

Inside 4Q2020

- 2 Caroline Henrich, Publishes a Timely Children's Story
- 2 Please Don't Forget About Illinois
- 3 New and Returning Members
- 4 New Board Member Spotlight
- 5 In Case You Missed It...
- 8 Upcoming ACCGP Events

- 9 Sponsors for 2020
- 10 ... More Than Coffee and Hoagies
- 12 ... New Registration System Coming – and a Note About In-Transition
- 12 ... ACC News
- 12 ... Chapter Leadership



FOCUS

A Message From the Presidents

Jackie Meredith-Batchelor and Michael Eckhardt

Dear ACC Greater Philadelphia ("ACCGP") Members:

We at ACC Greater Philadelphia wish to alert you to a recent directive by the PA CLE Board with regard to virtual learning and CLE requirements for 2021:

- For the calendar year ending December 2021, the CLE Board adopted a temporary policy to recognize live on-line programming by accredited distance learning providers such as ACCGP. As usual, PA lawyers must earn 12 CLE credits, six of which can be earned during distance learning and six of which can be earned "live" on-line programming.
- Below are the requirements to qualify as live on-line programming, **all of which are met by attending ACCGP CLE Programs that our sponsors provide to you as part of your membership:**
 - » Programs must be conducted by accredited distance learning providers;
 - » Programs must be delivered via live webcast on a certain date/time;
 - » Programs must include interactive capability;
 - » Providers must have the capability to incorporate video, PowerPoint, chat functions etc.; and
 - » Attendees shall receive high quality written materials.

[A link to the PACLE Board's 2021 distance learning policy is provided here for your reference.](#)

Thank you again for your membership. We have had outstanding attendance at our 2020 events, most recently which included:

- Women's Chocolate Tasting
- BitterCube Mixology MYC
- Tips From the Top with DiBruno Brothers
- In-person Golf Outing at Radnor Country Club
- In-person outdoor event at the Camden County Boathouse
- GC-CLO Summit/Faegre Drinker Biddle-Never Let a Crisis Go to Waste
- IT Privacy Roundtable hosted by (Fisher & Philips)
- Litigation Week (week of Oct. 5)

We look forward to seeing you at upcoming events!

Sincerely,

Jackie Meredith-Batchelor, President

Michael Eckhardt, President-Elect

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.

Greater Philadelphia Board Member, Caroline Henrich, Publishes a Timely Children's Story



A Very Lappy Christmas is ACC Board Member, Caroline Henrich's, first book. The story combines the magic of Christmas with self-acceptance, teamwork and love. A Finnish

Lapphund named Snowy lives with her seven brothers, their parents, their rescue-dog sister, Brandi, and their human family. Together they must save Christmas. Along the way, they learn the value of the family motto, "We love together and we serve together."

The book is available on Amazon and can also be ordered on the website HappyLappies.com.



Please Don't Forget About Illinois: The Biometric Information Privacy Act (BIPA) Can Take Companies By Surprise

Businesses have seen a meaningful uptick in consumer and employment class actions in the past few years, and an even greater increase in the number of *privacy-based* putative class actions. A coordinated plaintiffs' bar has targeted companies across the country in privacy actions under the Telephone Consumer Protection Act (TCPA), Fair Credit Reporting Act (FCRA), Video Privacy Protection Act (VPPA), Wiretap Act, California Invasion of Privacy Act (CIPA), Shine the Light Law and, recently, the California Consumer Privacy Act (CCPA).¹ Many of these actions are filed by serial litigants who assert alleged technical violations of these privacy laws without any accompanying injuries.

