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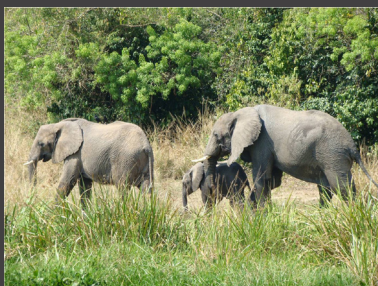
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ALUMNI CONNECT

BRADLEY ARANT BOULT CUMMINGS
LLP

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ALUMNUS SPOTLIGHT | Kyle Neal

In-House Fortitude

"My practice is so diverse that I never know what to expect each day. Days can start early and end late to meet the needs of teams working around the globe," says Kyle D. Neal, In-House Counsel at Nissan North America, Inc. His practice incorporates litigation and transactional support, antitrust counseling, and even project management.

Neal cites interpersonal skills and fortitude as qualities that are integral to his position. "Internal clients must feel comfortable going to their in-house counsel for advice well before an issue escalates, but also trust their counsel to manage issues after they escalate," Neal explains. "Also, while in-house counsel should diligently strive to find solutions to problems, there will be an occasion when a show of fortitude is necessary to prevent the company from heading in a problematic direction."

While earning his Masters of Studies degree in Modern History at University College at Oxford University in England, the Alabama native realized that a career in law would be a suitable path for him. He attended the University of Michigan law school before joining Bradley Arant Boult Cummings's Litigation Practice Group, where he remembers having to learn the intricacies of a new industry on each new engagement. He advises young attorneys focused on building a career in private practice to cultivate a true area of expertise, saying, "What separates our go-to counsel is the trust we have developed in them through specialized legal acumen, experience, and 24/7 availability."

For attorneys interested in pursuing an in-house career path, Neal says, "push yourself outside of your comfort zone to handle as many different types of legal issues as possible."

He adds that legal memos and briefs are foreign concepts to many business units within Nissan. "I struggle daily to articulate complex issues and assessments so succinctly that they can be captured on one PowerPoint slide."

"When there is a lull in the workload, I visit our vehicle salon to check out the variety of Nissan automobiles. It is very rewarding to know that I am part of a larger team working together to make great vehicles possible," he says. Neal enjoys Nashville's impressive restaurant and music scene; and, although he has his hands full with his two young children, he still manages to find the time to "jest with Auburn football fans," adding, "Roll Tide!"

"What separates our go-to outside counsel is the trust we have developed in them through specialized legal acumen, experience, and 24/7 availability."

STAY CONNECTED Through Alumni Connect

To learn more about the Alumni Connect program, join our mailing list, or update your contact information, visit us at www.babc.com/alumni.

FIRM UPDATES What's New?

FIRM-WIDE

42 BABC attorneys listed as leading litigators in 2015 *Benchmark Litigation Guide* and the firm was distinguished as "Highly Recommended"

BABC received Top-Tier rankings from *U.S. News – Best Lawyers* "Best Law Firms" 2015 Edition

190 BABC attorneys listed in *The Best Lawyers in America*® 2015

71 BABC attorneys recognized as leading lawyers in their practice area in *Chambers USA* in 2014

45 BABC attorneys named to 2014 Mid-South Super Lawyers or Rising Stars lists

More than 100 attorneys selected to Alabama Super Lawyers or Rising Stars lists

8 BABC attorneys selected to Washington D.C. Super Lawyers or Rising Stars lists

BABC listed in *Intellectual Property Today's* "Top Trademark Firms" for 2013

46 BABC attorneys named to 2014 Mid-South Super Lawyers or Rising Stars lists

BIRMINGHAM

Anne Marie Seibel appointed by the American Bar Association (ABA) Section of Litigation as Co-Chair of the Section's Regional Meetings Committee and reappointed as the Section's liaison to the ABA's Commission on Women in the Profession

Continued on next page

ALUMNA PROFILE | Joycelyn "Jo" Eason Legal Excellence with Military Roots

"Besides taking a real estate transactions course in law school and buying a couple of homes, I wouldn't have known anything about the financial services industry had it not been for BABC," said Joycelyn "Jo" Eason, Senior Counsel of Wells Fargo's Consumer Lending & Corporate Regulatory Division in Charlotte, North Carolina. "Bradley Arant gave me a really good sense of how fast-paced things are in this particular industry and how important it is to provide great client service—to anticipate what your client is going to need and then to be ready and available to provide it."

"Even in complex commercial cases, there is still a human element, and when you can see the individuals behind the case, that is when you can start seeing solutions."

The roots of Eason's client service excellence can be traced back to her 10th grade chemistry class, where Mr. McDaniel opened class with daily updates on his son's adventures at the Air Force Academy. "I was captivated, because not only was he getting a phenomenal degree from a reputable institution, but he was also getting these unique challenges that you don't get at a typical university." She applied and was accepted to the U.S. Air Force Academy. Eason faced the thrilling challenges that the Academy had to offer, such as survival training in the Rocky Mountains where she killed a rabbit with her bare hands, assisting with the delivery of a baby, and ultimately graduating with a degree in biology. She went on to serve on active duty as a Captain, boarding one of the first planes deployed after 9/11 and serving as an Intelligence Officer during Operation Southern Watch, Operation Enduring Freedom, and Operation Iraqi Freedom.

