of over 50% of outside spend on value-based fees, tailoring the fee type to the practice area (employment, securities, real estate, even patent troll joint defense);
- Pfizer, GlaxoSmithKline and Home Depot are at or on the march to 100% of outside spending on value-based fees, and the list goes on...

Moving the Right Work to the Right Resource – Downshifting Low Value Work and Upshifting Strategic Work

- Nike and British Telecom have implemented legal work intake portals, managed by an LPO and a law firm respectively, that use playbooks to allocate the work. Lower value, repetitive work is outsourced and in-house counsel get to handle the more complex, strategically important work;
- When Mondelez was spinning off Kraft Foods, it worked with Axiom to address the 20,000 patents, 40,000 contracts and 80,000 trademarks, supported by playbooks – all for a fixed fee.

Taking Client/Firm Collaboration To the Next Level – Preventative Lawyering

- Healthcare Insurance Reciprocal of Canada (HIROC) and Borden Ladner Gervais negotiated a six-year partner-

ship in 2011, based entirely on value-based fee arrangements. The agreement sets a base price combined with a performance bonus, while making adjustments for in-sourcing over time;

- Target and Nilan Johnson Lewis have parsed employment legal work into four components and applied a slightly different retainer model to each and, along with prevention measures, achieved 20% savings;
- Similarly, RBC Capital Markets and Morgan Lewis have teamed up to yield savings of 35% by tailoring fee structures to the specific matter or portfolio;
- Tyco International works with only one firm, Shook Hardy & Bacon, on all of its US litigation. Together, they have cut product liability cases in half, new case filings by 65%, and case cycle time by 40% since 2004;
- Sherwin Williams demonstrated how the use of a single firm, Gallagher Sharp, to coordinate designated types of matters nationwide can result in significant savings (15%) and improved outcomes, particularly when both inside and outside counsel undergo technical product training in order to more effectively represent the client.

Multi-faceted Value Initiatives – Pulling Lots of Value Levers

- Marsh & McLennan and Medtronic have handled huge growth in demand for their legal services, while holding steady on in-house counsel staffing and decreasing outside legal spending by leveraging technology, converging and converting to value-based fees – great models of focused leadership guided by benchmarking and metrics;
- NetApp has combined implementing new technology with legal process and project management, outsourcing, and strong outside counsel management practices – value-based fees and quarterly business reviews – to speed up legal services cost-effectively.

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Smaller Departments Driving Value - In Lots of Ways and in Lots of Countries

- United Retirement Plan Consultants (US) collaborated creatively with its law firm, Porter Wright, to create a tool to overcome two of most common barriers to fixed fees – lack of data and risk of variability in project scope;
- Lucchini (Italy) has benefited greatly from its GC's leadership on vendor management and use of technology-enabled decision-making and process management to cut cycle time by 65% and spending by 40% – best practices that other functions in the company have adopted;
- China State Construction Engineering Corporation (Dubai) insourced all contract work, gained efficiency with technology and employed new law firm management practices – fixed fees with success bonuses – a switch that has enhanced recoveries by 60 percent and saved 50 percent on external legal fees in 2012.

Seeking more ACC Value Champions to honor in 2014.

If you have implemented value-focused management practices to cut spending, improve predictability and/or achieve better legal outcomes, share your success story. We are seeking examples that range from simple, discrete measures that got good results to broad programs – and from all sizes of law departments globally. Go to acc.com/valuechampions to complete the simple nomination form by February 7, 2014.

Now Accepting Nominations for 2014 ACC Value Champions!

Submit by February 7, 2014

Taking on the ACC Value Challenge – A Good Place to Start is to “Meet.Talk.Act.”