Plaintiffs often leverage the class action device, statutory damages framework, relaxed injury requirements, costs and disruption of litigation, and the heightened sensitivities around privacy, in an effort to extract settlements from businesses at a premium. In the meantime, companies devote significant resources to ensuring compliance with a patchwork of evolving federal and state laws. Compliance-minded companies nevertheless find themselves embroiled in privacy-based litigation that

poses considerable aggregate exposure and public relations sensitivities. Sometimes the risks are known. But in other instances, businesses that have national operations may be unaware of the nuanced requirements that exist under various state laws. And their vendors may not know of those laws or educate their partners, even while generically representing in contracts that their products and services "comply with all federal and state laws." That has certainly been true of the [Biometric Information Privacy Act \(BIPA\)](#)—a 2008 statute that, until recently, has been dormant. Over the past two years, BIPA cases have become all too common in federal and state courts in Illinois—including numerous actions against non-Illinois-based companies with consumers and/or employees in the State. These cases frequently challenge employee timekeeping practices (biometric time clocks) and facial recognition technology that can be used for enhanced asset protection, customer experience, security clearances/identity verification and gaming, among other things. And recently, on September 28, 2020, a [BIPA action](#) was filed challenging employee COVID-19 temperature checks that allegedly applied facial recognition technology. Compa-

nies with customers and/or employees in Illinois should be mindful of the robust consent and disclosure requirements of BIPA when considering, and contracting for, services that involve biometric data.

The statute imposes onerous requirements on businesses that "collect, capture, purchase, receive through trade, or otherwise obtain" or store an individual's biometric identifier or biometric information (information derived from biometric identifiers). Such data include fingerprints, palm prints, retina scans, and facial geometry. With the exception of certain facial recognition-based cases—including an action that prompted a [\\$650M settlement](#) and recent cases centering on [Clearview AI's facial recognition database](#)—the vast majority of these actions have focused on the use of biometric time clocks for employees. The availability of uncapped statutory damages (\$1,000 up to \$5,000 per violation) and attorneys' fees, coupled with the Illinois Supreme Court's 2019 ruling that actual injury isn't required to state a claim, have made this statute attractive to some of the country's most sophisticated plaintiffs' privacy lawyers.

BIPA is a notice and consent-based statutory scheme. Businesses in possession of biometric information and biometric

¹Over the past few months, there have been threatened and filed putative class actions testing the contours of the CCPA's narrow private right of action.

continued on page 3

identifiers (together “biometric data”) are required to develop a written policy, available to the public upon request, that sets forth the retention schedule and guidelines for destroying biometric data. It further requires businesses to provide written notification to employees or customers that their biometric data is being collected or stored and the specific purpose and length of term it is being collected, stored, and used and obtain a written release executed by consumers or employees. For employees, this written release can be provided as a condition of employment. BIPA also prohibits companies from profiting from biometric data and permits disclosure of biometric data to third parties in only limited circumstances. Finally, BIPA dictates the businesses must protect biometric data from disclosure “using the reasonable standard of care within the [business’s] industry” and to the same degree as it protects its most sensitive information.

A business with customers or employees in Illinois should first determine whether it collects or possesses biometric data. This requires, at a minimum, an examination of the time management, point-of-sale, or surveillance systems to see if biometric data

is being collected. If the business determines that it does collect or possess biometric data, it should immediately take steps to comply with the statute. The Illinois Supreme Court has made clear it is unsympathetic to a company’s non-compliance. See [*Rosenbach v. Six Flags Entm’t Corp.*, 129 N.E.3d 1197, 1207 \(Ill. 2019\)](#) (“Compliance should not be difficult; whatever expenses a business might incur to meet the law’s requirements are likely to be insignificant compared to the substantial and irreversible harm that could result if biometric identifiers and information are not properly safeguarded; and the public welfare, security, and safety will be advanced.”). These steps include preparing a written policy, providing written notifications and obtaining the requisite consent from employees or customers before collecting their biometric data. The IT department should confirm that biometric data is safeguarded to the same degree as other sensitive information and that it will be destroyed as soon as it no longer serves its purpose or within three years of an individual’s last interaction with the business, whichever occurs first. Finally, vendor diligence and contracting are important to ensure compliance with the law and ade-

quate contractual protections.