After more than seven years spent mostly in the deserts of the Middle East, Eason decided to return stateside, attending William &



Mary Law School, then joining the Nashville office of Boulton Cummings Connors & Berry (now BABC). She says her military experience enhanced her legal practice, because it instilled in her an attention to detail coupled with a big-picture mindset. As a young lawyer, she learned a key lesson in client service—knowing which partners liked what: who preferred Garamond font, who wanted an advanced copy in their chair, and who needed updates along the way. "The most important lesson I learned at BABC was the value of the individual," says Eason, explaining:

You *get* your client by valuing the individual, figuring out what's important to them, knowing where they are coming from and their interests; you *keep* your client by knowing that individual—how they like things done, how they operate, and how their business works. You build relationships within the firm by knowing the individuals. Being cognizant of the *individual* makes you a better attorney. Even in complex commercial cases, there is still a human element, and when you can see the individuals behind the case, that is when you can start seeing solutions.

In her current role at Wells Fargo, she provides counsel on mortgage lending matters, customer calls, credit reporting, and various other compliance issues. "I get to affect change based on the new and evolving laws and regulations, so that we can make sure that we are not just

Continued on next page

FIRM UPDATES What's New?

... continued

BIRMINGHAM

Financial Services Litigation and Compliance Team Leader, **Robert Maddox**, elected Fellow of the American College of Consumer Financial Services Lawyers (ACCFSL), one of only 11 inducted this year and 139 Fellows in the U.S.

Thomas Richie named to Alabama State Bar 2015 Leadership Forum

Linda Friedman represented the firm at the 2014 International Trademark Association's (INTA) 136th Annual Meeting in Hong Kong

Bruce Ely named to the 2014 *Who's Who Legal: Corporate Tax*, recognizing him as among the world's leading corporate tax lawyers

Tiffany deGruy completed the International Association of Defense Counsel (IADC) Trial Academy at Stanford Law School

David Pugh, member on the National Board of the Associated Builders and Contractors (ABC), served as a keynote speaker, moderator, and panelist in the ABC Alabama Chapter's inaugural Alabama Facilities Directors & Constructors Conference

Rob Couch, Commissioner for the Bipartisan Policy Center's Housing Commission, moderated a panel discussion at the Bipartisan Policy Center's 2014 Housing Summit in Washington, D.C.

Mabry Rogers recognized as a 2014 BTI "Client Service All-Star"

Tripp Haston named among leading life sciences lawyers in *Who's Who Legal: Life Sciences 2015*

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ALUMNA PROFILE | Joycelyn "Jo" Eason ... continued

reacting, but leading the chase on where Wells Fargo needs to go for our customers." She adds, "It can be daunting, because of the size of the company, to comprehend how new policies or exceptions will impact another line of Wells Fargo business." However, Eason relishes the way Wells Fargo tackles this challenge: all departments work together in teams multiple times a day, exposing attorneys to new learning opportunities and challenges.

And Eason loves a challenge. When she is not

training to become a martial arts instructor, working to earn three different types of black belts, or running marathons, Eason likes to spend time with her husband, Tyron, and children, Isaac (4), and Madeleine (2). She wants her children to know that if you want something in life, "you set a goal and work really hard, and you can achieve and be anything you want to be. Because when you put your name on something, there should be pride in ownership, and you should always give it your absolute best."

ALUMNA Q&A | Tyler Bates Novak



You earned your B.A. in Mass Communications and European History from Washington & Lee, then went to London to study fine and decorative arts at Christie's. What career did you originally have your sights set on, and what caused the shift toward the law?

I worked at a TV station in Jackson Hole, Wyoming, the summer before my senior year at W&L and, although I loved the experience, I decided I didn't want to be a journalist. So, I decided to go to law school. I wanted to take a year off between college and law school, and I was interested in the Christie's program in London because it offered the chance to study something completely different than what I had focused on at W&L and completely different than what I would be studying in law school.

What attracted you to the position as GC at Books-A-Million?

I was working with a sister company of

Books-A-Million on some corporate matters and was approached by Books-A-Million with the opportunity to work in house. I was drawn to the idea of getting involved in the business aspects of a company and branching out in areas of the law that were not part of my private practice. I thought it would be interesting to take what I had learned in private practice and apply it to representing one client, while also tackling new challenges such as the litigation process, which was not part of my practice at BABC.

And what drew you to your current position as Vice President of Legal Services at EBSCO?

I was interested in the opportunity to renew my M&A work, which is what I had focused on in private practice, with a company that owns approximately 40 companies and is pursuing additional acquisitions, as well as the challenges of dealing with day-to-day legal issues arising from its foreign and domestic companies.

Describe your typical day at EBSCO.

No day is typical in terms of my activities or the matters on which I work. The variety of in-house work continues to amaze me and keeps things interesting. A typical day includes working with various EBSCO companies on corporate transactions, agreements, litigation matters, and intellectual property matters.

What are the differences between representing numerous clients for BABC and working in house?

When you are in house, you can really immerse yourself in one client's business; although, EBSCO's business is the business of approximately 40 companies, which I find immensely interesting and challenging.

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FIRM UPDATES

What's New?

... continued

Kay Bains selected as one of 10 women honored at The Women's Fund of Greater Birmingham's Smart Party

Partner **Mike Denniston** listed in the *International Who's Who of Competition Lawyers and Economists 2014*

Rob Couch named President-Elect of Birmingham Rotary Club, the largest Rotary Club in North America

U.S. News – Best Lawyers "Best Law Firms" awarded Tier 1 metropolitan rankings for BABC Birmingham office in over 45 practice areas

CHARLOTTE

José Vega named one of the nation's most influential minority attorneys on *Lawyers of Color's* second annual "Hot List"

Member of the of the Associated Builders and Contractors (ABC) Carolinas' Charlotte Council, **Monica Wilson**, recognized by the ABC Carolinas Chapter as its 2014 "Individual Member of the Year"; also appointed 2014 Co-Chair of ABC Carolinas' Excellence in Construction Committee for a second term

Brian Rowson appointed 2014 Secretary and 2015 Vice Chair of ABC Carolinas' Charlotte Education Committee

Michael Knapp selected to serve as an adjunct faculty member for The University of Alabama at Birmingham to teach Construction Liability and Contracts in their Engineering Department's graduate level Construction Management program

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ALUMNA Q&A | Tyler Bates Novak

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What one lesson have you learned working in house that could benefit outside attorneys working with similar companies for the first time?