Ready to start your own value program? A good way to start building value-based client/firm relationships is to, very simply, engage in conversations with law firms about specific ways to improve value - then take action. Host an informal lunch with your key

external counsel. Theme: **“Working together, how can we improve the value of legal services?”** Some suggested questions to discuss:

- How can we improve trust and improve our relationship, on both sides?
- How can we assure an adequate flow of work so that outside lawyers understand the client better and can be more efficient in what they do?
- How can we get junior lawyers better trained, priced at more reasonable levels, practicing law more on the front line, and less likely to leave?
- How can we better budget and manage costs and staffing?
- How can we evaluate progress and performance?
- How can we create a culture of continuous improvement, on both sides?

At the end of the meeting, agree to try out some of the ideas, even if on a small scale, and to meet regularly to assess these efforts. Over time, you will settle on **the most effective approaches to reduce costs, improve spend predictability, and achieve better legal outcomes;** and along the way you will see that they also yield higher client and career satisfaction.

For more information about the ACC Value Challenge, contact ACC's Director of Legal Management Services, Catherine J Moynihan at Moynihan@acc.com.

“The ACC Value Challenge provides online resources, skill-building workshops and benchmarking information, all of which the RBC team have utilized. It's about sharing what works, and I am proud that members of my team have now become leaders of the ACC Value Challenge – having been named 2012 ACC Value Champions and serving as faculty for ACC's Legal Service Management workshops and on the ACC Value Challenge Steering Committee. Join us in taking on the ACC Value Challenge!”

- David Allgood, Executive Vice President & General Counsel, Royal Bank of Canada and Chair, Association of Corporate Counsel Board of Directors



Some of the 2013 ACC Value Champions with ACC CEO Veta Richardson (L to R): Richard Stock of Catalyst Consulting; Mike Caplan and Mel Schwarz of Marsh McLennan Companies; Connie Brenton of NetApp; Michael Boyce of Health Insurance Reciprocal of Canada; Veta Richardson; John Morris of Borden Ladner Gervais

Internal Investigations from a Practical Perspective

The Importance of Conducting an Internal Investigation and the Factors Your Organization Should Consider

By Charles A. De Monaco and Jana C. Volante¹, Fox Rothschild LLP

The Benefits of Conducting an Internal Investigation

When suspicions of wrongdoing or illegal activity have arisen in your organization, an internal investigation should be considered to minimize damage to the organization's reputation and to limit the organization's exposure to criminal, civil and regulatory enforcement and related action.

An internal investigation should be considered when there is a credible indication that a law or an important organizational policy has been violated. This information may come from an internal audit, a hot-line or from an employee or agent of the organization. The goal of an internal investigation is to obtain accurate and reliable information about an allegation and evaluate whether to self-report any illegal activities to the government. Otherwise, the corporation risks investigation by a state or federal law enforcement agency. If that occurs, the corporation loses control and has far less opportunity to mitigate the damage.

If counsel concludes, as a result of the internal investigation, that the allegation is credible, then the organization must take prompt and effective action to address the violation and prevent a recurrence of the conduct. One way to take such corrective action and to show the government that the organization is taking the misconduct seriously, rectifying it, and trying to prevent such misconduct from happening again in the future, is through the enhancement, or implementation of, an effective corporate compliance program. A corporate compliance program should be focused on the areas of risk to the organization and include policies, standards, and procedures designed to prevent and detect violations of law by employees and agents of the organization. The compliance program

should be designed to meet the criteria set forth in Chapter 8 of the United States Sentencing Guidelines.

The results of an internal investigation will allow an organization to consider whether to self-report criminal wrongdoing to the government. Voluntary disclosure can help the organization minimize the risk of prosecution or, if the organization is prosecuted, can help in diminishing the severity of penalties imposed on the organization, including the size of the fine and the imposition of organizational probation. An organization without an effective corporate compliance program will likely be placed on probation with a condition to implement an effective compliance program designed to prevent and detect violations of law. This condition will remain under the oversight of the court for the duration of probation and a monitor may be appointed by the court to oversee the implementation of the compliance plan.