Privacy laws continue to evolve at the state level, which creates administrative hurdles for businesses that operate across the country. Companies in Pennsylvania that have customers and/or employees in Illinois should be mindful of the requirements of this statute unless and until a uniform federal privacy law is enacted. BIPA has become a darling of the plaintiffs’ bar, and we expect additional cases to be filed this year.



Dan Brewer



Mike McTigue



Meredith Slawe

New and Returning Members

Smita Aiyar Elsevier	Diana Ferreira American Water Works Service Company, Inc.	La-Toya Hackney Saint-Gobain Corporation	Stephen Kao American Bible Society	Thomas Reid Comcast Corporation
Sam Albright National Board of Medical Examiners	Jacob Fisher Rock-It Cargo USA LLC	Shannon Haney American Water Works Service Company, Inc.	Amy Lawson Lombard International	Danielle Rodichok Attorney
Kevin Blough Axiom Global, Inc.	Ryan Foley Acrisure	Diana Hare UGI Corporation	Kathleen Lefebvre Cepheid	Chris Sadiq W.L. Gore & Associates, Inc.
Amy Coll AmerisourceBergen Corporation	James Freeman Prologis L.P.	Alexander Harris AmeriGas Propane, L.P.	Liam Leyden Enstar (US) Inc.	Steve Sanders Siemens Corporation
Kimberly Corbin Ricoh USA, Inc.	Linda Gadsby National Board of Medical Examiners	Faye Hellman Skillsurvey	Diane Lisowski International SOS Assistance, Inc.	David Schast Chubb Group
Jill Dolan Attorney	Adrienne Gittens Comcast Corporation	William Helmstetter CIGNA	Peter Lively Berwind Corporation	Bryan Sgrignoli W.L. Gore & Associates, Inc.
David Edmonds AmerisourceBergen Corporation	George Gowen Ricoh USA, Inc.	Christiana Jacxsens W.L. Gore & Associates, Inc.	Kathryn Mallary StoneMor Partners L.P.	Jennifer Welding Ellucian Company LP
Matt Epps GoBrands Inc.			Taylor Miller Hewlett Packard Enterprise	



New Board Member Spotlight

Alejandro Bautista, Counsel, PJM Interconnection LLC

1. In what year did you start in your current position?

I started my current position as Counsel at PJM Interconnection in 2017.

2. In what year did you first work in-house?

I first worked in-house in 2014 at American Transmission Company (ATC).

3. What law school did you attend?

I attended Marquette University Law School in Milwaukee, Wisconsin.

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

I attended the University of Central Florida in Orlando, Florida for college and graduated with a BA in Legal Studies. I am currently pursuing my MBA at Villanova University.

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

My decision to take a position in-house at ATC in 2014 is my most pivotal career move for two reasons. First, it began my in-house legal career, which has provided me with an opportunity to work very closely with and get to know my clients in a unique way. Second, it began my career in the energy industry, which I have found to be a field that is constantly changing and that continuously presents me with new and exciting challenges.

6. What's the best thing about your current job?

The best thing about my current job at PJM is the opportunity to work closely and

build relationships with the internal clients I support. My clients are largely electrical engineers. As someone without an engineering background, I appreciate the many chances I have to learn from them because I really believe it ultimately helps makes me a better advisor to them.

7. What's the worst job you've ever had?

When I was in high school, I spent a summer unbinding hundreds (perhaps thousands) of old paper files and shredding documents for a car dealership in my hometown. Needless to say, it was tedious and rather unengaging work. I would qualify that job as my worst job.

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

Do not be afraid to make mistakes. I think mistakes often times teach us our most important lessons, and I constantly look for ways to learn from mine in order to continue to improve (and not make the same mistake again).

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

The best thing about ACC membership is the community you can become a part of by joining and becoming involved with your local chapter. I have been a member of two different chapters now (ACC Wisconsin and ACC Greater Philadelphia) and a common theme among both chapters is the great networks you build through the variety of events that an ACC membership offers. As a relatively recent transplant to the Philadelphia area, I found that joining ACC Greater Philadelphia soon after moving here was an incredibly helpful and fun way to get to know others in the local in-house legal community. For this and other reasons, I am a constant advocate of ACC.