Always try to understand each client's distinct business needs, not just in-the-box legal parameters.

The variety of the subject matters my work covers in any given day.

What is most rewarding?

The variety of the subject matters my work covers in any given day.

"Be open to new opportunities and adaptable to change, because you never know where your career path will take you."

Please provide some examples of client service excellence from outside counsel that you find most effective, helpful, and valuable.

1. Professionalism in dealing with other lawyers, first and foremost, because it is the cornerstone of the legal profession and is always beneficial to the client. Poor relationships among lawyers often results in a longer, more difficult path to resolving the issue outside counsel is tasked with handling.
2. Innovative thinking and problem-solving.
3. Timely responses. It seems so simple but it really does go a long way and demonstrates the importance outside counsel places on the client's issues. Having been in private practice, I understand it is often difficult to juggle multiple clients and tasks, but simply responding to inquiries in a timely manner goes a long way with in-house counsel.
4. Efficiency.

What have you learned about leadership in the course of your career?

1. Listen—bad decisions are often based on misunderstandings of the facts.
2. Establish clear expectations up front.
3. Treat everyone with respect.

What qualities are integral to your position and why?

Interest in the business, ability to adapt, interest in learning new areas of the law, interpersonal skills, and maintaining a good balance in your life (which includes making time for things you enjoy doing outside of the office).

What is most challenging about your new role?

How did BABC prepare you for your current position?

I think you learn best by doing and, while I was at BABC, I had the opportunity to work on great projects with great lawyers who taught me a lot.

What was the most valuable thing you learned during your time at BABC?

I learned not only good technical skills, but also the importance of looking at the big picture.

Has being a woman in the legal industry had any bearing or impact on your career? If so, have you had to make adjustments in order to achieve the successes you enjoy at this point in your career?

I don't think being a woman per se has had any impact on my career, but I would be lying if I said working moms don't face certain challenges. Once I had kids, the hours in my workday condensed and I had to learn to be more efficient with my time in the office.

Do you have any advice for young attorneys as they forge their own careers?

Be open to new opportunities and adaptable to change, because you never know where your career path will take you.

When you're not working, what do you do for fun or relaxation?

When I'm not working, I enjoy spending time with my husband, two daughters, and two dogs. I also enjoy traveling, reading, and yoga.

Where are you originally from, and what do you love most about living and working in Birmingham?

I'm originally from Atlanta. In my opinion, Birmingham is a perfect-sized city with great neighborhoods, great restaurants, and, most importantly, minimal traffic.

FIRM UPDATES What's New?

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CHARLOTTE

Monica Wilson represented BABC at Power-Gen Middle East Conference in Abu Dhabi

Bethany Corbin serving as Co-Chair of the Communications Committee for the Charlotte Women Attorneys' Board of Directors

Kate Kliebert serving as Co-Chair of the Programs Committee for the Charlotte Women Attorneys' Board of Directors

U.S. News – Best Lawyers “Best Law Firms” awarded Tier 1 metropolitan rankings for BABC Charlotte office in Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law

HUNTSVILLE

Benchmark Litigation recognized **Angela Holt** as among the Top 250 Women in Litigation for 2014

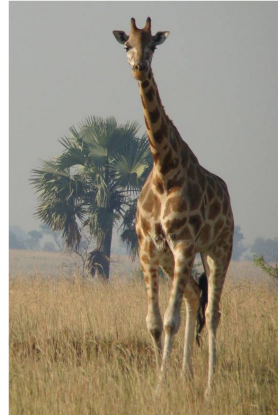
Revelle Gwyn serving on the Cybersecurity Law Committee of the American Bar Association's (ABA) author panel for the *Best Practices Guide to Cybersecurity Assessment in M&A Transactions*

Hal Mooty named to Alabama State Bar 2015 Leadership Forum

Scott Ludwig nominated to the Council of the ABA Business Law Section; appointed to its Corporate Laws Committee, which oversees the Model Business Corporation Act (adopted in 44 states); and appointed to the Joint Editorial Board for LLCs, Partnerships, and Unincorporated Entities (a joint board between the ABA Business Law Section and the Uniform Law Commission)

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PRO BONO | Scott Adams's Year of Service in Uganda



Far left image (L-R): Hannah (9), Micah (7), Kerri, Sarah (5), and **Scott Adams (BHM)**

Bradley Arant Boulton Cummings partner **Scott Adams (BHM)** recently returned from a year in Kampala, Uganda, where he worked as a volunteer attorney with the International Justice Mission (IJM), a Christian human rights organization that works to rescue and restore victims of human trafficking, bonded labor, property-grabbing, and other forms of violent oppression around the world.

Adams helped IJM's Ugandan attorneys with cases in which IJM represented victims of property-grabbing or assisted Ugandan state attorneys in prosecuting the crimes connected to property-grabbing instances.

“In Uganda, IJM works to restore land that has been illegally taken from widows and orphans, usually through violence or threat of violence by someone who is more powerful than the victims,” says Adams. “As hard as it may be for someone from the United States to believe that land can be stolen, it is a real

danger for the poor in many parts of Africa. And, if a widow is forced to leave her land, then almost everything she and her children need to survive has been taken from them—they will very likely have nowhere else to go and no means by which to earn money to live.”

In its effort to eliminate property-grabbing, IJM is also currently working to help train Ugandan police officers, Ugandan village leaders, and other members of the Uganda public justice system in order to improve the Ugandan public justice system on behalf of the poor.

