

# The Record Reporter

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## WHAT'S NEWS

### Tenet, Dignity Health and Ascension form partnership to run Arizona health network

Tenet Healthcare Corporation, Dignity Health and Ascension have signed a definitive agreement to create a partnership that will own and operate Carondelet Health Network based in Tucson, according to a press release.

Tenet and Dignity Health separately own and operate hospitals and clinics in the Phoenix area and together manage a growing accountable care organization, the Arizona Care Network. The organization currently includes more than 130 patient care facilities across Tenet's and Dignity Health's Phoenix-based healthcare systems, with more than 3,300 providers and more than 200,000 covered lives.

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### Two Phoenix master-planned neighborhoods among top-selling communities in country

According to a recent report from real estate firm RCLCO, Eastmark in Mesa and Vistancia in Peoria made the cut in the 2015 midyear update on best-selling master-planned communities in the country, according to a press release. Eastmark had 286 sales through the first half of 2015, up 148 percent, good for No. 8 in the country, while Vistancia boasted 271 sales during the same time period, up 171 percent, putting it at No. 11.

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### Freeport-McMoRan taps Conger as newest president, COO

Freeport-McMoRan Inc. recently announced that Harry M. "Red" Conger has been named president and chief operating officer - Americas and Africa Mining, according to a press release. In this role, Conger will continue to have operational responsibility for the Americas and will expand his responsibilities to include FCX's Africa mining operations and the Climax Molybdenum business.

FCX is also pleased to announce that Doss R. Bourgeois has been named President and Chief Operating Officer for Freeport-McMoRan Oil & Gas. Doss has been a major part of the success of Freeport-McMoRan Oil & Gas and its predecessor companies.

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### U.S. program to connect public housing residents to web

The Obama administration announced last week a program to connect thousands of public housing residents across the nation to the Internet at low prices or for free, according to The New York Times. The sweeping effort is aimed at helping the many low-income Americans left behind in an increasingly technology-driven nation to catch up. Overall, 275,000 households will be eligible for free Internet connections or, in some areas, broadband hookups that cost as little as \$9.95 a month.

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## GENERAL COUNSEL PROFILE

# Jack of all Trades

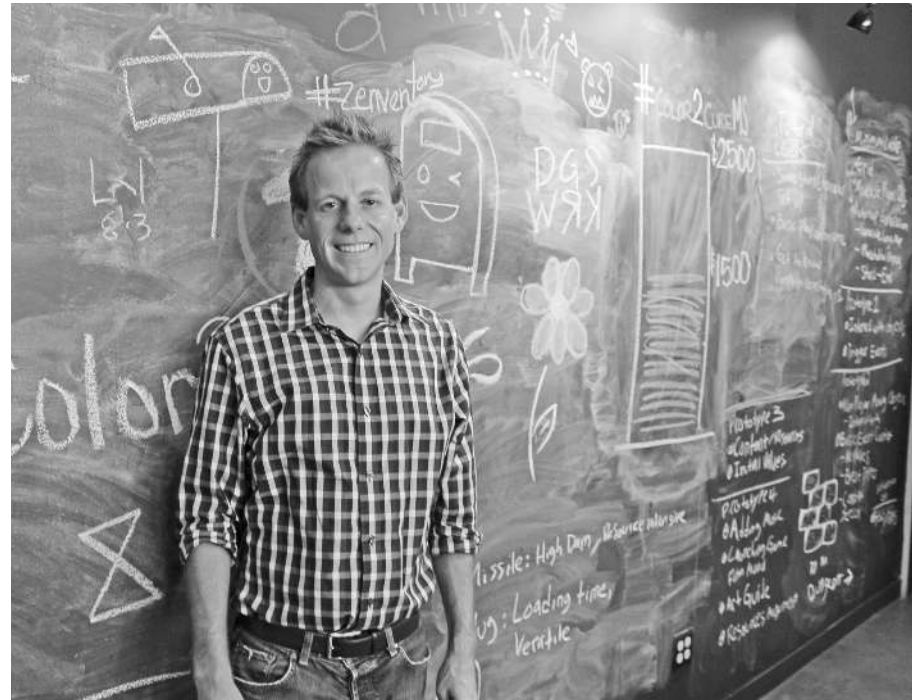


PHOTO BY CHRIS L. GILFILLAN

Jason Scronic is general counsel of Ubiquia, which is a company with just over a dozen full-time employees. Scronic also handles financing, sales and marketing for the company.

By CHRIS L. GILFILLAN

Inside the Ubiquia offices there is a community chalkboard, guitars connected to amplifiers and shuffleboards.

The employees are encouraged to play with all of them.

And general counsel Jason Scronic is there to make sure everything runs smoothly.

But, since Ubiquia is a nascent company with just over a dozen full-time employees, Scronic's duties aren't just the legal sector - the former litigator also manages the financing, sales and marketing departments as well.