10. How do you achieve work/life balance?

I try to stick to a schedule and prioritize tasks at work in an effort to be as efficient as possible during work hours and permit me to focus on my personal life when I am not at work. It is not perfect, but I find that it helps. I also make it a point to take regular vacations.

11. If I were not practicing law, I'd...

If I were not practicing law, I would probably enjoy doing something outdoors, like running a charter fishing company.

12. My favorite vacation spot is...

This is a hard question because I love traveling to different and new places, but I would choose Key West, Florida as my favorite vacation spot. It is beautiful, historic, and, most importantly, warm.

13. A place I've never been but would most like to visit is...

I would like to visit Australia because it looks like a gorgeous place with a lot of outdoor activities to offer.

14. My all-time favorite movie is...

My all-time favorite movie is V for Vendetta.

15. Even people who know me might be surprised to learn that...

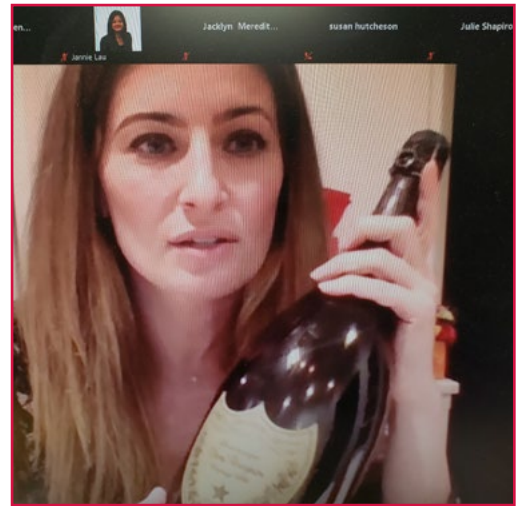
I do not like Goldfish crackers, but it feels like everyone else in the world likes them.

In Case You Missed It...

Women's Chocolate Tasting was a Hit!

November 23, 2020

On November 23, ACCGP held a chocolate tasting event, hosted by our generous sponsor, Cozen O'Connor. For those who timely registered, a package of Teuscher's Swiss chocolates arrived on the doorstep. It was rumored that some of the participants failed to wait for the event to indulge. However, those who participated were delighted by the beautiful orange box and gorgeous chocolates gently wrapped in tissue, with the label "Truffles – keep fresh 10 days after purchase". Why only 10 days when our beloved American M&Ms last up to year? We were informed by the Teuscher chocolatier that Teuscher makes all their chocolates fresh in Switzerland, no additives, chemicals or fillers – even using their very own cows! One bite and you'd know the difference. Bryan and Andree Goldberg, proprietors of Philadelphia's Teuscher Chocolates, delighted the participating audience (via Zoom of course) with the ingredient list which included a champagne truffle with Dom Perignon crème (yes – that's Dom Perignon!), a lavender truffle made with responsibly grown lavender and chocolate ganache, Nougat Montelimar, tender nougat with pistachios and almonds covered in dark chocolate, coca truffle and many, more! Participants received a discount code for their next order. Special thanks to Cozen for this extra special treat!!



BitterCube Mixology MYC

November 18, 2020



Board Strategic Planning Meeting

November 6, 2020



ACC Greater Philadelphia's Tips From the Top with DiBruno Brothers

October 27, 2020

This year's ACC Greater Philadelphia's Annual "Tips from the Top" program was virtually the best ever. Started by the Career Management/In Transition Committee nearly a decade ago, this has now become an annual event during which a panel of some of the nation's top in-house lawyers gather to share their experiences, war stories, secrets of success and other career advice with our members. This year marked the first time that the event was held virtually, which led to the highest attendance yet. Over 150 gathered to hear words of wisdom from Erika Burkhardt, Associate General Counsel, Yum! Brands (Texas), Landon Edmond, Senior Vice President and General Counsel-Global Customer Success and Cloud Business Group, SAP (California), Bill Gabovitch, General Counsel, Primark Stores (Massachusetts), and, Yvonne Osirim (Pennsylvania), in a panel discussion moderated, as in the past, by committee co-chair and ACCGP board member, Jonathan Margolis, Vice President and Counsel, Toll Brothers.

