

Angela Doughty, CIPP/US

Ward and Smith

Angela is a North Carolina State Bar Board Specialist in Trademark Law and a Certified Information Privacy Professional– United States (CIPP/US) that serves as the firm's Director of Legal Process Management. She oversees several initiatives to optimize and increase the efficiency of the firm's legal services. In addition to adopting and executing practices, such as Legal Lean Sigma, Angela is responsible for moving the firm through the implementation of process improvement, design methodologies, and innovative technology.





What is your organization doing to weather the U.S. Privacy and Data Security Storm?

"Yikes"

"Terror"

"Training"

"Unprepared"

"CCPA"

"Unprepared and understaffed"

"Lots of meetings"

"Nothing"

"Risk"

Partly Cloudy with a Chance of Federal Privacy Law ...

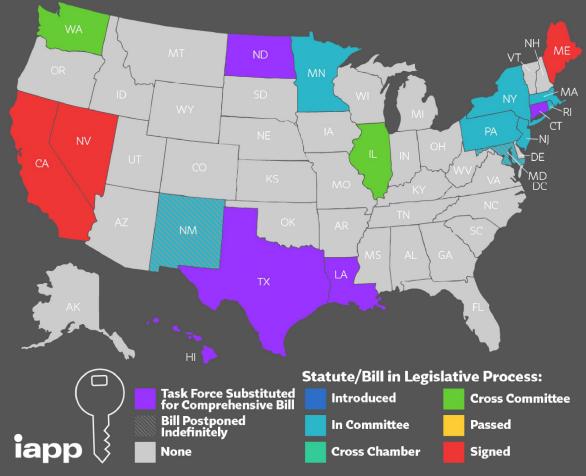




With Most States Storming Ahead, Better Pack an Umbrella . . .



State Comprehensive-Privacy Law Comparison



... And a Change of Clothes.



State	Legislative Process	Statute/Bill	Common Name	Consumer				Ri	Rights			Business Obligations								
				To Access to Collected	To Access to Shared	To Access to Shared To Recrification	To Deletion	To Restriction	To Portability	o Opt-Out	Against Solely Automated Decision Making	Private Right of Action	Strict Age-based Opt-In	Notice/Transparency Requirement	Breach Notification	Risk Assessment	Prohibition on Discrimination	Purpose Limitation	Processing Limitation	Eiduciary Duty
							To Del	To Res	To Poi	To Op	Agains	Private	Strict ,	Notice	Data E	Risk A	Prohit	Purpo	Proces	
California		Ca. Civ. Code §§ 1798.100199	California Consumer Privacy Act	x	x		x		x	x		s	16	x			x		_	-
Connecticut		RB 1108/5B 1108	rivity act																	
Hawaii		SB 418'		x	X		x		x	x			16	X	x		x			
Hawaii		HCR 225																		-
Illinois		HB 3358	Data Transparency and Privacy Act		x					X				x						
Louisiana		HB-249																		
Maine		LD 946 "	An Act To Protect the Privacy of Online Consumer Information					x		in				x			x			
Maryland		SD 513	Online Consumer Protection Act	*	×		×		×	×				×			×			
Massachusetts		SD 341/S 120		x	X		X		X	X		x	18	X			X			-
Minnesota		HF 2917/SF 2912		x	x	х	x	x	х	х	x			x		х			x	
Nevada		SB 220/Chapter 603	4							x				x	x					
New Jersey		S2834			x					х				x			x			
New Mexico		5B-176	Consumer Information Privacy Act	×	×		×		×	×		5	18	×			×			
New York		SB 555421"	New York Privacy Act	x	X	X	x	x	X	Х	X	x		x	X				x	.,
North Dakota		HD 1485-																		
Pennsylvania		HB 1049	Consumer Data Privacy Act	x	Х		х			Х		5	16	X			X			
Rhode Island		113 5930/50234	Consumer Privacy Protection Act	x	χ		х		x	х		х	16	x			х			
Texos		HD 4300 ⁷⁷	Texas Privacy Protection Act																	
Washington		SB 5376	Washington Privacy Act	x	x	X	X	X	x	х	x			X	Х	X				
In Session: MA, NJ, PA	Introduced In Committee Crossed Chamber Cross Committee Passed Signed	Bold - passed law Italics - proposed bill, not passed s - pr'vate right of action for security violations on in - opt-in consent requirement				Black strikethrough - bill postponed indefinitely Purple strikethrough - task force substituted for comprehensive bil r.y														
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Oh Hail, No!