"Those were taking too much of [owner Dale Swanson's] time, and it was cutting away from the bread and butter, which is innovation," Scronic said. "So, he recognized, rightfully, that he needed a little assistance to fill in the gaps just to make sure nothing was missing."

So, last October, Scronic left his solo practice and joined Ubiquia as chief operating officer and general counsel. And he hasn't looked back.

"I hate working by the billable hour," he said. "And I don't think the billable hour helped our client ever. So my philosophy when

### Jason Scronic

**Position:**  
Chief Operating Officer and General Counsel

**Company:**  
Ubiquia

**Location:**  
Phoenix

**Size of legal department:**  
One Attorney

I was running my private practice was to go and get my hands dirty."

Scronic said that landed him on roofs when his clients were contractors and now lets the Gonzaga University School of Law graduate be the "jack of all trades" at the company.

"I love building things. And with litigation it was very reactionary," he said. "Having the litigation background is invaluable just because you know when you're drafting contracts you know where those pitfalls are. I can argue both sides of this as it is right now."

That comes in handy, especially since Ubiquia's logistics software - SQBX

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## GUEST COLUMN

# Supreme Court hands victory to Arizona's voters

On June 29, the U.S. Supreme Court upheld the right of Arizona voters to decide how to draw the lines forming congressional districts. This was a victory for gerrymandering reform, direct democracy and the voters of Arizona. Justice Ginsburg grounded the 5-4 majority opinion in prior case law, which reaffirmed the principle that by creating the Independent Redistricting Commission, "Arizona voters sought to restore the 'core principle of republican government,' namely 'that the voters should choose their representatives, not the other way around.'"

This case was brought by Arizona state legislators who believed the will of the people should be trumped by a technical reading of the U.S. Constitution. In essence, these legislators, unhappy that the IRC did not draw maps with enough partisan flair, sued the very citizens they represent in an effort to wrest control of redistricting from the process adopted by Arizona voters through citizen's initiative in 2000.

This is not the first time, nor will it be the last, that legislators defied the state's citizens to gain partisan political advantage. In fact, no sooner did the court hand down its ruling than

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**Patrick McWhortor**,  
Arizona Campaign  
Director for Open  
Primitives

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# Scronic

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— tracks products for large companies across the nation.

“A university is probably the best example. You have students and faculty. You have central receiving and you have 40,000 students; how do you make sure that they get their packages?” Scronic said, later adding, “We track those packages internally for them, creating a chain of management.”

Leading a team is something that comes naturally to Scronic as well. In his spare time he coaches the North Canyon High School cross country and track teams. For Scronic it’s a good way to start off your day.

“You get in a routine, and I actually try to find something that you really enjoy outside of work and personal life,” he said. “I’m just [trying to] give back a little bit, and it’s been fantastic.”

*Editor Chris L. Gilfillan of The Record Reporter met with Scronic at the company’s Phoenix location. What follows is an edited transcript of their conversation.*

## Tell me about the transition you made from practicing privately to coming in-house.

Last year, this opportunity came around to come on as full-time general counsel because Ubiquia was growing pretty rapidly and we continue on that path. But smaller companies, as they transition, especially that startup to small to midsize corporation, you actually have to dot your I’s cross your T’s. You can’t fly by the seat of your pants anymore. So I came on to revamp to make sure we are in compliance. It was not too bad because I had been working with them for so long.

Cybersecurity is a huge issue. So just being not only on top of things and making things compliant, but getting ahead of things. I would say 75 percent of my day is legal. I’m kind of a jack of all trades because I’m the only attorney here. Then about 25 percent is operations, doing front-of-the-house stuff.

## How did it help that they were a client beforehand?

It helped a lot. The hardest part of the transition was finding a good reputable counsel for my other clients. Moving in here, it was seamless. I knew all of the employees. It wasn’t like first-day jitters. So everything was pretty clean.

And there was a good working relationship

and trust had already been built, which is invaluable, especially with a general counsel and with the CEO.

## What are the nuances of being a software company’s GC?

Currently, it’s trying to be ahead of the technology and ahead of the laws. Unfortunately, the law and Congress are always a little bit behind technology. We’re working with cases, in regards to VHS tapes and telecommunications when we’re on the Internet with so much data being exchanged. And the biggest concerns are the large breaches, and you have to be responsive. You have to get in front of it and know what your clients are going to want and make sure that the sales team is on the same page, that it’s going through marketing and gauge where the industry is going rather than being in some other kind of industry.

## How do you stay proactive on that?

The right way is you have to take it upon yourself and be proactive. You have to go out and look for the information. Association of Corporate Counsel has great articles. They have a daily email blast that goes out on technology just to see where corporate counsels are from across the country. Staying on top of the news. Reading tech journals. You have to go to non-legal sources because that’s where everything is going and legal has to catch up.

## Are there specific issues and regulations that you deal with as GC?

Cybersecurity and privacy are probably the two largest. Again, everyone hears about breaches, everybody’s scared. Everybody wants to know where their privacy is. You have Europe that has different standards. And the United States can’t even get a law passed. There’s some frustrations, but that’s where everything is going.