Not only did the panel not disappoint, but most attendees stuck around for a curated cheese tasting and education session, led by a cheese monger from DiBruno Brothers, a long-standing local Philly tradition. Everyone who registered on time was sent the cheese and food pairings in advance, to fully enjoy the experience.

The event would not be possible with the generous sponsorship of Cozen O'Connor, from which partners Vince McGuinness and Meredith Slawe, who has been a big part of this event since its inception, were in attendance.



Meet Your Counterparts @ Camden County Boathouse

September 30, 2020



Golf Outing @ Radnor Valley Country Club

September 21, 2020

On September 21, 2020, the Greater Philadelphia Chapter held its Second Annual Sponsor and Member golf outing at the beautiful Radnor Valley Country Club just outside of Philadelphia. All Covid-19 safety protocols were in place, and we were fortunate to have a perfect weather day.

More than a majority of the Chapter's 30 sustaining sponsors participated, along with Chapter members. Each foursome consisted of two sponsor golfers matched with two Chapter members. The outing also featured a Golf Clinic for those looking to improve their golf skills, as well as an in person, socially distanced Meet Your Counterparts networking event on the country club's large outdoor patio following the round of golf. As with all ACC Greater Philadelphia events, the golf outing, clinic and networking event were free to the Chapter's members.

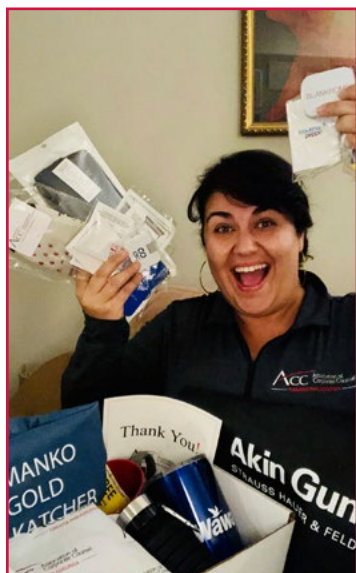
All proceeds from this event benefited the Chapter's diversity initiatives, including its flagship Diversity Corporate Summer Internship Program. For the past thirteen years, this program has provided summer employment to law students who have overcome substantial obstacles in the pursuit of a legal career or who are members of groups traditionally underrepresented in the legal profession. Despite the pandemic, this summer the program had 15 paid internships for diverse law students in various corporate legal departments throughout the Greater Philadelphia area.



GC-CLO Summit
Faegre Drinker
Biddle-Never Let a
Crisis Go to Waste
 September 17, 2020



IHCC Happy Swag Recipients
 July 28 & 29, 2020



Upcoming ACCGP Events

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

DECEMBER

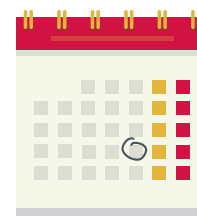
DECEMBER 1, 2 & 3
SAVE THESE DATES for Ethics Week!

DECEMBER 9
WEBINAR with Akin Gump

DECEMBER 11
VIRTUAL Family Game Night with Faegre Drinker

DECEMBER 15
WEBINAR with Fox Rothschild

DECEMBER 15
Women's Coffee Tasting



Be on the lookout for calendar updates!

Sponsors for 2020

We thank our 2020 Sponsors for their support of our chapter.
Without them, we could not achieve the levels of success that the chapter consistently reaches.

