

senior vice president of labor relations and environmental affairs. Garraux most recently served as the company's vice president of labor relations. He succeeds **Dan Sandman**, who retired as the company's vice chairman and chief legal and administrative officer.



Health Net Inc. named **Linda Tiano** senior vice president, general counsel and secretary. Tiano previously served as senior vice present and general counsel for WellChoice Inc., the parent of Empire Blue Cross and Blue Shield of New York. She succeeds **B. Curtis Westen**, who will stay on as senior vice president, special counsel.

The American Society for Therapeutic Radiology and Oncology appointed

Laura Steeves Gogal as general counsel. Gogal joins the organization from the Federation of American Hospitals, where she served as vice president and chief counsel.

Royal Dutch Shell appointed **Gale Norton** as general counsel. Norton most recently served as U.S. Secretary of the Interior.



JP Morgan Chase named **Stephen M. Cutler** as executive vice president, general counsel and head of the company's legal and compliance activities worldwide. Cutler joins JP Morgan from WilmerHale, where he served as a partner and co-chair for the firm's secu-



rities department. He succeeds **Joan Guggenheim**, who died of cancer in 2006.

Centene Corp. appointed **Keith Williamson** as the company's first senior vice president, corporate secretary and general counsel. Williamson most recently worked at Stamford, Conn.-based Pitney Bowes.

NationsHealth, Inc. appointed **Joshua B. Weingard** as executive vice president, chief legal officer and secretary. Weingard joins the company from Andrx Corp., where he most recently served as senior corporate and securities counsel.

Sunnyvale, Calif.-based Silicon Image Inc. named **Edward Lopez** chief legal officer. Lopez joins Silicon Image from Morrison & Foerster, where he advised technology companies. He succeeds **Patrick Reutens**, who left the company in September 2006, and **Stephanie Alexander**, who served as acting CLO during the executive search process.

Diageo North America, a beer, wine and spirits company, appointed **Kellye Walker** to the position of general counsel. Walker most recently served as chief legal officer and member of the senior management team of BJ's Wholesale Club Inc.



Western Oil Sands Inc. named **Joanne L. Alexander** vice president and general counsel. Most recently, Alexander served as ConocoPhillips' general manager, stakeholder engagement & regulatory affairs.

OceanaGold named **Jane Nosworthy** general counsel and company secretary. Jane previously served as Leviathan Resources' commercial legal manager and assistant company secretary.

CAREER ADVICE

Roundtable Lessons

BY MIKE EVERNS

If you are interested in moving up the in-house career ladder, you should check out this month's roundtable ("A Winning Team," p. 72). One of the lessons you will learn is that smart general counsel immerse themselves in the business. For instance, Cornell Boggs, the general counsel of Coors Brewing, is well versed in how the Brewmasters select ingredients and knows the different water sources of Coors Light and Original Coors. Meanwhile, Susan Lichtenstein, GC of Baxter Healthcare, encourages all of her staff to listen to earnings calls so they can understand how investors view the company's business. And Marc Firestone, the general counsel of Kraft, partakes in experimental taste tests for products that won't go beyond the R&D phase at Kraft.

Don't make the mistake of treating product details as simply filler information within the context of a legal issue. That is a law school mentality, bred through test questions featuring "widgets" as the objects of disputes.

Successful in-house attorneys "get it." When you go in house, you are no longer an outside adviser or objective observer. A successful GC is a team member. Embrace your company's mission and develop a passion for it.

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