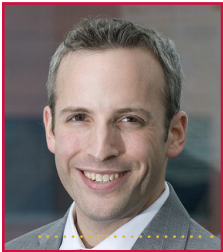


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FOCUS



Daniel R. Slawe
Assistant General
Counsel,
SAP America, Inc..

A Message From the President

Daniel R. Slawe

Dear ACC Greater Philadelphia Members and Friends:

Wow, where does the time go? As the clock ticks down and I reflect on 2022, I must first

take a brief moment to emphasize how truly humbled I have been by the opportunity to serve as a leader of ACC Greater Philadelphia over the last ten years and – most especially – to follow in the footsteps of so many exceptional Past Presidents who shaped this Chapter for nearly four decades. I was also incredibly privileged to work side-by-side with so many dedicated and passionate professionals: our Officers, Board of Directors, Network and Committee leaders, chapter members, sponsors, and, of course, our wonderful and tireless Chapter Administrators, Chris Stewart and Denise Downing and Chapter Assistant, Joanne Ray, all of whom give so much of themselves to make this a world-class organization focused solely on providing best-in-class educational and professional networking opportunities to our members.

In October we travelled to Las Vegas, Nevada for ACC Global’s Annual Meeting where we celebrated our global organization’s 40th Anniversary. Over the course of reconnecting with old friends and making new ones, I was so proud to represent our chapter and was happy to see that we are consistently recognized as one of ACC Global’s premier chapters earning a Gold

Chapter of Distinction award – the highest possible rating. The award is given only to those chapters who excel in several areas - governance/operations; membership recruitment; programming; awards/recognition programs; scholarships/pro bono work; and marketing/public relations. And that is, of course, thanks to our nearly 1800 wonderful members who are some of the most active and involved members in the world.

In November we held our long-awaited Fall Gala at the Reading Terminal Market after being postponed from 2020. In spite of a Phillies World Series loss that night, we had a fantastic time dancing, connecting, eating, drinking and recognizing participants in our Diversity Corporate Internship Program. Our Gala is one of two times a year we gather with all of our members and Sustaining Sponsors (without whom we would cease to exist) and it was truly a memorable occasion. November also saw the return of our Paralegal Forum after a two-year hiatus. What a great way for our network of para professionals and legal assistants to commune, share knowledge, get educated, and hand out some awards (over delicious lunch of course!)

Now, in December, as we look forward to many more programs and events (including our Chapter Holiday party on December 13!) we can reflect on all we’ve accomplished this year as a chapter:

- We strengthened and deepened our commitment to **Diversity, Equity, Inclusion and Belonging** by hosting

In-Transition Membership

If you are a member who is in transition, take advantage of the opportunity to continue your membership **AT NO COST**. ACC will waive dues for existing members for up to one year, and offer a reduced membership rate for up to an additional two years if you are displaced but actively seeking a new in-house position. [[In-Transition/Retired Application](#)] For more information about In-Transition Membership, please visit: <https://www.acc.com/membership/become-a-member/in-transition-member>.

Retired Membership

Recently retired ACC members may continue their membership at a **reduced rate of \$95 annually**. You can email membership@acc.com to request an invoice for this great rate, or submit the [In-Transition/Retired Application](#), and be sure to select the RETIRED option. For more information about Retired Membership, please visit: <https://www.acc.com/membership/become-a-member/retired-member>.

If you have questions, please contact ACC’s membership department at 202.293.4103, ext. 360 or at membership@acc.com.

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- our first (and second) annual Diversity Summit and weaving these important topics and priorities into everything we do. We can truly say now that we have DEI&B in our DNA!
- We continue to recognize the toll our careers place on our physical and mental wellbeing and have committed to improvement by forming our Health and Wellness Committee, which has implemented some great programs like **standing desks** at CLEs, a **meditation room** at our IHCC, and **group work-out/networking** sessions. Of course, we have also continued our close collaboration with Lawyers Concerned for Lawyers, a wonderful organization committed to reducing impairment among the legal community.
 - We hosted or co-sponsored **more than 80 events**.
 - We provided **nearly 100 hours of CLE sessions** and certified **many thousands of CLE credits for members** in PA, NJ and DE.
 - We **exceeded 1,800 members**.