Adams was joined by his family during the year of volunteer work. The exceptional experience afforded his children the opportunity to see giraffes and elephants in their natural habitat, cross a swinging bridge in the African jungle, and experience the rich culture of another continent.

PRO BONO | Defense Team Seeks to Reverse Conviction of Death Row Inmate

Lindsey Boney and Kevin Newsom (BHM) are on the appellate team advocating for the reversal of Florida Death Row inmate Clemente Aguirre's capital murder conviction in light of new DNA evidence that points to an alternate suspect. Recently, a dozen former government attorneys who have handled death penalty cases filed a friend-of-the-court brief in support of Mr. Aguirre's appeal in the Florida Supreme Court.

“Regardless of where you stand on the death penalty—and I count myself a supporter—no one supports the execution of someone who could well be innocent,” said Newsom, former Solicitor General of Alabama from 2003 to 2007. Boney added, “Particularly in light of such compelling new DNA evidence, we hope the Florida Supreme Court will see that he deserves a genuine opportunity to prove his innocence before the ultimate punishment is imposed.”

Newsom and Boney represent Aguirre on a pro bono basis in teamwork with the Innocence Project, an independent nonprofit organization which provides direct representation or critical assistance to prisoners who could be proven innocent through DNA testing.

FIRM UPDATES What's New?

... continued

HUNTSVILLE

Harold Stephens appointed to the Alabama Supreme Court Pattern Jury Instruction Committee, reappointed to the Alabama Supreme Court Rules of Evidence Committee, and elected Vice Chair of the Alabama Supreme Court Commission on Alternative Dispute Resolution

George Smith, Frank Caprio, Stephen Hall, Justin Hendrix, David Holt, and Bartley Loftin outlined the financial and legal aspects of dealmaking at the "Maximizing Value for Business Growth & Transaction" seminar, co-hosted by BABC and Decosimo certified public accountants

Stephen Hall recognized as a "Future Star" in 2014 *Benchmark Litigation Guide*

Kim Martin named to Top 25 Super Lawyers list in Alabama

Revelle Gwyn served as a panelist for "A Year After the Executive Order on Cybersecurity: Advising Boards of Directors on New Cyber Security Responsibilities" at the ABA Business Section Spring 2014 meeting in Los Angeles

BABC nominated as a top "Innovation Leader" by HOTCoffee, a 400-person startup networking community, for its legal educational support of entrepreneurship in Huntsville

U.S. News – Best Lawyers "Best Law Firms" awarded Tier 1 metropolitan rankings for BABC Huntsville office in Commercial Litigation, Corporate Law, Employment Law – Management, Litigation – Labor & Employment, Mergers & Acquisitions Law, Tax Law, and Trusts & Estates Law

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NEWS | BABC Congratulates Haston and Sweeney on New Leadership Roles



Introduced by DRI President **John Parker Sweeney (WDC)**, right, IADC President **Tripp Haston (BHM)**, left, delivered remarks at DRI's annual event in San Francisco.

Bradley Arant Boult Cummings LLP is pleased to announce that partner **John Parker Sweeney (WDC)** has been named President of DRI – The Voice of the Defense Bar at the organization's annual meeting in San Francisco on October 25. In addition, **Tripp Haston (BHM)** was named President of the IADC, the International Association of Defense Counsel, at its annual meeting in Vienna, Austria, in July. Both the DRI and the IADC are highly prestigious organizations committed to promoting professionalism in the legal community and upholding the excellence of the civil justice system.

Founded in 1920, the IADC is the oldest global invitation-only organization for attorneys who represent corporate and insurance interests. Among its many accomplishments, in 1960 it created what is now known as DRI and in



L-R: **Tripp Haston (BHM)**, IADC President; **Sky Woodward (WDC)**, Chair of the DRI Center for Law & Public Policy; **John Parker Sweeney (WDC)**, DRI President; and BABC Firm Chairman **Beau Grenier (BHM)**.

1972 created the IADC Trial Academy, now held annually at Stanford Law School, which has many BABC alumni.

"Our members share a global connection and during my year of service I will work to advance the IADC's interests through specific initiatives by region and membership type," said Mr. Haston. The IADC has more than 2,400 members from five continents and nearly 40 countries, and, as part of his duties this year, Haston will represent the IADC at events in Australia, Hong Kong, Singapore, Brazil, Italy, Portugal, England, Canada, and the United States.

Similarly, DRI is the largest leading organization of defense attorneys and in-house counsel representing business interests in litigation, and it has approximately 15,000 defense practitioner members. "I'm honored to be asked to lead the largest association of defense lawyers, domestically and internationally, dedicated to representing the business men and women who create



At the closing Gala at the Imperial Hofburg Palace are IADC members and BABC partners and spouses (L-R): **Bill and Anne Elizabeth McGowin (MGY)**, **Todd and Stephanie Presnell (NSV)**, **Will and Tommie Goodman (NSV)**, **Dana Lumsden and Kristin Davis (CHLT)**, **Tripp and Cara Haston (BHM)**, and **Lela Hollabaugh (NSV)**.

the goods and services and jobs that make possible our way of life," said Sweeney.

"These significant distinctions illustrate the tremendous respect that both gentlemen have earned through their hard work, professional excellence, and leadership skills," said Firm Chairman **Beau Grenier (BHM)**. "This is perhaps the only time that the two serving presidents of these organizations have come from the same firm."

FIRM UPDATES
What's New?