Although the initial audience for an internal investigation is the corporation's general counsel and Board of Directors, if a voluntary disclosure is made, the government will also receive the information gathered in the internal investigation. However, even if a voluntary disclosure is being considered, the work of an attorney in conducting an internal investigation should be done in such a way to preserve the attorney-client privilege and work product doctrine.

Depending upon the organization's objectives in conducting the internal investigation, it is often wise for an organization's Audit Committee or Board of Directors to receive an oral report regarding the results of the internal investigation from counsel prior to deciding whether a written report is desirable. Many factors may influence an organization's decision

in requesting whether a written report should be prepared and submitted.

If a written report is requested and prepared, it should address all critical facts related to the investigation. The written report should identify the scope of the inquiry, summarize the steps taken to gather the evidence, summarize the facts discovered during the investigation, provide a legal analysis, and suggest recommendations.

Initial Steps that Your Organization Should Take in Conducting an Internal Investigation

The organization should consider engaging experienced and independent outside counsel to conduct a full and unbiased investigation of the alleged misconduct. The scope of the internal investigation should be reasonably calculated to address the alleged misconduct. The organization and its counsel should discuss and agree upon the scope of the investigation and steps to be taken prior to initiating the internal investigation.

One of the first steps in conducting an internal investigation is to secure and preserve all potentially relevant documents. The best practice is to promptly and immediately advise in writing all appropriate management and employees to preserve all potentially relevant hard and electronic documents, which is commonly known as a "hold." Any organizational document retention policy (better described as an automatic document deletion policy – a systematic plan for the destruction of paper and/or electronic files) should be halted or suspended immediately.

The next step is to interview relevant witnesses pursuant to an established protocol. In conducting witness interviews, it is advisable to have an attorney and one other person, who may also be an attorney, paralegal or investigator, present for the interview. Notes should be taken and a memorandum should be prepared following each interview.

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¹Partner Charles A. De Monaco and associate Jana C. Volante are litigators with the Pittsburgh office of Fox Rothschild LLP. Mr. De Monaco concentrates his practice in securities litigation and director and officer liability, corporate compliance and governance, environmental law, health care law, commercial litigation and white collar criminal defense. Ms. Volante concentrates her practice on white-collar criminal defense as well as commercial litigation. Contact them at cdemonaco@foxrothschild.com and jvolante@foxrothschild.com, respectively.

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The combination of witness interviews and document review, coupled with an analysis of any prior regulatory history, will assist counsel in determining whether a violation of policy or law took place and

what steps should be implemented to prevent and detect further non-compliance.

It is important to note that not all internal investigations are alike and that a cookie-cutter approach should be avoided. Expe-

rienced in-house and outside counsel should work together in providing advice to the organization as to how best to tailor an internal inquiry that is best suited for the specific allegation at issue.

ACC News

Meet ACC's New Compliance Portal

Check out ACC's new Compliance Portal and put this great resource to use. With focused resource bundles, improved navigation, and a new search function, the Compliance Portal is *the* go-to place for all your compliance needs. Resource bundles cover popular topics such as global anti-corruption, export controls, antitrust, and many more. Learn more at www.acc.com/compliance.

Take the Pain Out of Contracting

With the new ACC Contracts Portal, controlling your contract process from beginning to end has never been easier. Use the ACC Contracts Portal to draft and benchmark contracts, prepare yourself to enter into tough contract negotiations, and refine your processes with practical resources focused on effective contract management and best practices. Learn more at www.acc.com/contracts.

Be Recognized As An ACC Value Champion

Have you implemented value-based pricing, or any of the related management practices advocated as part of ACC's Value Challenge? If so, you could be selected and recognized as an ACC Value Champion! ACC wants to celebrate your accomplishments and share your management tactics, enabling others to model your successes and drive value for clients. Tell us your story and get the recognition you deserve. Nominations are due by February 7, 2014. To submit your story, or for more information, visit www.acc.com/valuechampions.