Recently, just going through the Obama Administration trying to push through cybersecurity has been the biggest thing I’ve worked on this year and trying to follow that legislation.

## One of the main products that is made here tracks shipments, how does that affect your role? Do you work much with the shipping aspect?

We’re all cloud-based, so there are those issues. We have a great software product and we have the best developers in town. And for that reason, the direction of it technologically is fantastic. So it’s just making sure that we’re navigating the waters is primarily my role.

## Is employment or HR part of your role?

My employment interaction is definitely making sure that all the legal standards are met. I’ll sit in on interviews just to gauge. One of the really neat things that Dale has created here is a great personality. It’s a great place to work and that was all him. And making sure that people are comfortable in an open environment. You can hear our marketing team working away or you can hear someone on a phone call. You have to be comfortable in that environment and making sure that everybody knows what they’re getting in to. We really do work hard but we do some fantastic things for our employees.

## Do you feel like there’s any privilege you might lose by having an open office?

It’s definitely a concern. I think that you have to keep up your ethical standards and keep up the privilege. It is difficult, especially in an open atmosphere. There are times where I will grab the CEO who is also the director and we might have to have an out-of-office conference, whether that means going to our front picnic table or going to the back parking or a cup of coffee. It’s pretty relaxed but at the same time, just because it’s a relaxed environment doesn’t mean you can relax on your obligations.

## What important in working with outside counsel?

Luckily we haven’t had the need for outside counsel, but we’d probably use outside counsel for litigation matters. Working in both the litigation and the transaction context, I can see where litigation is coming and hopefully avoid it. Second of all, we do need to find the right fit for outside counsel that wouldn’t mind the extra set of eyes in the litigation management side of it.

## What kind of things do you take from coaching that you implement in your career?

I did a training about six months ago about how to communicate with high school-age teenagers when you’re giving them criticisms. And one of their suggestions was the “sandwich method.” You give them a compliment, you tell them your criticism, then you give them a compliment. At first it was great, I would just apply it to my day-to-day coaching things. And then I thought, why couldn’t I bring this to what I’m learning here to the workforce? There’s no reason to walk up to someone and say, “That doesn’t look right, redo it.” They’re not going to like it.

It doesn’t create an environment that people are going to work in. And if you don’t want to work then you’re not going to get good product. So really some of the stupid things that are silly little tricks in coaching you bring in. They translate because I think everyone wants to be respected and know that they’re appreciated. And that’s really kind of important I think.

## Newsday Crossword

**WATER QUARTET** by Gail Grabowski  
Edited by Stanley Newman  
www.stanxwords.com

<b>ACROSS</b>	<b>DOWN</b>
1 Dalmatian’s marking	1 Break suddenly
5 Pitches a tent	2 Horseback game
10 Make beer	3 Not fooled by
14 Prohibited thing	4 Rows of computer icons
15 Look forward to	5 Man-made waterways
16 Assistant	6 Informed (of)
17 Female singing voice	7 Ship’s pole
18 Downright mean	8 Feel sorry for
19 Enthusiastic	9 Pig’s pen
20 Summer social event	10 Sheep sounds
22 Aids in a crime	11 Where a delta is found
23 Hay bundle	12 Make revisions to
24 Lasting mark	13 Gets married
25 Paintball sounds	21 Butter portions
28 Freeway entrances	22 Cornfield measure
31 Blackens on the barbecue	24 Snooty person
32 Boat like a kayak	25 Scrub thoroughly
34 Granola grain	26 Crescent moon, for instance
35 Trees with acorns	27 Fishing, water-skiing, etc.
36 Hedge plant	28 Heavy burden
37 Coupe or sedan	29 Backyard barbecue area
38 Take advantage of	30 Crouch
39 Rays of light	32 Casual talk
40 Math proportion	33 Jacket sleeve
41 Look up to	36 Religious group
43 Drive-in restaurant server	37 Ant-eating animal
44 Huff and puff	39 Flex
45 Graph-paper pattern	40 Showery forecast
46 Bawl out	42 Warehouse platform
48 Beach-condo selling point	43 Shipping containers
53 English nobleman	45 Aladdin’s pal
	46 Bench or chair
	47 Walking stick
	48 Three-layer cookie
	49 Sidewalk border
	50 “Would ___ to you?”
	51 Outer boundary
	52 Stinging insect
	54 Hair-salon goo

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		2		4		8	3		
4			3		2				1
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	4		9		7	6			
9		1	6	5					2
						7			3

Answer to July 17 Puzzle

5	6	3	7	2	8	4	9	1
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4	1	7	6	9	5	3	8	2
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3	7	6	8	4	1	5	2	9
2	9	1	5	7	6	8	3	4
7	5	9	4	6	3	2	1	8
1	3	4	9	8	2	7	5	6
6	8	2	1	5	7	9	4	3

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