- We **increased our leadership efforts in pro bono, diversity and community service**.
- We **continued to enhance our publicity and social media presence**, engaging a marketing firm to provide us with a branding refresh for our communications and increasing content on our social media.

Of course, we cannot reflect on 2022 without expressing a heartfelt note of gratitude to our long-term Chapter Administrator, who announced her retirement effective in 2023. Over the last 22 years, Chris has been the engine that has kept our chapter running. Presidents and Boards come and go, but Chris has been our constant guide and has been the single most important factor in helping the organization achieve our loftiest goals! While we are sad to be losing Chris (though she promises she'll be around, if only to give us a hard time!) we are thrilled to introduce Denise Downing as our new Chapter Administrator. Denise brings with her years of experience with organizations like ours, and her company,

Neff & Downing Management Services, has been a leader in the association management space for more than 40 years. Please join me in welcoming Denise and her team to ACC Greater Philadelphia!

ACC Greater Philadelphia is in a very healthy place, but I'm even more excited about our future. I couldn't be more pleased to hand over the reins to our next **President, Lisa Fleischer**, who will bring her organization, determination, and charisma to the role and ensure our continued success in 2023. This Chapter will be in excellent hands and I look forward to all the many great things that we'll accomplish under Lisa's leadership.

In the meantime, I wish everyone a safe and festive holiday season, and a very Happy New Year!

All my best,



Daniel R. Slawe
President
ACC Greater Philadelphia

Artificial Intelligence in Hiring: A Double-Edged Sword

By Alexandra Thaler & Chelsea Torres, Partner, Armstrong Teasdale

For years, online job marketplaces have facilitated an influx of job seekers applying for open positions, giving employers more opportunities to find the best candidates for each role. Some businesses have struggled to keep pace with an overwhelming surge in applications, especially for roles that can be performed remotely. In response to the strain on resources posed by application review, business have begun relying on technology to streamline the hiring process. This includes using artificial intelligence (AI) to cull applications to a more manageable number, and even allowing AI to dictate hiring decisions

This trend only accelerated during the pandemic, yet many businesses do not know enough about these tools and their potential flaws, raising the risk that they

may be failing to comply with their existing and evolving legal obligations. The technical assistance document recently published by the U.S. Equal Employment Opportunity Commission (EEOC), and the New York City ordinance on AI in hiring that will become effective Jan. 1, 2023, are some of the early signs that lawmakers are increasingly paying attention to the use of these tools in employment. With diversity, equity and inclusion top of mind for many businesses, employees and investors, it is critical for employers to understand the tools they are using. "From a DEI perspective, it's imperative that we consider the role AI plays in recruiting and retention," said Armstrong Teasdale's Vice President of Diversity, Equity and Inclusion Sonji Young. "This is not a concept that is unfamiliar, or going

away, and as organizations look to grow, the management of candidates and the pipeline must be carefully and appropriately vetted." Moreover, employers need to be aware of regulatory and legislative moves in these areas, so they can take steps to prevent AI from introducing bias into hiring decisions.

What is an AI hiring tool?

Generally, [AI](#) refers to "the capability of a machine to imitate intelligent human behavior," such as decision-making. In the employment context, [federal](#) and [state](#) authorities have been defining the term broadly as systems such as machine learning, computer vision, intelligent decision support, and other computational

continued on page 3

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processes used to assist or replace human decision making in the hiring process.

Scholars have cautioned that machine learning and other algorithmic tools are predicated on a fundamental flaw: AI learns from pre-existing behavior, which itself may be faulty. AI systems trained on biased data from existing workplaces may be perpetuating the same imbalances or creating new ones, and may be doing so in violation of applicable law, by recreating employee populations with insufficient numbers of women, people of color, those with disabilities, and other marginalized groups.

As Armstrong Teasdale Chief Human Resources Officer Julie Paul has observed, “AI cannot be thoughtful about considering candidates who might not fall within bright-line criteria, yet may still be qualified. Those candidates will never be seen, because they will be screened out by the platform, and this creates not only missed opportunities, but liability for employers and hiring managers.”