Legal Service Management Workshops

Ready to take your management skills to the next level and thrive in the evolving legal marketplace? Join law department and law firm leaders at the Legal Service

Management program (March 4–5, Atlanta, GA or May 6–7, St Louis, MO) to develop skills in structuring value-based firm/client relationships through business school style case study. Space is limited, and this program will sell out. Questions? Contact Catherine J. Moynihan at moynihan@acc.com or +1 202.293.4103 x398. Secure your spot today at www.acc.com/legalservicemanagement.

Compliance & Ethics Training is Back!

Mark your calendar for ACC's Compliance & Ethics Training (April 7–8, 2014, Austin, TX) — a two-day program packed full with compliance essentials. This is the program you should attend if you need to make your organization's compliance program more robust and successful, or want to better defend your organization against a myriad of internal and external compliance risks. For more information, visit www.acc.com/ce.

Jumpstart Your Career with Corporate Counsel University

The Corporate Counsel University® (June 1–3, Minneapolis, MN) is developed exclusively for attorneys who are new to in-house or who are looking for ways sharpen their basic in-house practice skills. This program introduces the fundamentals of in-house practice and covers the different roles and responsibilities expected of an in-house counsel. For more information, visit ccu.acc.com.

Save the Date: ACC's 2014 Annual Meeting

Join in-house counsel from all over the world at ACC's 2014 Annual Meeting (October 28–31, New Orleans, LA). As the world's largest gathering of the in-house counsel community, this meeting offers over 100 CLE/CPD programs and dynamic networking opportunities. For more information and early bird registration, visit am.acc.com.

Business Education for In-house Counsel

Gain a deep understanding of business management with focused programs from ACC and Boston University School of Management. Specially designed for in-house counsel and taught by faculty with extensive experience teaching lawyers, these programs will help you master essential MBA disciplines, enhance project/risk management skills, and stand out in today's competitive legal market. For dates and registration, visit www.acc.com/businessedu.

Save Time, Money and Effort with ACC Alliance Partners

We've done the work for you by partnering with legal service providers to bring you exclusive offers. For example:

- **Modus**, our newest partner, is a full-service eDiscovery Data Management Firm that helps organizations gain control over and better predict Discovery costs. Modus offers ACC members a complimentary *Discovery Readiness Evaluation* that includes an interactive workshop to provide organizations with a clear analysis of their ability to effectively manage Discovery.
- **Copyright Clearance Center** provides smart solutions that simplify the access and licensing of content, allowing businesses to legally find and share copyrighted materials including books, journals, newspapers, magazines, movies, television shows, blogs and more. ACC members are eligible to receive exclusive discounts.

Find out more about all of the Alliance partners at www.acc.com/alliance.