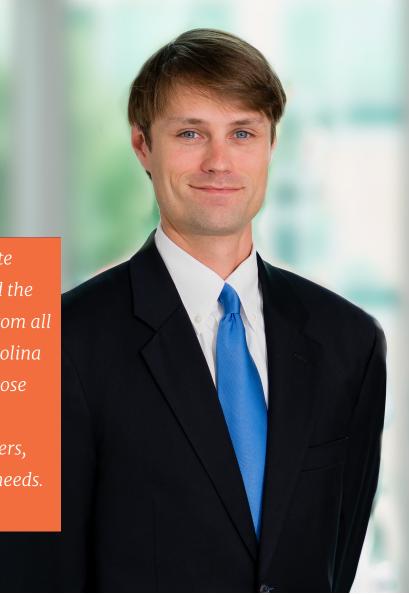
Storm Gear



Allen Trask

Ward and Smith

Allen co-leads the firm's Hemp practice and is passionate about the hemp and cannabidiol ("CBD") industries and the people who participate in them. He works with clients from all sectors of the hemp and CBD markets, both in North Carolina and beyond, and he helps guide the Firm's practice in those efforts. Allen regularly partners with hemp farmers, processors, extractors, product manufacturers, wholesalers, distributors, and retailers to address their unique legal needs. He also assists indirect industry participants.





The End of Hemp Prohibition and the Effects on Internal and External Policies





Marijuana v. Hemp

- "Hemp" and "Marijuana" are legal definitions.
- They are two different sides of the same coin; they are both versions of the Cannabis plant, but they have very different chemical makeups.
- Cannabis contains a variety of different compounds called Cannabinoids, the most famous of which are Tetrahydrocannabinol (THC) and Cannabidiol (CBD).
- Both Cannabinoids affect the human body; however, THC induces psychoactive effects (gets the user "high"), while CBD is a non-psychoactive, antiinflammatory agent.
- Hemp contains an exceedingly low concentration of THC (less than 1%) and a high concentration of CBD; Marijuana is abundant in THC, with concentrations that often range between 15% and 40%.



Why the Difference Matters

- For years, this legal distinction did not matter. Hemp was considered a Schedule I banned substance under the Controlled Substances Act of 1970 ("CSA").
- The federal Agricultural Act of 2014 authorized research institutions and state agricultural agencies to grow industrial hemp as part of a research pilot program.
- North Carolina then established its own state-level pilot program and the NC Industrial Hemp Commission in 2015.
- This effort to effectively decriminalize hemp culminated in the passage of the federal Agricultural Act of 2018 (a.k.a "2018 Farm Bill").







Hemp vs Marijuana: Commercial Uses

- Because Marijuana is abundant in THC, it is naturally grown for its psychoactive properties, whether it be for recreational or medicinal use.
- Hemp, on the other hand, is grown for myriad commercial uses, including paper, clothing, building materials, biofuel, food products, oils and CBD products.



The 2018 Farm Bill

- Expansion of the legal definition of "hemp" to include all parts of the Cannabis sativa L. plant
- Amendment of the definition of "marijuana" under the CSA to expressly exclude "hemp" (as defined above) and to expressly carve-out of the Schedule I controlled substances list any tetrahydrocannabinols (THC) that exist in "hemp."

The Result → Hemp and hemp-derived cannabinoids, extracts, and isomers have effectively been legalized on the Federal level, although the regulatory world remains in flux.