State and local lawmakers and federal regulators are currently wading into this area to remind employers about their existing legal obligations regarding fair hiring, and increasingly to impose new obligations specific to the technologies themselves.

The EEOC’s Technical Assistance Document

Last fall, the EEOC launched the [Algorithmic Fairness Initiative](#) to ensure that employers using AI in employment decisions comply with federal civil rights laws that the agency enforces. One result of this initiative is the EEOC’s May 12, 2022 [Technical Assistance Document \(TAD\)](#), which addresses how Americans with Disabilities Act (ADA) requirements may apply to the use of AI in employment matters. The TAD notes that while vendors creating AI tools may vet them for race, ethnicity and gender bias, these techniques may not address employers’ obligations not to discriminate against individuals with disabilities. The EEOC cautions that “[i]f an employer or vendor were to try to reduce disability bias in the way” they do for other protected categories,

this “would not mean that the algorithmic decision-making tool could never screen out an individual with a disability” because “[e]ach disability is unique.”

The TAD also provides recommendations on how employers can comply with the ADA, and addresses applicants who believe their rights may have been violated. In a noteworthy move, the EEOC lists—but does not mandate—various “promising practices” that employers could adopt to combat disability bias, such as asking the vendor of the algorithmic decision-making tool about its development, including whether the tool is attentive to applicants with disabilities.

Vetting for bias on the basis of disability promises to be a complex process, and one in which vendors may not be prepared to invest. While it remains unclear what weight, if any, these recommendations will be accorded by the courts or even the EEOC in the future, they provide key insights into the agency’s current views on employers’ expected conduct around AI use.

New Law for New York City Employers

New York City has taken a more proactive approach: starting Jan. 1, 2023, every business with employees in the city will be prohibited from using any computational processes that substantially assist or replace discretionary employment decision making (which the ordinance refers to as automated employment decision tools (AEDTs)) to screen employees or candidates for employment or promotion, unless the tool has undergone an independent bias audit no more than one year prior to its use and the employer has posted the results online. An acceptable independent “bias audit” includes testing of the AEDTs to assess potential disparate impact on persons based on race, ethnicity, or sex. The law does not specify who qualifies as an “independent auditor,” but presumably it would not include an in-house expert or the vendor who created the assessment. Notably, the statute imposes penalties of \$500 to \$1,500 per day that the tool is in use in violation of the law.

Given the [roughly 200,000 businesses operating in New York City](#), this law is poised to have a significant impact, yet despite the availability of [recently published proposed regulations](#), its broad scope leaves many open questions. It also remains unclear whether long-standing computer-based analyses derived from traditional testing validation strategies are covered by the law, or whether passive evaluation tools, such as recommendation engines used by employment firms, could fall within the scope of the law.

Looking Ahead

Businesses will no doubt continue to feel pressure to use AI and other tools to process employment applications efficiently, and other states and localities are likely to issue their own laws and regulations. In this complicated and evolving landscape, employers should proceed with caution to avoid potentially violating both existing anti-discrimination obligations and new rules targeted at these tools.

“In any instance, we need to be mindful of the technology we are leveraging,” said Paul. “The increasingly competitive nature of the hiring market is such that many organizations have more candidates than they know what to do with, and being strategic in making hiring decisions is key. But this should not be allowed to result in a failure to consider diversity and fairness in reviewing such candidates.”

Quoted within:

Julie Paul, Chief HR Officer, Armstrong Teasdale

Sonji Young, VP of Diversity, Equity, Inclusion, Armstrong Teasdale



Alexandra Thaler
Partner,
Armstrong Teasdale



Chelsea Torres
Associate,
Armstrong Teasdale



New Board Member Spotlight

Rosaleen Oskanian

Vice President, General Counsel, and Corporate Secretary, Vitara Biomedical, Inc.

1. Tell us a bit about your current position, and the year that you started it.

I am the General Counsel and Corporate Secretary for Vitara Biomedical, Inc. which is a medical device company that was spun out of Children's Hospital of Philadelphia (CHOP).