DIAMOND

Akin Gump

STRAUSS HAUER & FELD LLP

EMERALD



Drinker Biddle

GOLD



ON THE FRONT LINES
OF WORKPLACE LAW™

SAUL EWING
ARNSTEIN
& LEHR ^{LLP}



Armstrong
Teasdale

Pepper Hamilton LLP
Attorneys at Law

ReedSmith

STEVENS & LEE

Hogan
Lovells

Ogletree
Deakins

Dechert
^{LLP}

SILVER



MANKO | GOLD | KATCHER | FOX ^{LLP}
AN ENVIRONMENTAL AND ENERGY LAW PRACTICE



BakerHostetler



WOMBLE
BOND
DICKINSON

Buchanan
Ingersoll
Rooney PC

BLANKROME



OBERMAYER

HANGLEY
ARONCHICK
SEGAL
& PUDLIN
& SCHILLER



DuaneMorris®

FLASTER
GREENBERG
Attorneys at Law (A Professional Corporation)

McCarter
English &

Schnader | The Higher
Calling of the Law

GT GreenbergTraurig

Ballard Spahr
^{LLP}

GOWLING WLG

More Than Coffee and Hoagies

By Joshua H. Shields

When Michael Eckhardt joined Wawa in 2005 from a law firm, the firm's partners teased him that he would soon get bored being an in-house lawyer for a coffee-and-hoagie shop. Fifteen years later, he can confidently say they couldn't have been more wrong.

Now Wawa's senior vice president – chief risk officer, general counsel, and secretary, Eckhardt has helped the iconic mid-Atlantic convenience store chain navigate class action lawsuits, restructure from a C corporation to an S corporation, and expand into the new market of Florida, which included designing and financing a tug-barge to bring gasoline from refiners in the Gulf.

He has worked on table top exercises on the company's key operational risks, and is now part of a team handling the evolving COVID crisis. He's anything but bored.

Associates are essential

Wawa, which has more than 36,000 associates in 900 stores across six states and Washington, DC, was declared an essential provider from the outset of the pandemic. Eckhardt and his team responded to a mix of local and state safety protocols and regulations while also adjusting to changing business demand.

The company, already known for its clean and tidy stores, implemented a "clean force" that sanitized customer touchpoints. It installed plexiglass immediately and instituted a company-wide mask and glove mandate by mid-April.

A PTO relief plan was rolled out to ensure every associate had two weeks of coverage in case they or a family member were exposed to the virus. That policy provided the flexibility to close a store if a case was confirmed in that store. "We close minute one," Eckhardt says, explaining that the stores undergo a deep clean and contact tracing for potential exposure before reopening.

Each Wawa store has prominent signage, including on the company's ubiquitous digital displays, that remind customers about local mask ordinances. Associates are taught to de-escalate a situation if a customer does not comply, Eckhardt noted that industry groups strongly prefer the de-escalation method, which has been part of the Wawa training since 2018.

Eckhardt knows that the backbone of Wawa is its associates — in fact, associates own 40 percent of the privately-held, US\$10 billion company. "Corporate is there to support our store teams," he explains. Associates are automatically enrolled in an ESOP, or employee stock ownership plan, after they work for Wawa for one year, reach 1,000 hours of work, and are over age 18.

"When you walk into a Wawa, you're often talking to an owner," Eckhardt points out. Eight to 12 percent of an associate's wage is invested in the ESOP, leading to a long tenured workforce that provides opportunities that don't exist at other companies (and a chance for many associates to retire early).

When Wawa first expanded beyond the mid-Atlantic to Florida, the company moved whole store management teams, some with managers with over 20 years of experience, to open the new stores.

Embracing change while balancing short- and long-term risk

The company has not permitted recent operational challenges to detract from the company's focus on strategic risks. "As a management team, we're trying to balance the short-term goals of running



the business and being there for our community today, while also preparing for our future and constantly innovating," Eckhardt explains.

He notes that Wawa has teamed up with Tesla to install electric charging stations at certain Wawa stores as electric cars gain market share. With travel plans and commutes disrupted by the pandemic, Wawa is looking at non-fuel stores that have opened in metro centers like Washington, DC, Philadelphia, and Vienna, VA, to compete with fast-casual chains. The company is piloting a drive-through concept that will require a reworked menu to get customers through the line in the industry-gold standard of four minutes.

The company is embracing change in other areas as well, from meal delivery to digital connections with their customers.