The 2018 Farm Bill

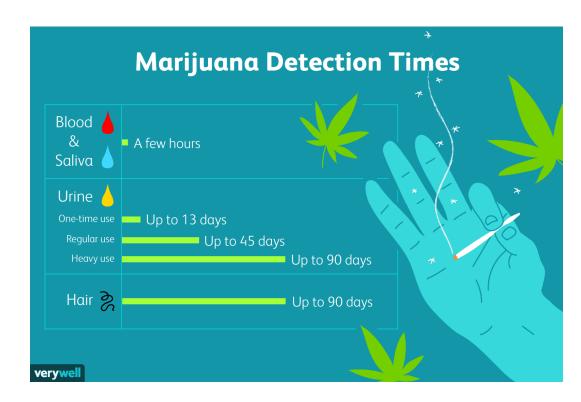
- States may, individually, determine whether or not they want to retain primary regulatory authority over the production of hemp within their borders.
- "Hemp" and related products can be transported legally across state lines and states must not interfere with that transport, allowing for interstate commerce.



Why Does All of This Matter for Me and My Company?

Drug Testing for Marijuana is No Longer Straightforward

- Drug testing for "marijuana" is really just testing for THC.
- "Full spectrum" CBD contains trace amounts of THC.
- THC is metabolized slowly in the body.
- A regular user of legal CBD may, over time, reach a level of THC that would render a positive result in a drug test.
- Why does that matter for North Carolina employers?





Other Areas of Concern:

- Banking
- Shipping
- Custody of Hemp
- Merchant Services
- Insurance





Emily Massey

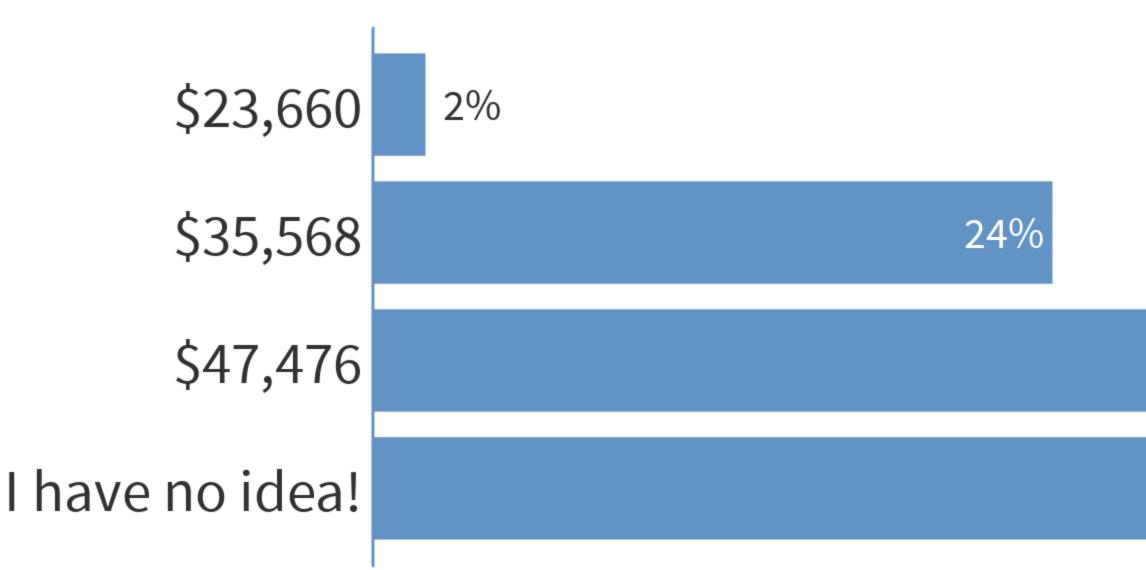
Ward and Smith

Emily's practice focuses on a wide range of labor and employment law issues, including personnel policies and handbooks, background checks, employment discrimination, and harassment, employee discipline and termination, drug and alcohol testing, and various wage and hour matters.