2. In what year did you first work in-house, and how did you end up in your current position?

Other than my internship as a trademark paralegal at Campbell Soup Company in law school, my first in house position was in 2001 at Air Products and Chemicals, Inc. ("Air Products") as a patent attorney. I remained at Air Products for about 15 years and was promoted to Senior IP Counsel/Division Counsel for the Electronics Materials Business. I left Air Products shortly after the Electronics Materials business was spun out to a separate, publicly traded company, Versum Materials, Inc.

After Air Products, my career followed a circuitous path. I switched from the gas and chemical industry to medical and safety devices and legal specialties to work as a Corporate Counsel at Draeger Medical Systems, Inc. ("Draeger"). I eventually headed up the NA IP department at Draeger. From Draeger, I worked as Associate General Counsel/Senior Director at University of Pennsylvania ("Penn") overseeing at team of legal professionals in the Clinical Trial Contracting Unit which handled all corporate sponsored research and clinical trial agreements in the university. It was quite busy during COVID. I left Penn after about a year for my present opportunity.

3. What law school did you attend? Where did you attend college and graduate school? What degrees do you hold?

I attended Rutgers College of Law in Camden. I was a part-time student and worked full-time as a manufacturing

engineer at Lockheed Martin during the day. I also attended Rutgers College of Engineering for my undergraduate studies and majored in Ceramic (Materials Science) Engineering. In addition, I received an MBA from San Jose State University when I worked at Lockheed in California.

4. Can you tell us how you successfully navigated your career from law school to your current position?

While it looks like some of my career moves were "untraditional", the common thread is that I always worked with technology. I enjoy being part of the research and development and manufacturing process.

5. What do you consider to be your most pivotal career move?

My most pivotal career move was switching from being an IP specialist at Air Products to a corporate generalist at Draeger. While I did some contract work at Air Products, I was not exposed to the variety of contractual agreements, policies, and procedures during my tenure at Draeger. It prepared me for my present GC role where I oversee a variety of legal matters.

6. What is the best thing about your current job?

The best thing about my present job is my company's mission – to bring life-saving technology to improve the survival outcomes of extreme premature babies. I also love the variety of my work (e.g., contracts, patents, policies, corporate governance, training) and continuous learning opportunities.

7. What is the worst job you have ever had?

The worst job that I had was in high school. I was a "hot walker" for horses at the Garden State Racetrack in Cherry Hill, NJ. I was responsible for walking the horses before and after races to warm them up or cool them down as well as groom and tack the horses plus clean the stables. I was kicked by a horse and that was the end of that job.

8. What is the most valuable life lesson you still apply today?

Be open to new experiences. Every experience is an opportunity to learn and grow.

9. What do you consider to be the best thing about ACC membership?

The ability to interact with legal colleagues - particularly if you are in a smaller legal department. It is great to attend programs and learn how others have faced similar issues. The CLE credits alone are worth the price of membership. Lastly, it provides great networking opportunities.

10. What tips do you have for attorneys new to in-house?

Learn as much as you can about the organization that you support. Ask questions. Understand how the business makes money and the internal and external factors that can impact the development, manufacture, sale, and distribution of their products and services. Most advice in-house counsel provides is business rather than legal advice and the best legal solution is not always the best business solution.

11. What are your interests outside of work? What do you do to decompress and relax?

I love exercise: group strength training, yoga, pilates, and spin classes. I also enjoy hiking or walking my dog or spending time with my friends and family.

12. If I were not practicing law, I...

I would be a travel blogger or a food critic.

13. My favorite vacation spots are:

Hawaii; Greece; Europe

14. A place I have never been but would most like to visit is:

Australia and New Zealand

15. My all-time favorite movies are:

My Cousin Vinny; Shawshank Redemption; A Few Good Men

16. If applicable, please tell us about your pet(s):

I have an eight and half year-old Blenheim Cavalier King Charles Spaniel named Shirley. She loves the fact that I work remotely most of the time.