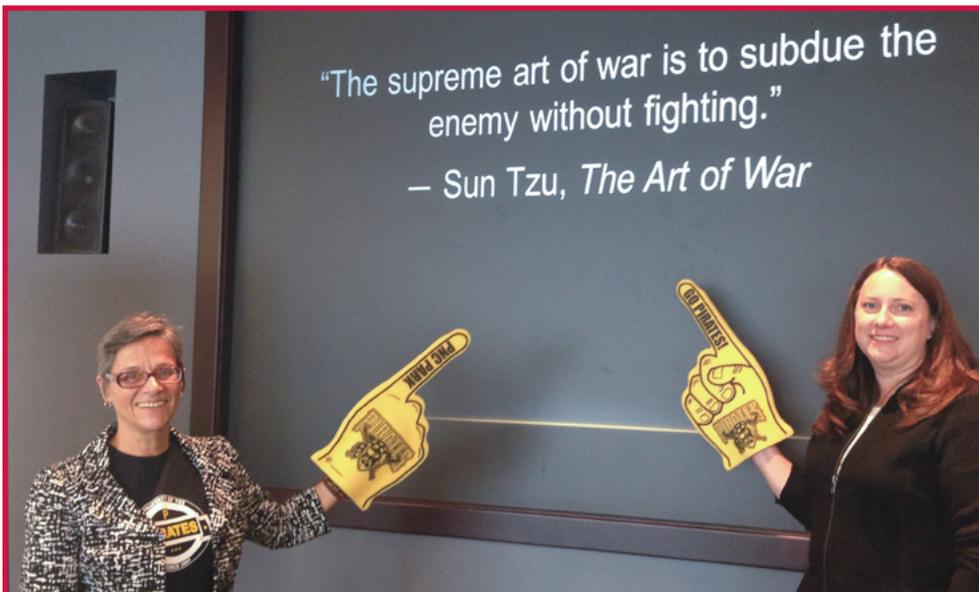
Past Event Photos



Bryan Stroh (r), VP and General Counsel for the Pittsburgh Pirates, gave ACC WPA members a glimpse of what it is like behind the scenes of a pennant race on September 18, 2013. After the program, ACC members went over to the World Series Suite to cheer on the Bucs against the Padres. Special thanks to ACC WPA Board member, Scott Seewald (l), for setting up a great event!



September 24, 2013 - Insurance Coverage For Cyber Risks and Realities was the topic for speakers John Scordo and Roberta Anderson of K&L Gates.



The Role of Negotiation In The Art of War: How To Win Without Fighting on October 1, 2013. Pictured from left: Maria Greco Danaher of Ogletree Deakins and Dianna Karg of FedEx Ground.



On August 27, 2013, Joe Moran and Amy Joseph Coles of Duane Morris spoke with ACC WPA members about ethics issues for in-house counsel.

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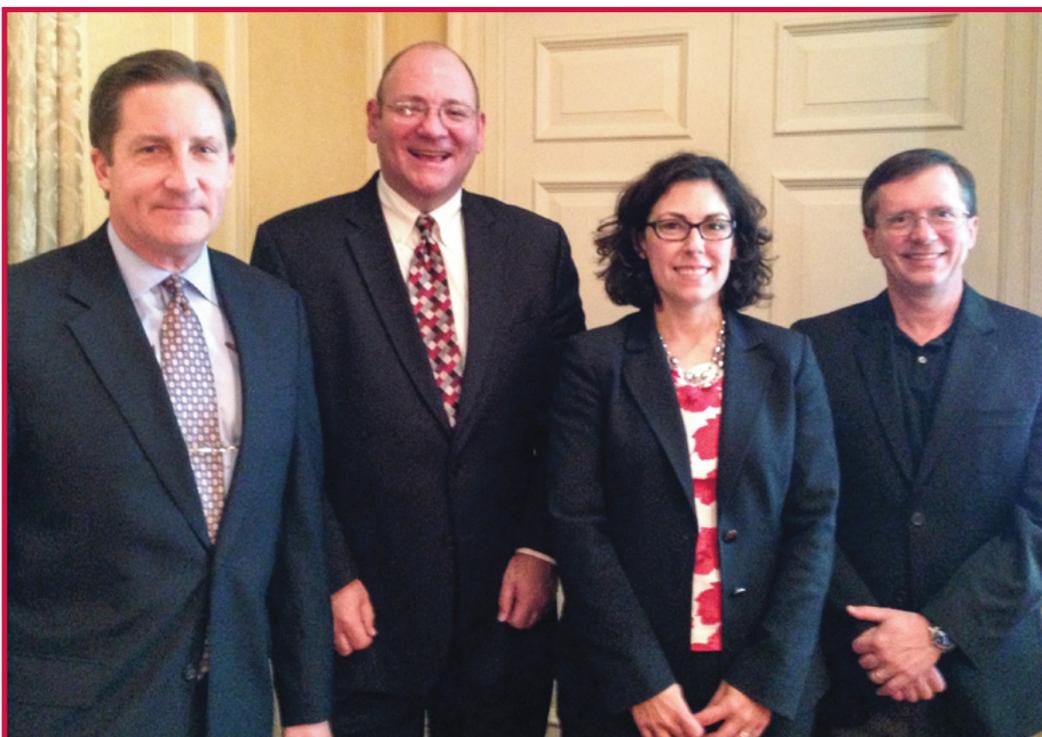