What is the new salary threshold under the U.S. Department of Labor's white collar exemptions to minimum wage and overtime requirements?





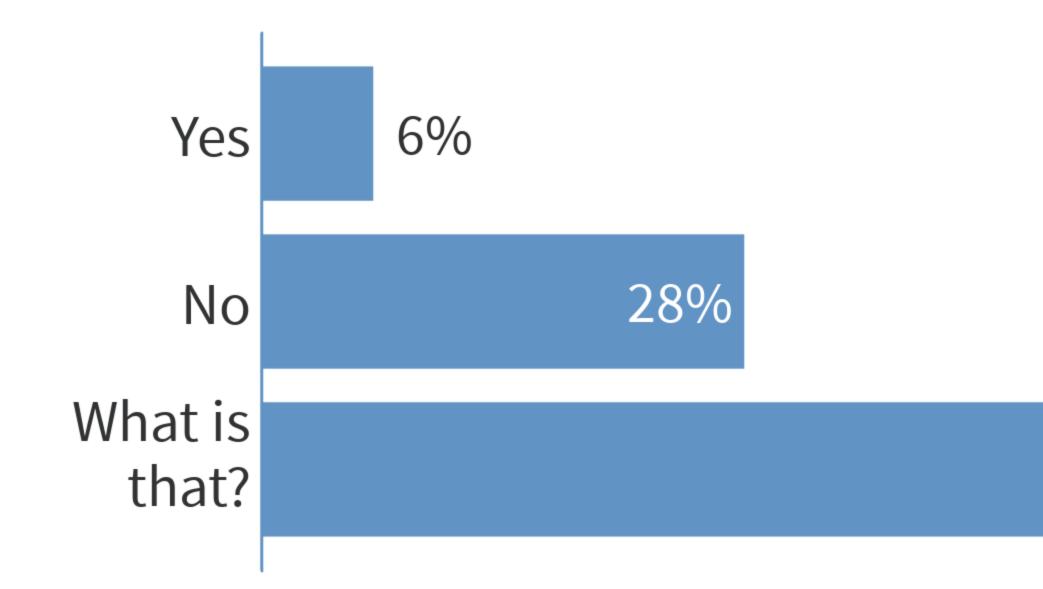




The DOL Salary Rule



Has your company received an Employer Correction Request Notice (EDCOR) (aka "no match" or "mismatch" letter) from the Social Security Administration this year?





Immigration and Customs Enforcement



Jamie Norment

Ward and Smith

Jamie works regularly with individuals, corporations, and governmental entities on a variety of complex legal matters. His experience in substantive areas of the law includes government contracts (with an emphasis on local, state, and federal construction contracts and the procurement of goods and services), government relations and lobbying (including campaign finance and ethics issues), and economic development law (especially public-private partnerships and incentives).





Government Relations Update





"This is a travesty of the process and you know it! We will not yield!"

Partisan Divide on Political Values Grows Even Wider

National Politics on Twitter: Small Share of U.S. Adults Produce Majority of Tweets "I've said it from right here, on the floor, everywhere: If I see an opportunity to override this budget veto, I was gonna take that vote. If they didn't want it to pass, all they have to do is show up for work."

More Now Say It's 'Stressful' to Discuss Politics With People They Disagree With



Positive Views of Economy Surge, Driven by Major Shifts Among Republicans

> "[The late state budget] reflects governance weakness and is credit negative." Moody's Investors Service, on the lack of a final two-year budget agreement



Is Our Political System Broken?

Impeachment Continuing Budget Resolutions Looming Elections (Too soon!) Partisanship



Government Relations as Resiliency: Ability to adapt to and recover from hazards, shocks or stresses without compromising long-term prospects for development.



Translate the chaos

- •Be prepared for what impacts the bottom line
- •Best message at the best time
- Deploy specific intel
- Building relationships with policy makers