Why Accessibility Matters

By Yosr Hamza, Gartner Director, Legal Counsel



I recently traveled with my kid. As a caregiver to a [pushchair](#)/wheelchair user, we were automatically asked to use the wheelchair line. While waiting in line for our turn, I could not help but notice that our check-in counter was lower than all the other counters. As a newbie to the disability community who has become accustomed to many things being inaccessible for people like my kid, I asked the security officer if the lower counter was intentional.

“Yes. We want everyone to be equal. They need a lower counter so they can communicate with the security officer with confidence, ease, and comfort. Their experience should be a pleasant one.”

Security officer at check-in counter

The incident triggered many thoughts and emotions. That something so simple can make a whole community visible blew my mind. More than diversity and equity matters: Inclusion matters too.

Consider the entire experience

And accessibility needs special attention. Because even though people who have disabilities may want to participate in the world fully and independently, they struggle when they undertake simple services, shop, dine out, go to cultural and sports events, and maintain vehi-

cles. They can't always find accessible offices and workstations that enable them to hold jobs. Education may be out of reach too. Even when accessibility is addressed, it's not always adequate and yet, it often could be easily. Much is designed without people with disabilities being taken in consideration.

Much is designed without people with disabilities being taken in consideration.

Although it sounds so simple while writing it, including everyone is more than just the right thing to do. It is a smart business decision, and will eventually provide you with a larger pool of customers and employees.

Most of us will at some time will deal with a temporary or situational disability (e.g., broken wrist, sprained neck, etc.). Accessibility, keep in mind, is much more than building wheelchair ramps and posting signs in braille. It is about the entire experience of how something is designed to be used — to assure someone dealing with any kind of impairment can participate as fully as possible and glean what is wanted to be gleaned for what they are doing.

Accessibility, keep in mind, is much more than building wheelchair ramps and posting signs in braille.

Lead by example

There are many ways that we can nudge the status quo and encourage employers or shops or service providers to make services, products, or premises more accessible. Go beyond the law and beyond ideal [environmental, social and governance \(ESG\)](#) recommendations. Help your organization shine and lead as an example. Prove to your disabled employees and customers, and the world at large, that all are valued, and that you are making conscious effort to ensure they can benefit from an ideal experience, like the one I and my kid had.

There are many ways that we can nudge the status quo and encourage employers or shops or service providers to make services, products, or premises more accessible.

And always remember: It often takes just one person to make a change.

ACC News

ACC In-house Counsel Certification Program: Dec. 5-15, Virtual

The [In-house Counsel Certification Program](#) covers the core competencies identified as critical to an in-house career. This virtual training is a combination of self-paced online modules and live virtual workshops. The workshops will be conducted over a two-week period, four days a week for three hours each day.

Business Education For In-house Counsel: Nov. 30 - Dec. 2, Boston, MA

In today's evolving climate, it is more important than ever for in-house lawyers to take on a more strategic role, investing in the company's ability to grow. ACC and the Boston University Questrom School of Business are offering their popular [Mini MBA for In-house Counsel in-person again](#), November 30-December 2 in Boston, MA, USA! Master the executive skills needed to ensure that you—and your organization—continue to move forward.

ACC365 App Now Available to Download

Your work goes beyond your desktop and now so does the ACC member experience. The brand-new ACC365 app is now available to [download](#). Stay connected and get the ACC experience in the palm of your hand. With one tap, you are plugged into the people, resources, and knowledge that accelerate your career.