... continued

JACKSON

Kate Margolis received Capital Area Bar Association's "Outstanding Service Award"
Michael Bentley named one of the *Mississippi Business Journal's* "Top 40 Under 40"

Slates Veazey successfully completed the IADC Trial Academy at Stanford Law School

Margaret Oertling Cupples elected to the Federation of Defense & Corporate Counsel (FDCC)

Michael Bentley appointed to Fifth Federal Circuit Bar Association Board of Governors

Mississippi Business Journal selected **Bill Purdy** and **Mary Clay Morgan** as honorees for its "2014 Leadership in Law"

Kathleen O'Beirne and **Kelly Blackwood** selected as part of the 2015 "Portico 10," to be featured in the January Legal Issue of *Portico Jackson*

U.S. News – Best Lawyers "Best Law Firms" awarded Tier 1 metropolitan rankings for BABC Jackson office in 11 practice areas

MONTGOMERY

U.S. News – Best Lawyers "Best Law Firms" awarded Tier 1 metropolitan rankings for BABC Montgomery office in Commercial Litigation, Public Finance Law, and Tax Law

NASHVILLE

Patricia Head Moskal elected to serve a three-year term as a Member of the Board of Trustees of the Tennessee Bar Foundation

Bob Patterson named a Fellow of the Tennessee Bar Foundation

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NEWS | Jack Selden Chairs DOJ Dialogue Group

Jack Selden (BHM) is Chair of the American Bar Association (ABA) Criminal Justice Section's "DOJ Dialogue Group" Committee. The "DOJ Dialogue Group" meets with United States Attorney General Eric Holder and Department of Justice leadership three times each year to discuss criminal justice issues. The most recent meeting took place on October 31.



Jack Selden (BHM), left of U.S. Attorney General Eric Holder in the Attorney General's Conference Room

DIVERSITY | BABC and Rotary Club International

Host Tushar Gandhi



L-R: **Beau Grenier (BHM)**, Birmingham Mayor William Bell, and Tushar Gandhi

Because of the firm's longstanding commitment to civil rights and its involvement with Rotary Club International, BABC partnered with Sanjay Singh, President of the Birmingham Rotary Club, in May to host a reception in honor of Tushar Gandhi, the great grandson of Mahatma Gandhi. Birmingham Mayor William Bell, Mr. Singh, and Firm Chairman **Beau Grenier (BHM)** delivered brief introductions before Mr. Gandhi spoke about his humanitarian efforts.

A United Nations Goodwill Ambassador, Mr. Gandhi bears out his great grandfather's legacy through his active commitment to world peace, freedom, and justice, volunteering an incredible amount of resources to a wide range of social issues around the world, including education, healthcare, nonviolence, poverty, malnutrition, child labor, legal aid, earthquake relief, refugee relief, and cyber crime.

DIVERSITY | Kate Margolis Hosts 50th Anniversary of Civil Rights Act of 1964



L-R: Fred Banks, Reuben Anderson, Curtis Wilkie, Constance Slaughter-Harvey, **Kate Margolis (JKS)**, and Mississippi College of Law Dean Emeritus Jim Rosenblatt.

In her role as the President of the Mississippi Chapter of the Federal Bar Association, **Kate Margolis (JKS)** organized a celebration of the 50th Anniversary of the Civil Rights Act of 1964. The event featured a panel discussion, moderated by Margolis. Panelists included Reuben Anderson and Fred Banks, participants in Mississippi's civil rights struggle in the 1960s and 1970s, lawyers who led the way in forcing compliance with civil rights acts, and the first and second African-Americans on the Mississippi Supreme Court, among other accomplishments. Panelist Constance Slaughter-Harvey was a participant in the struggles of the 1960s as well as a civil rights lawyer, and news journalist Curtis Wilkie covered the 1960s civil rights struggle in Mississippi, before covering civil rights developments as the *Boston Globe's* resident "civil rights specialist" for many years. The panelists shared their insight and commentary on the conditions in Mississippi in 1964, the events leading up to the Act's passage, the effects of the Act, and its role and relevance in today's society. Over 100 lawyers and judges attended the event.

FIRM UPDATES What's New?

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NASHVILLE

Jeff Allen one of 28 Tennessee attorneys selected to participate in the Nashville Bar Foundation (NBF) Leadership Forum program

Berry Holt recognized as a "Health Care Hero" by the *Nashville Business Journal*

Amy Leopard participated in a panel discussion at the American Health Lawyers Association (AHLA) annual meeting in New York

David Taylor named to the 2014 Associated General Contractors (AGC) of Middle Tennessee Legal Advisory Council

Patricia Head Moskal recognized by *Benchmark Litigation* as among the Top 250 Women in Litigation for 2014

Robert Laser appointed Co-Chair of the American Bar Association Young Lawyers Division Criminal Justice Committee

Bob Wood serving as a member of this year's "Prosperity Leaders" Committee for the Nashville Area Chamber of Commerce

Jeff Allen, Chris Bowles, Amy Leopard, Russ Morgan, Chris Thorsen, and Bob Wood named "Attorneys for Justice" by the Tennessee Supreme Court for their pro bono service in 2014

BABC Media and Entertainment practice ranked number one on *Nashville Business Journal* list

U.S. News – Best Lawyers "Best Law Firms" awarded Tier 1 metropolitan rankings for BABC Nashville office in over 25 practice areas

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DIVERSITY | BABC Hosts Diversity Summit at the Birmingham Civil Rights Institute



The firm recently hosted its inaugural 2014 Diversity Summit, which took place in the firm's Birmingham office, then relocated to the Birmingham Civil Rights Institute. Attendees were treated to a tour of the prestigious cultural and educational center, followed by presentations given by local thought leaders on how diversity is changing the landscape of corporate America and the legal profession.

Judge Houston Brown, Presiding Judge for the Tenth Judicial Circuit of Alabama, presented "The Significance of Diversity: Perspective from the Bench"; while, Lajuana Bradford, Senior Vice President and Director

of Corporate Diversity and Public Affairs at Regions Financial Corporation, spoke about "The Changing Face of America—Why Corporate America Cares." **Anne Marie Seibel (BHM), Dana Lumsden (CHLT), Jennifer McGahey (BHM), John Hargrove (BHM), and Ambria Lankford (BHM)** participated in a panel discussion, exploring the current issues of diversity in the workplace and in the legal profession. The panel responded to questions from Bradley Arant Boulton Cummings's ethnically diverse summer associates.