William L. Stang

Pittsburgh Office Managing Partner

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October 22, 2013 - Henry Sneath and Kelly Williams of Picadio Sneath Miller & Norton and Richard Rose of Calgon Carbon presented Legal And Strategic Considerations Regarding Representation of Current and Former Employees in Litigation. Pictured from left: H. Sneath, R. Rose, K. Williams and ACC WPA Chapter President Kevin Whyte.

Five Tips for Preparing Effective Intellectual Property Assignments

By **Brienne S. Terril**¹, **Fox Rothschild LLP**

Intellectual property assignment agreements are commonly used to transfer ownership of intellectual property, registered or unregistered, from one party to another. Whether an assignment is executed as part of an employment or consulting arrangement, a sale or acquisition, or another transaction, the following five tips will help ensure that the assignment documents the parties' intent regarding the nature of the assignment, and provides adequate notice of the transfer to third parties.

Tip 1 - Identify the IP Being Conveyed

An assignment should clearly identify the intellectual property being conveyed. The premise is simple enough, yet due to a variety of factors, parties often neglect to sufficiently identify the intellectual property being conveyed. This can lead to ambiguity as to the parties' intent and can cause headaches for assignees who subsequently transfer the acquired intellectual property.

Clearly identifying transferred intellectual property is especially important for registered items of intellectual property such as patents, patent applications, trademark registrations and copyright registrations. To avoid confusion, an assignment should identify the transferred intellectual property with as much detail as possible. For example, an assignment conveying a patent should identify the patent by at least the serial or patent number. If this information is unknown or unavailable, then an item should be identified by as much information as is known, such as by title, inventors, filing date, issue date and applicable country.

Similarly, a trademark assignment should include, for example, the serial number, registration number, country of registration, filing date, registration date, and classes of corresponding goods or services. Including as much identifying information as possible will lessen any ambiguity that might exist as to what items of intellectual property are actually being conveyed.

Tip 2 - Specify the Scope of the Conveyance

An intellectual property assignment may not only grant ownership rights in the transferred items of intellectual property, but also to rights relating to the transferred intellectual property. For example, an assignment may specify that the assignee is the owner of any patents that ultimately issue from a transferred patent application. Similarly, an assignment may expressly provide that rights in and to continuations, continuations-in-part, divisional applications, and foreign counterpart applications are transferred along with a patent application. Assignments of trademarks or copyrights should address whether renewal rights are conveyed as part of the assignment.

It is important to expressly document the scope of the rights being transferred pursuant to an assignment. Failure to do so may result in an assignee obtaining fewer rights than may be intended or expected.

Tip 3 - Use the Correct Conveyance Language

To properly effect transfer of intellectual property through an assignment, the parties should pay particular attention to the conveyance language that is used. Courts have consistently found that assignments that include present tense conveyance language, such as "hereby assigns," effect contemporaneous transfer of the underlying intellectual property. However, courts have also consistently found that agreements that include future tense conveyance language, such as "shall assign," "agrees to assign" and "will assign" are not sufficient to effect contemporaneous transfer of intellectual property. Instead, these agreements are often considered to be mere agreements to assign that require execution of a subsequent agreement in order to perfect transfer of the intellectual property that was the subject of the original agreement.

In light of this, parties to an assignment should cautiously craft and carefully review conveyance language in order to guarantee a contemporaneous transfer of the relevant intellectual property.