New and Returning Members

Marc Albanese Saint-Gobain Corporation	Robert Dennison TransMaster Trailers	Vasiliki Karandrikas PJM Interconnection, LLC	Elizabeth Reilly-Hodes GlaxoSmithKline
Lisa Alexander Perfect Day, Inc.	Elina Doolabh Philadelphia Phillies Baseball	Maureen Kenney Sportradar AG	Stephen Rhoades GlaxoSmithKline
Susan Asch Omega Flex, Inc.	Caitlin Duffy AmerisourceBergen Corporation	Kimberly Kline Bridgeforce Data Solutions, LLC	Lynn Roberts, III Attorney
Karen Bab American Coatings Association	Francois Duris Willis Towers Watson	Zach Koslap WL Gore Associates	Mary Ellen Rogers TD Bank Group
Christin Bassett Rite Aid Corporation	Megan Elliott TMS International, LLC	Jessica (Jacey) LaManna Independence Blue Cross	Sydney Rosa-Roseberry CoreStates, Inc.
Gino Benedetti Southeastern Pennsylvania Transportation Authority (SEPTA)	Timothy Fair Burlington Coat Factory Warehouse Corporation	Theresa Langschultz AmerisourceBergen Corporation	Melissa Rubenstein Anthony & Sylvan Pools Corporation
Jessica Bocchinfuso IKEA North America Services, LLC	Lauren Fujioka Sellers Dorsey	Elisa Lewis Philips North America LLC	Narisa Sasitorn IKEA North America Services, LLC
Mary Bonner Bentley Systems, Incorporated	Benjamin Fuller Otsuka Pharmaceutical Development & Commercialization, Inc.	Peter Maganas C&D Technologies, Inc.	Leanne Shank Law School Admission Council, Inc.
Mark Boyes Nexstar Media Group, Inc.	Anne-Laure Gallot Airgas, Inc	Melissa Martinez AmerisourceBergen Corporation	Karl Sherman FMC Corporation
Donna Brown Accenture LLP	Frankie Garland Philadelphia Phillies Baseball	Danielle Mehallo StoneMor Partners L.P.	Steven Shible AVEVA
Victoria Calhoon Merck Sharp & Dohme LLC	Kim Goldberg GlaxoSmithKline	Justin Miller IKEA North America Services, LLC	Gaugin Soin MetLife
Shannon Callahan Trinseo LLC	Jennifer Gould Volvo Construction Equipment North America, LLC	Elizabeth Miosi Choice Logistics, Inc.	Kimberly Spotts-Kimmel PPL Services Corporation
Nicole Cameron Accenture LLP	John Gregory Streamlight, Inc.	Bradly Nankerville Medtronic, Inc.	Dana Stefanoni Attorney
LaKirra Carter Catalent Pharma Solutions, Inc.	Joseph Gribbin Nouryon Chemicals LLC	Susan Oberlies Lincoln Investment	Jason Swartley BM Technologies, Inc.
Neha Chaubey TD Bank Group	Shiva Hamidinia AECOM	Danilo Osti Axalta Coating Systems	Lorena Trujillo StoneMor Partners L.P.
Caroline Choir PECO	Aidan Hamilton Axalta Coating Systems	Gregory Ott Universal Display Corporation	Andy Walheim Chubb Group
Lisa Claus Ricoh USA, Inc.	Halley Hetrick GlaxoSmithKline	James Petkun Sun Pharmaceutical Industries, Inc.	Kristine Wellman Chemours
Cody Cowper Philips North America LLC	Jonathan Hollinger Teleflex Incorporated	Whitney Phillips Marlette Funding, LLC	Eric Whisler Burlington Coat Factory Warehouse Corporation
Emily Daher TD Bank Group	Veronica Johnson EQT Exeter	Deone Powell Vanguard Charitable	Anna Will Kentz Temple University
Chad Davis SMB Shared Services		Ryan Pretti TransUnion, LLC	

In Case You Missed It

Women's Summit

Marriott Philadelphia West

November 16, 2022



16th Annual Paralegal/Legal Assistant Forum

The Ritz-Carlton

November 4, 2022



Annual Fall Gala
The Reading Terminal Market
November 3, 2022



Chapter Party at the Annual Meeting

Hard Rock Café in Las Vegas, NV

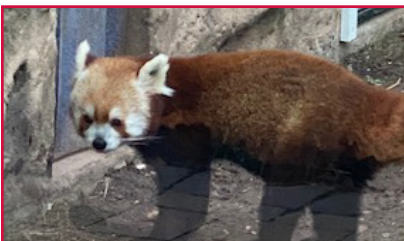
October 24, 2022



Meet Your Counterparts

Elmwood Park Zoo

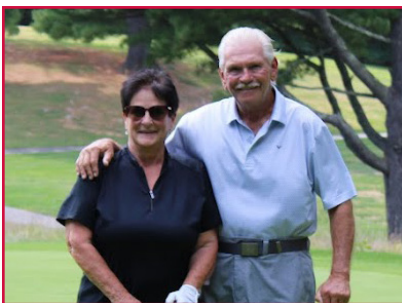
October 18, 2022



Annual Golf & Tennis Outing

Radnor Valley Country Club

September 19, 2022



Meet Your Counterparts

Aqimero

September 7, 2022



2022 Upcoming ACCGP Events

Visit [ACC Greater Philadelphia](#) for the most current event details or to register for chapter events.