Following the panel, Myla E. Calhoun, General Counsel and Senior Vice President of Regional Development and Public Policy for the Birmingham Business Alliance, gave the law school students pointers to help them take advantage of their opportunities in a presentation entitled "Seizing the Moment from 2014 Forward." The program concluded with **Kay Bains's (BHM)** remarks about the key role that diversity plays in the firm's strategic plan and culture, in which the unique talents and perspectives of attorneys and employees are understood and valued.

PRO BONO | Thor Urness's Pro Bono Work Highlighted in *The Tennessean*



BABC Attorneys spent an afternoon painting a community mural on the Bicycle Bus, a mobile bicycle rental facility to promote cycling in downtown Nashville. Far left image (L-R): **Nashville attorneys Joel Eckert, Bob Wood, Chris Thorsen, Jeff Buschmann, Chelsey Hadfield, Brett Carter, Thor Urness, and Jon Skeeters** with mural artist, Andee Rudloff.

Thor Urness (NSV) was recently featured in *The Tennessean* in the article "Nashville Lawyer Goes Beyond to Help Starving Artists." The article details Urness's dedication to the arts community in Nashville, where he provides pro bono legal services to songwriters, authors, and other artists. Urness also serves as Chairman of the Board of the Arts and

Business Council (ABC) of Greater Nashville.

"With the exclusive privileges [lawyers are given], we have an obligation to the community and greater world to help people," said Urness. "If we relieve artists of legal problems, that means they can make more art and do the work they're called to do."

FIRM UPDATES What's New?

... continued

WASHINGTON, D.C.

Aron Beezley named a Super Lawyers "Rising Star" for Government Contracts Law

Tom Lynch named a Super Lawyers "Rising Star" for Construction Law

U.S. News – Best Lawyers "Best Law Firms" awarded Tier 1 metropolitan rankings for BABC Washington, D.C. office for Construction Law, Mass Tort Litigation/Class Actions – Defendants, and Product Liability Litigation – Defendants



L-R: Frank Miller, Cameron Miller's father; Marc Nardone (WDC); and John Parker Sweeney (WDC)

Marc Nardone was named 2014 recipient of the Cameron J. Miller Award for Excellence and Community Service, which includes a cash award of \$10,000 to Mr. Nardone's designated charity, the Helping Up Mission. The award is given in memory of Cameron J. Miller, who joined the firm's Birmingham office as an associate in September 2011 and passed away on June 25, 2012, due to complications from leukemia. The annual award recognizes a first-year firm associate who exemplifies excellence in his or her legal work coupled with a high degree of community service.

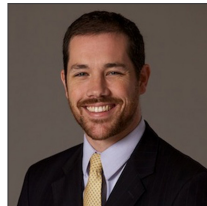
NEWS | Labor and Employment Group Launches Blog



Labor & Employment Practice Group Leader **John Hargrove (BHM)** and Co-Editors **Will Manuel (JKS)** and **Anne Yuengert (BHM)** have officially launched the firm's first BABC blog, *Labor & Employment Insights*. The blog is dedicated to providing legal perspectives in labor and employment law affecting employers and businesses. The group's blog posts have been republished on *DRI*, *Employment Law360*, *Sports Litigation Alert*, and *Legal Issues in Collegiate Athletics*. See more at www.babc-employmentlawinsights.com.

WE WANT TO HEAR FROM YOU!
Please share your professional or personal news of note by emailing alumni@babc.com.

KEEPING UP WITH | Alumni on the Move



Daniel P. Golden
General Counsel's Office of the D.C. Council Dan takes his white-collar criminal investigations and defense and construction- and government-contracts-related litigation experience to the Council of the District of Columbia in the General Counsel's Office.



Jim Stewart
Vice President and Chief Administrative Officer, BL Harbert International Jim will utilize his private investment transactions, mergers and acquisitions, and complex business structuring and formation experience in his new role at Birmingham-based BL Harbert International.



Jonathan Head
Senior Vice-President and Chief Legal Officer, Balfour Beatty Construction Jonathan has joined firm client Balfour Beatty Construction in Orlando, Florida, as Senior Vice-President and Chief Legal Officer.



Wesley Weeks
Counsel, Vanguard Health Systems Wesley has joined the legal department of Vanguard Health Systems at their Nashville headquarters to serve as Counsel.

OPPORTUNITIES Available Positions

Our alumni are well-informed and experienced professionals that share a commitment to excellence in the law profession, as well as a commitment to the future of our firm. Please feel free to forward the job opportunities listed below to any interested parties.

FINANCIAL SERVICES REGULATORY ATTORNEY Birmingham; Charlotte; Huntsville; Jackson; Nashville; Washington, D.C.

The Financial Services Litigation group is seeking to add an attorney with 2-4 years of financial services regulatory experience. Candidates with experience in the financial services regulatory practice of a major law firm or banking agency are highly preferred.

EMPLOYEE BENEFITS ATTORNEY Nashville

The Employee Benefits & Executive Compensation group is seeking to add an attorney with 1-3 years of experience to our Nashville, Tennessee office. Tennessee Bar membership preferred.

REAL ESTATE ASSOCIATE Nashville

The Real Estate Practice Group in our Nashville, Tennessee office is seeking to add one associate with 1-2 years of experience and one associate with 2-4 years of experience.

REAL ESTATE ASSOCIATE Birmingham

The Real Estate Practice Group in our Birmingham, Alabama office is also seeking to add an associate that recently graduated or with 1-2 years of experience.