Eckhardt credits Senior Legal Counsel Tara Gibbons for coordinating the legal review with the delivery app companies like Uber Eats and DoorDash to bring the chain's hoagies to customers. The option existed in about a third of stores before the pandemic, but Gibbons worked quickly to enable the Company's digital team to expand the option and answer other questions, such as how to deliver alcohol in jurisdictions where it's permitted.

continued on page 11

continued from page 10

The company can never rest on its laurels because of its competition. At breakfast, Wawa spars with McDonald's for breakfast sandwiches and Dunkin and Starbucks in the coffee market. At lunch, it's up against Subway or Chick-fil-a. And it's also competing for customers in the convenience store space with 7/11 and other regional brands.

Data protection is another area where the chain needs to carefully evaluate risk. Kathy Dickinson, Wawa's associate general counsel, works very closely with the marketing department to understand what technology is available for gathering and protecting data, while also being mindful that there is an "ick" factor to harvesting too much data.

In December 2019, Wawa announced a security incident that affected customer payment card information at its stores after discovering malware on Wawa's systems. Wawa made the announcement to its customers nine days after discovering the malware, removing it from Wawa's system, and notifying regulators.

The legal team has always needed to move swiftly to support innovation, which is a key pillar of Wawa's corporate ethos. What started as a convenience store and grocery in New Jersey morphed into a gasoline hoagie shop hybrid and is now becoming more focused on healthier food and products. The legal department will continue to support the business as it evolves.

Being prepared for "the bread truck"

Eckhardt draws on the tenure of his legal department — his direct reports have 44 years of Wawa experience amongst them, showing that it's not only the store associates who tend to stick around for a long time. He knows that his team can step up if he's "hit by the bread truck" as they say around headquarters.

Eckhardt has always been familiar with Wawa; he grew up in Philadelphia, and moved to nearby Bucks County, PA,

for high school, where Wawa stores seem to be on every other block. After becoming disillusioned by politics while an undergrad in Washington, DC, at American University, he had a conversation with an older friend who was pursuing law school. "It was one that made you think about your life and where I wanted to end up," he reflects.

Knowing that he wanted to be near his large family, which was back in Philadelphia, he decided going to law school in the City of Brotherly Love would give him the best shot at landing a job close to home after graduation.

After earning his degree from Temple, he worked at firms in Philadelphia until a fateful January day when the head of the labor and employment group walked into his office and shut the door. Instead of delivering bad news as Eckhardt expected, the partner urged him to apply for a position with Wawa.

After starting his in-house role in 2005, he was promoted to general counsel in 2011. His role has expanded over the years. Wawa CEO Chris Gheysens promoted him to the company's 10-person management team in 2014 and created a legal and risk department, which includes quality assurance, risk management, safety, loss prevention, internal audit — "all the stuff nobody seems to want," Eckhardt jokes. It's a job he relishes, and one that keeps him occupied with much more than coffee and hoagies.

Getting to know... Michael Eckhardt

Is there one thing that you miss from before COVID, and is there one thing that you don't miss?

As a family, we miss traveling terribly. We love seeing different parts of the country and different parts of the world. As baseball fans, we have attended games at all but five of the major league stadiums. We were planning to knock Toronto, Detroit, Cincinnati, and Cleveland off the list this summer. Hopefully this is a possibility next year.

I feel conflicted about my commute — while it's 35 minutes of driving through horse country, that is 70 minutes I get back every day. At the same time, I do miss it because it gave me the ability to plan for the day on the way in and decompress on the drive home. Now, because everyone thinks everyone is always working, you are getting texts at 6 am when you are trying to ride the Peloton for 30 minutes in the morning.

Do you have any free time right now?

My free time is in the morning. I will read the *Wall Street Journal* and ride on my spin bike. We're walking more as a family now and spending quality time together. There is always a positive side of any situation — we just need to look for it and we try to remind our two teenagers of that daily.



New Registration System Coming – and a Note About In-Transition

First, a note to inform you that the Chapter will be transitioning to a new registration system as the old one (Thriva) is being phased out.

