



## Five minutes with... Lynn Reynolds



Lynn Reynolds  
Vice President and Lead Labor and  
Employment Counsel

Lynn Reynolds is Vice President and Lead Labor and Employment Counsel with LexisNexis' Global Legal Department (GLD). We recently spent a few minutes with her to find out more about her and her role in LexisNexis.

*Could you tell us a bit about what the Global Legal Department does?*

The LexisNexis Global Legal Department partners with all of the LexisNexis businesses around the world to identify and solve legal issues that arise in the way LexisNexis conducts business – from our contracts with customers and content providers; the regulations that govern our products; our employment practices and policies and our intellectual property; and, of course, any litigation that might result from any of the above.

The LexisNexis GLD also provides unique functions to our business that other legal departments don't necessarily offer. For example, as lawyers, we help foster relationships between the Company and our professional contacts, industry relationships and association memberships which, hopefully, will lead to deeper customer relationships. In addition, we can provide early customer insight, perspective and feedback regarding our products and services that we offer or may offer in the future.

*How did you get to where you are today?*

Pure luck. I started with LexisNexis as a result of a cold call from Nancy Nash, who now leads our litigation group. Nancy was looking for an attorney to assist her with employment counseling and litigation management. She used Martindale-Hubbell as a recruiting tool (a novel use of our product!) to find an attorney with commercial litigation and employment experience and a certain number of years' practice and found me among the search results. She asked if I would be interested in speaking to her about joining the organization. In the 10+ years since, I have never looked back – that phone call was one of the luckiest things that's happened in my life!

*What is your role with the GLD?*

As a member of the Reed Elsevier Employment Law Group, I am part of a four-person team who advises all of the Reed Elsevier companies on legal issues relating to and affecting the workplace. My colleague, Yvette Politis, and I work primarily with the LexisNexis companies and with the LexisNexis GLD, to advise Human Resources and management on a variety of issues, including the development of corporate policies, compliance with various employment laws, protecting our trade secrets and proprietary information and generally acting as a counselor on any issues affecting employees or the workplace.

*What keeps you awake at night?*

Not much. I am extremely proud of our company and the way our senior executives, Human Resources professionals and management deal with employment issues in our organization.

*What's your handicap?*

I assume you are referring to my golf game and not asking me a trick question to gauge my knowledge of

the Americans with Disabilities Act. Last year, I pretty much stuck to the driving range but I was really pleased with my swing. I hope to get on the course this Spring and will let you know how I do!

*What's the best advice you've ever received?*

The advice that I find most helpful now is to abide by the 90/10 rule: Ten percent of what happens in your life – be it work or personal – is out of your control. The remaining 90 percent – how you react to what happens – is in your control and can absolutely determine the outcome.

*What's your favorite quote ... oh, wait, let's make a guess. "Help me help you!"*

Yes, I've been known to use that quote from "Jerry McGuire" but it does have significance in my professional life. As a lawyer, I rely on my clients to "help me" by being honest, truthful and forthright so that I can then "help them" by giving them the best legal advice based on the facts that are presented.

*How do you spend your time away from the office?*

Picking up tiny Lego pieces from the floor, folding laundry, and trying to get my two sons, five and eight, to brush their teeth. How would I *like* to spend my time away from the office? Learning to play chess with my sons, eating someone else's cooking, and enjoying a glass of red wine.

*Can you share with us something about yourself that many people would not know?*

I once spent an entire afternoon watching MTV "Jersey Shore" episodes. I was fascinated once I realized that they were not acting.

Lynn is also a member of the Dayton Site Council and provides training for managers on how to handle employee issues.

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Do you know a colleague you'd like us to spend five minutes with? [Send us an email](#) and let us know.

Internal Communications  
[internalcommunications@lexisnexis.com](mailto:internalcommunications@lexisnexis.com)  
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