Candidates must have excellent analytical, written, verbal, and interpersonal skills, as well as superior academic credentials from an accredited, top-tier law school. For consideration, please submit cover letter, resume, and transcript through our [online application portal at babc.com](http://online.application.portal.at.babc.com). NOTE: BABC does not accept email applications.

WHAT CLIENTS ARE SAYING | *Chambers USA and U.S. News – Best Lawyers “Best Law Firms”*

“This firm has an outstanding ability to find solutions to complex issues. The personnel understand the clients’ needs and consistently work to meet them with minimal fuss. We would select Bradley Arant Boulton Cummings over any other firm in the state, period.”

“They think through and anticipate business issues in addition to legal issues.”

“They are thoughtful and strategic, and they have made a considerable effort to know and understand our business. They are well educated and prepared, so they hit the ground running.”

“Bradley Arant Boulton Cummings attorneys are great people who have management’s best interests at heart.”

CHARITABLE GIVING | *Community Outreach*

The firm was proud to be a sponsor of Susan G. Komen’s 2014 Race for the Cure. BABC’s 89-member team included race participants **Peggy McCain (BHM)**, a 21-year cancer survivor, and **Maggie Watkins (BHM)**, a three-month survivor and former Race for the Cure Chairman in San Diego. The firm’s fundraising initiative included a BABC bWell fruit stand in the firm’s break room and raffle prizes. “We’ve had many at the firm affected—family members; we’ve lost co-workers. So every year it builds, not because of each individual’s involvement, but because of the impact on our firm and family members,” McCain said in an interview on ABC 33/40. The firm raised \$7,502 in support of Susan G. Komen’s mission to find a cure. Watkins finished first place among cancer survivors on race day.



Jackson attorneys and staff and their families delivered a donation check on behalf of the firm to the Jackson Zoo. **Michael and Sarah Bentley with son Rabb; Molly Walker and son Wesley; Emily and Jeremy Phillips with children Ethan, Jacob, and Alexis; and Tiffany Woods with daughter Annabelle** enjoyed a day at the zoo after presenting the check to the zoo’s Director of Major Gifts & Annual Fund, Josh Friedel. The firm is a Bronze sponsor of the zoo’s New Orleans-style soiree, 2014 Zoo Party Unleashed, supporting the zoo’s care of 140 animal species, conservation initiatives, and educational outreach.

Tricia Gordon (CHLT), Co-Chair of the Charlotte Chapter’s United Mitochondrial Disease Foundation’s (UMDF) Energy for Life Walk, assembled a 21-member team, including **Mark Wierman and Monica Wilson (CHLT)** who took on face-painting duties for the kids participating in the walk. **Bethany Corbin (CHLT)** provided baked goods to keep the walkers energized. The BABC Team was also joined by a strong team from Novant Health and the joint effort raised over \$9,000, with donations still coming in. The UMDF’s annual Energy for Life Walk reaches out to the community to raise awareness and support for those who are fighting mitochondrial disease in the Charlotte area.



CHARITABLE GIVING | *Community Outreach*

Chris Glenos (BHM) spearheaded the Birmingham office's fundraising campaign for the United Way of Central Alabama (UWCA), which provides help to people in Central Alabama communities who are in need. Through BABC's contributions, the United Way is able to give meaningful support to local organizations and local chapters of national organizations such as the American Cancer Society, the American Heart Association, American Red Cross, the Birmingham Urban League, Children's Hospital of Alabama, Gateway, the YWCA, and many others. Through its fundraising efforts, the Birmingham office raised \$354,633 for UWCA, \$31,000 more than the firm raised last year and a new BABC giving record.



In June, the Charlotte office participated in the construction of a home through Habitat for Humanity's Adopt-a-Day Program. For six months, the Charlotte office held various fundraisers in order to meet their goal of \$1,250 to be matched by the BABC Foundation. **Charlotte attorneys and staff Ryan**

Beaver, Kate Kliebert, Amy Puckett, Brian Rowson, Nick Voelker, Mark Wierman, Monica Wilson, Rob Cox, Tricia and Alan Gordon, Michael Griffin, Christy Hancock, Dana Lumsden, Alice Amayi, Vince Amico, Kerry Keane, Karrie and Jay Kelley, Donna Holdren, and Jade Robey worked on drywall, roofing, siding, and installing insulation sheeting.

In April, the firm was a trophy winner in the firm-sponsored Fourth Annual Girls Inc. Cajun Cook-Off in downtown Birmingham. The team brought home hardware for the third consecutive year, this time earning second place for Head Chef **Skip Doran's (BHM) BBQ Shrimp**, which he also promoted via a cooking segment on ABC 33/40. Helping out with the cooking, decorating, and serving duties were **Birmingham attorneys and staff Carol Little, Sherry Bush, Jennifer Thomas, Beth Nabors, Corey Abrams, Dawn Sharff, and John Goodman.** The annual cooking competition benefits Girls Inc.'s research-based programs that focus on health and wellness, economic literacy, and career preparedness—inspiring Central Alabama girls to be strong, smart, and bold.



Aaron Caradonna (HSV) is a member of the Leadership Huntsville/Madison County's Connect Class 17 program, designed to get young professionals under 40 involved in the community. Aaron and his Connect classmates created Rocket Chef, a local culinary competition, to benefit underserved communities in the area. The inaugural competition drew a sold-out audience of 302 epicures, cheering on their favorite local chefs. The event raised approximately \$18,000 in support of the Food Bank of North Alabama and Merrimack Hall's Johnny Stallings Arts Program, which provides arts programs for special needs individuals.