The new registration system is called C-Vent. C-Vent will not require a separate log in nor will you be required to use a password to register. It's a simple registration form.

For most of the remaining 2020 events, you will still register as you have been in Thriva. However, you will notice that a few of the remaining 2020 events will have their own unique registration link in C-Vent. For those events, we will clearly

state in the invitations what you need to do to register.

Starting in January, all of your invitations will come directly from the C-Vent platform, which will be tied to the ACC Global membership roster. This means that whatever email address you have on file with ACC Global is the email you will have to use to register for events, so that it recognizes you as a member.

We will provide more details as we move closer to the changeover. We just want you to be aware that the change is coming. There is nothing that you need to do at

this time, other than pay attention to the registration instructions for each event. We will make every effort to ensure the transition is as painless as possible.

Second, just a reminder that ACC will provide up to a year's free membership should you find yourself unemployed. Just fill out [THIS FORM](#) and we will extend your membership fee for free! Remember that ACCGP offers support for its unemployed members through our In-Transition Committee. Please reach out to Chapter Administrator, [Chris Stewart](#), if you have any questions.

ACC News

Legal Risk Assessment in a Pandemic Presented by the ACC Credentialing Institute December 1-3

This intensive, live virtual 12-hour course will provide hands-on instruction on how to conduct an effective, siloed COVID-19 legal risk assessment, as well as develop a COVID-19 compliance and crisis management plan. Participants will not just be instructed about how to conduct a legal risk assessment, they will work together in teams to create one and to present it to their cohorts.

ACC In-house Counsel Certification Program December 7-17

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.

Chapter Leadership

President and Legal Operations Liaison
Jackie Meredith-Batchelor
Sr. Associate General Counsel
National Railroad Passenger Corp.

President Elect
Michael Eckhardt
Vice President, Chief Risk Officer, General Counsel & Secretary
Wawa, Inc.

First Vice President
Daniel R. Slawe
Senior Corporate Counsel-Global Field Legal, SAP America, Inc.

Second Vice President
Lisa Fleischer
Chief Legal Officer
De Lage Landen Financial Services, Inc

Secretary
Sadeq Khan
Chief Compliance Officer & Deputy General Counsel
Vertical Screen, Inc.

Treasurer
Joseph Nullmeyer
VP, General Counsel
Mitchell Martin Inc.

Immediate Past President and Advocacy Liaison
A. Peter Prinsen
Senior VP & General Counsel
The Graham Company

Board of Directors
Alejandro Bautista
Counsel
PJM Interconnection, L.L.C.

Caroline Henrich
General Counsel & Secretary

Cheryl Maddox
General Counsel
Public Financial Management, Inc.

Csongor Pinter
Corporate Legal Counsel
The Chemours Company FC, LLC

Frank Borchert
General Counsel & Corporate Secretary
Marlette Funding, LLC

Jeremy Menkowitz
Deputy General Counsel
Comcast Corporation

Jonathan Margolis
VP and Counsel
Toll Brothers, Inc.

Kevin Griffin
Assistant General Counsel
Ramboll US

Kristen Han
Senior Counsel
Five Below, Inc.

Laura Bautista
Associate Counsel
Vanguard

Matthew Shaw
General Counsel
eOriginal Inc.

Michelle Warner
Chief Legal Officer
Delaware River & Bay Authority

Pamella Raison
Senior Corporate Counsel
Farmers Group, Inc.

Pia Biswas
Senior Legal Counsel
SAP America, Inc.

Scott Schwartz
General Counsel
Dansko, LLC

Shahrazad Kojouri
VP Legal and Compliance
Matic Insurance Services, Inc.

Srikala Atluri
IP Strategy Counsel
Hewlett Packard Enterprise

Stephanie Win Hu
Counsel
Comcast Corporation

Chapter Administrator
Chris Stewart
ACC Greater Philadelphia

Chapter Assistant
Joanne Ray
ACC Greater Philadelphia