Tip 4 - Record the Assignment

Assignments involving the transfer of registered intellectual property are often recorded with the appropriate patent, trademark or copyright office in the governing jurisdiction. Recording an assignment provides the public with legal notice of the transfer. In addition, in the United States, an assignment that is not recorded within three months of execution is void against any subsequent purchaser for valuable consideration who is without notice of the assignment. Accordingly, it is in an assignee's best interests to ensure that an assignment is recorded in the U.S. within three months from execution in order to prevent a subsequent purchaser from acquiring any rights to the intellectual property.

Assignments may also be recorded in countries outside of the U.S. for applicable intellectual property, which may provide an assignee with certain benefits. For example, in some countries, patent infringement damages begin to accrue from the date that an assignment is actually recorded in the relevant patent office. As such, an assignee should consider recording an assignment soon after execution in order to maximize the amount of infringement damages that may be available to the assignee in an infringement action. However, many countries outside of the United States consider assignment of intellectual property to be a taxable transfer. Such countries often charge a Value Added Tax (VAT) on the estimated value of the intellectual property. Therefore, an assignee may wish to evaluate the value of the intellectual property and the possible tax implications before deciding to record an assignment outside of the United States.

¹Brienne S. Terril, Esq., is an intellectual property attorney with the Pittsburgh office of Fox Rothschild LLP, and helps represent some of the nation's largest technology companies. She focuses her practice on patent prosecution and transactional matters across a range of technology areas, including computer security, encryption and mobile device technologies. Contact her at btterril@foxrothschild.com.

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Tip 5 - Know the Requirements to Record Prior to Executing an Assignment - Identifying the jurisdictions in which an assignment will be recorded and understanding the recordation requirements of those jurisdictions prior to executing an assignment will help simplify the recordation process. Many jurisdictions have requirements that must be met in order for an assignment to be recorded. For example, many countries outside of the U.S. require an assignment be signed by both the assignor and the assignee. In addition, certain countries require that the address of the parties be expressly provided in the assignment and that an original copy of an assignment be recorded. Knowledge of these requirements will help streamline the recordation process and avoid the need to correct an assignment post-execution.

Carefully crafting assignment conveyance language and understanding the requirements and obligations of recording such assignments will help ensure that the transfer process progresses smoothly and that the parties' intent and expectations are achieved and appropriately documented.



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Creditors' Rights & Insolvency

Land Use

Employment & Labor

Litigation

Upcoming Events

February 4 – Changes in Patent Law Based on the America Invests Act

Sponsored by Ference & Associates

February 18 – The Perks & Perils of Social Media in the Workplace

Sponsored by Jackson Lewis

March 4 – Understanding and Negotiating Key Provisions in Commercial Contracts

Sponsored by Buchanan Ingersoll & Rooney, P.C.

March 18 – Ethical Issues for In-House Counsel

Sponsored by Fox Rothschild LLP

April 1 – Your Tender Has Been Denied, Now What?

Sponsored by Dickie, McCamey & Chilcote

April 10 – Environmental Law 102: Latest Developments, Practice Pointers and Strategy Tips for Regulatory Compliance & Due Diligence

Sponsored by Eckert Seamans

May 6 – Early Resolution of Claims Using Settlement Counsel

Sponsored by Schnader Harrison Segal & Lewis LLP

May 20 – Labor Crisis – The NLRB Targets Nonunion and Union Employees, Significantly Expanding its Reach During a Tumultuous Time

Sponsored by Littler Mendelson, P.C.

June 3 – Corporate Fraud: Understanding What Puts Your Organization at Risk and How to Prevent It

Sponsored by Forensic Valuation Litigation LLC

Welcome New Members!

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Vocollect

Elizabeth Brokaw

Education Management Corporation

Erin Creahan

Duquesne Light Company

James Cunningham

Shaft Drillers International

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Nicole DeMao

United States Steel Corporation

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American Eagle Outfitters Inc

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Erie Insurance Group

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American Eagle Outfitters Inc.

Vinita Sinha

Highmark Inc.

Linda F. Schneider

GlaxoSmithKline

Mary Tortorice

Dick's Sporting Goods, Inc.

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