WELCOME | New Attorneys



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CHARITABLE GIVING | *Community Outreach*

On Saturday, June 28, the American Heart Association (AHA) held its Annual Birmingham Heart Walk. **Beau Grenier (BHM)** served as Chair of the event, where 133 BABC staff and attorneys joined in to promote healthy lives, free of cardiovascular disease and stroke. In three weeks, BABC raised approximately \$19,000 in support of cardiovascular research and educational health programs for the Birmingham area.



On a Saturday in May, **Nashville attorneys and staff Bill and Kristi Wilcox Arth, Cal and Amanda Renegar, Charlie Sanger, Bryan Thomas, Kristi Ritchie, Lisa Najafabadi, Deborah Longbotham, Julie and Bill Ivie, Bob Wood, and Louanne Staff** participated in a build in the Park Preserve neighborhood, benefitting new homeowner Surrelzia

"Zia" Morton. Zia is raising two daughters and has worked in the paint department of Home Depot since 2006. The BABC team of attorneys and staff was honored to contribute to the home of Zia's dreams. Bob officiated the dedication ceremony on May 18.



The BABC Band's **Birmingham-based members** include (L-R): **Doug Royale** (bass guitar), **Atkins Roberts** (keyboard, vocals), **Spence Beavers** (drums), **Les Alexander** (lead guitar), **Corey Abrams** (percussion, vocals), **John Goodman** (vocals), **Amy Huffstutler** (vocals), and **Charlie Beavers** (acoustic guitar, vocals).

In August, the BABC Band won the Aletheia House Corporate Battle of the Bands. The band competed against groups from Burr & Forman LLP, Maynard Cooper & Gale PC, Alabama Power, and Regions Bank, among others. The corporate bands competed in front of judges (including Mike Panepinto of the Temptations), friends, and family to raise awareness and funds for Aletheia House and its mission to empower individuals with the skills and services they need to be responsible for their own well-being.



Artist **Wyatt Waters** and TNC Board Chair **Kelly Blackwood (JKS)**

The Mississippi Chapter of The Nature Conservancy (TNC) marked its 25th year with a celebratory event at Providence Hill Farm in Flora, Mississippi, in October. Guests enjoyed live music, a lakeside fire, and Mississippi artist Wyatt Waters painting on site (which was later auctioned off). TNC Board Chair, **Kelly Blackwood (JKS)**, thanked everyone for their work over the years, and stated that the chapter is positioned for great things in the next twenty-five years.



Photo courtesy Governor Robert Bentley via flickr.

In April, Governor Robert Bentley signed the Alabama Safe at Schools Act, requiring that school systems allow students with diabetes to attend their local schools, go on field trips, and participate in extracurricular activities. It also provides that school staff may volunteer to be trained to administer diabetes medications to students. ADA Community Leadership Board President **Chris Christie (BHM)** was integral in the efforts to pass this bill. The ceremonial signing of the bill was held in Montgomery in June.

WELCOME | **New Attorneys**



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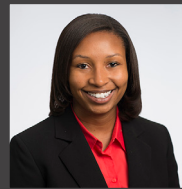
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CHARITABLE GIVING | *Community Outreach*



L-R: Jaclyn Johnson, Arts & Business Council Director of Programs and Community Initiatives; Chris Bowles (NSV); Connor Blair (NSV); artist Moira Williams; Evelyn McKinney Hill (NSV); and Lisa Najafabadi (NSV).

The Nashville office partnered with the Arts and Business Council (ABC) of Greater Nashville's WorkCREATIVE program in its initiative to bring creativity into businesses—stimulating communication, teamwork, and innovation in order to drive business growth. BABC volunteers, assisted by NYC-based artist, Moira Williams, built an oven. The interactive art piece is available for people to bake and share bread in the Parthenon public park. ABC Chairman **Thor**

Urness (NSV) delved into the benefits of "creative confidence" in the workplace in an article he authored in *Nashville Arts Magazine*, exploring how "creativity-fostering" initiatives in the workplace can tap creative energy and drive business growth. Urness wrote, "That is certainly what we want from our lawyers and staff."

The BABC Nashville office hosted its annual women's fashion event, "A Fashion Affair," in November at Dillard's in The Mall at Green Hills. Benefiting Renewal House, hosts and guests donated more than \$4,500 in professional business attire, and Dillard's donated over \$2,000 from a portion of the sales that evening. More than 130 clients and colleagues enjoyed cocktails and hors d'oeuvres, followed by a fashion show and private shopping. The fashion show featured attorneys modeling attire for a variety of business meetings and social functions, with image consultant Mila Grigg providing commentary and styling tips.



BABC's Jackson office accepted the ALS Ice Bucket Challenge, offering staff members the chance to douse attorneys with ice water for a donation. Attorneys matched staff donations, raising over \$500 in support of research to prevent and treat amyotrophic lateral sclerosis (ALS).



BABC was proud to sponsor the American Diabetes Association's (ADA) Step Out Walk to Stop Diabetes in Birmingham. **Chris Christie (BHM)**, Community Leadership Board President for the State of Alabama ADA; **Mabry Rogers (BHM)**, ADA Corporate Recruitment Chair; **Michael Walker (BHM)**, the ADA Junior

Board President and Step Out Walk Event Chair; and **Chris Smith (BHM)**, BABC Benefits Manager, all spearheaded the firm's extensive fundraising efforts—which included raffle prizes, a barbecue lunch, a bake sale, and a frozen yogurt social. The firm raised \$12,702.96 towards the ADA's mission to prevent and cure diabetes, making BABC the highest fundraising team in each of Alabama's four Step Out Walks and placing the Alabama ADA over its fundraising goal by nearly \$50,000. The 50-member BABC team braved 35-degree weather the morning of the walk.

WELCOME | **New Attorneys**



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If you wonder if a BABC alumnus or alumna is on our list, please email alumni@babc.com and let us know the name. We will let you know.

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