December 13

**Annual Holiday Party/Board
Installation (In-person)**

December 14

**International Law CLE Institute
(Virtual)**

Be on the lookout for
calendar updates!

Sponsors for 2022

We thank our 2022 Sponsors for their support of our chapter. Without them, we could not achieve the levels of success that the chapter consistently reaches.

DIAMOND



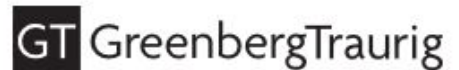
EMERALD



PLATINUM



GOLD



SILVER



À LA CARTE

VENDOR



Integrity Staffing Solutions' Deborah Pierce Named to SIA's 2022 Global Power 150 - Women in Staffing

NEWARK, DE – NOVEMBER 16, 2022 – Integrity Staffing Solutions proudly announces that Staffing Industry Analysts (SIA), the global advisors on contingent work, has named Deborah Pierce, Integrity's Senior Vice President and General Counsel, to the Global Power 150 – Women in Staffing list for 2022. This annual list recognizes women for their achievements and influence in the global workforce solutions ecosystem.

In its eighth year, the 2022 list profiles 100 women selected from the Americas

and 50 selected globally who have made significant contributions to the success of their companies. SIA's research consistently shows that despite women dominating offices worldwide in the staffing industry, only a few women make it to the top roles in organizations. The Global Power 150 – Women in Staffing shines the spotlight on women leaders who have helped to shape a \$500 billion global staffing industry while paving the way for a more equitable global workplace.

"Deborah is a highly skilled and seasoned leader at Integrity Staffing, and her inclusion on SIA's Global Power 150 Women in Staffing is well-deserved," said Todd Baval, Chief Executive Officer and Co-Founder of Integrity Staffing. "She's a go-to resource for legal expertise and knowledge of the staffing industry, and she's a passionate advocate for finding creative solutions that save time and reduce costs."

Chapter Leadership

President and Legal Operations Liaison

Daniel R. Slawe

Senior Corporate Assistant General Counsel, SAP America, Inc.

President Elect

Lisa Fleischer

Chief Legal Officer
De Lage Landen Financial Services, Inc.

First Vice President

Joseph Nullmeyer

VP, General Counsel
Mitchell Martin Inc.

Second Vice President

Frank R. Borchert, III

General Counsel & Corporate Secretary
Marlette Funding, LLC

Treasurer

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Vice President & Counsel
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General Counsel & Secretary
Wawa, Inc.

Board of Directors

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Walmart Legal

Alejandro Bautista

Assistant General Counsel
Exelon Business Services
Company

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Associate Counsel
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Incyte Corporation

Jan Fink Call

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Firmenich

Teleicia Dambreville

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Burlington Stores, Inc.

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Tonya Harris

Senior Counsel
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Gabriel Holdsmen

Senior Vice President and General
Counsel
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Jeremy Menkowitz

Deputy General Counsel
Comcast Corporation

Rosaleen Morris Oskanian

Vice President and General
Counsel
Vitara Biomedical, Inc.

Christopher E. Pushaw

Ricoh USA

Edward Rockwell

Senior Vice President and General
Counsel
EPAM Systems, Inc.

Joshua Romirowsky

Senior Counsel
Audacy

Jennifer Root

Counsel
Chubb Group

Yan Ling (Winnie) Wang

Senior Legal Counsel
De Lage Landen Financial
Services, Inc.

Michelle Warner

Counsel and Chief Ethics Officer
Delaware River and Bay Authority

Chapter Administrator

Christine Stewart ("Chris")

ACC Greater Philadelphia

Assistant Chapter

Administrator

Denise Downing

Chapter Assistant

Joanne Ray

ACC Greater Philadelphia