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FOCUS

A Message From the President

Frank R. Borchert, III



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To all ACC Greater Philadelphia Members, Sponsors and Friends:
As the 2025 President of the ACC Greater Philadelphia Chapter, now in its 42nd year, it is an honor and a privilege to serve our 1800+ in-house counsel and related professional members. We exist to support the many in-house lawyers and other related professionals that make up our membership, and to partner with many talent-rich outside counsel and technology and other service providers through events, tools and networking opportunities.

We Stand on the Shoulders of Giants:

This Chapter is successful due to the hard work and dedication of many volunteer leaders who have come prior to me and our current Board. In particular, I'd like to thank Joe Nullmeyer, our 2024 President, for his commitment, enthusiasm, and guidance, his continued service as immediate Past President and for so many years of leadership with the Chapter (and hopefully in the future).

Among Joe's many accomplishments have been his expansion of our engagement with technology companies, creation of programs and relationships to promote health and wellness, outstanding attention to the Chapter's finances, active engagement with our members and successful partnership with our sponsors. We are fortunate to have had Joe as a leader with the Chapter. As Immediate Past President, Joe continues to attend Board and Officer meetings and serves as Executive Chair of our DEIB Committee.

ACC Global Annual Meeting 2025:

This year is also special for our Chapter and for Philadelphia and our region. ACC will be holding its Annual Meeting here in October, and this premier event brings together legal professionals from around the globe. Of note, ACC GP in conjunction with sister chapters in our region will be hosting a party at the National Constitution Center on October 20, 2025, and we hope that you will consider attending this once-in-a-lifetime event.

Leadership Planks for 2025:

In addition to ACCAM25, my areas of emphasis this year include important

long-term initiatives like supporting the wellness of our professionals, inclusion and belonging throughout the Chapter, and delivering top flight social and educational programming. On the technology front, we are placing a special emphasis on developments in artificial intelligence this year. Our Board has formed a special committee to work with members and sponsors on changes we all need to consider as this powerful technology sweeps the globe.

Our Sponsors:

As you read through this newsletter including a special article by our Diamond Sponsor, Fisher Phillips, I ask that you remember the importance of our partnerships with our law firm and other service providers. Fisher Phillips and our other sponsors play a critical role in helping our Chapter succeed. Their support allows us to have a full calendar of programming, all at no or low cost to our members. Please help us to continue to maintain these strong relationships with our sponsors by telling them if you've enjoyed a program that they presented, letting them know that you appreciate their support, and consider engaging them when searching for outside counsel or other service provider.

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In conclusion (and with apologies for this overly long note!), ACC GP is a collective project. If you have ideas on ways to improve our programming or would like to get more involved,

you can always reach me directly at fborchertacc@gmail.com, or Denise Downing at ddowning@accglobal.com. I look forward to seeing all of you at future Chapter events!

Very truly yours,

Frank R. Borchert
President, ACC Greater Philadelphia

Top 5 Takeaways for Employers as Attorney General Announces Aggressive Immigration Stance

By Fisher Phillips

The Department of Justice (DOJ) recently announced a significant shift in immigration enforcement policy under Attorney General Pam Bondi's leadership, prioritizing aggressive prosecution of immigration-related violations – including at the workplace. In a memo issued to all DOJ employees, Bondi said that the “nation faces historic threats from widespread illegal immigration.” As a result, “immigration enforcement” now tops the DOJ's list of prosecution priorities. While this shift should come as no surprise given the new administration's immigration focus, employers should use this February 5 guidance as a reminder to take proactive steps to ensure immigration compliance. Here are the five biggest takeaways for businesses looking to stay one step ahead of the current changes.

1. Expect Increased Criminal Prosecution for Immigration Violations

The main point in AG Bondi's February 5 “[General Policy Regarding Charging, Plea Negotiations, and Sentencing](#)” memo is that DOJ has directed U.S. Attorney's Offices across the country to use “all available criminal statutes to combat the flood of illegal immigration . . . and to support the DHS's immigration and removal initiatives.” The memo cites provisions of the law (8 U.S.C. §§ 1324-1328) that pertain to imposing criminal penalties for harboring, hiring, or continuing to employ individuals without lawful US work authorization – as well as discrimination in recruitment, hiring, and employment based on national origin or citizenship status, or falsifying any

immigration documents, petitions or applications. For employers, this means three main things:

- **Employers knowingly hiring unauthorized workers** face heightened legal risks under federal criminal statute.
- You can expect **more criminal investigations** into employers found to have committed workplace immigration violations – even seemingly unintentional mistakes.
- Companies with a history of non-compliance may be **prioritized for enforcement actions**.

2. State and Local Law Enforcement Will Play a Bigger Role

AG Bondi's memo emphasizes that federal authorities will coordinate with state and local agencies, allowing them to make certain immigration-related arrests under federal law. It also states that the DOJ will investigate incidents where state and local actors resist, obstruct or otherwise fail to comply with “immigration-related commands and requests.” That means that you can expect to receive increased scrutiny from local authorities, not just federal agencies. With expanded law enforcement involvement, we expect to see an increase in the number of audits and raids carried out in workplaces across the country.

3. Immigration Compliance Failures Could Lead to Criminal Obstruction Charges

The DOJ's guidance memo makes clear that it is prioritizing enforcement against

individuals and businesses that obstruct federal immigration enforcement efforts. Employers need to know that the DOJ takes the position that businesses that fail to cooperate with audits or investigations – not just ones that actively hinder or interfere with enforcement – could face charges under the federal statute that prohibits any “conspiracy to defraud” the federal government. In fact, some employers and business owners across the country have already been charged with harboring undocumented workers, which has been a pretty rare action in the past.

4. Mandatory Reporting Will Increase Employer Risk

Another key point under AG Bondi's memo is that each U.S. Attorney's Office across the country must now track and report immigration-related cases and convictions. DOJ attorneys who fail to pursue immigration-related cases will be monitored and could face consequences. This will obviously increase the likelihood that employers will face heightened scrutiny. Because immigration-related violations will be more visible and subject to DOJ oversight, you should expect increased follow-ups on any prior audits and investigations that you may have previously been subject to. This also means that businesses in industries with high immigrant workforces (like agriculture, hospitality, construction, etc.) will likely face targeted enforcement efforts.

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5. You Must Take Immediate Proactive Compliance Steps

With heightened enforcement now a certainty, businesses should act immediately to minimize legal risks. We recommend you follow the steps outlined in our [previous Insight](#), including:

- Understand the risks of immigration violations;
- Take steps to minimize the chances of facing a workplace raid, including conducting internal I-9 audits, implementing training programs, strengthening your internal reporting mechanisms to flag compliance risks, and consider using E-Verify;

- Know the difference between an audit and a raid, and train your key personnel to know how to handle both enforcement actions;
- Partner with your FP counsel to develop a compliance action plan before you face any action from the government and to help prepare for potential enforcement actions.

Conclusion

If you have any questions about these developments or how they may affect your business, please contact your Fisher Phillips attorney, the authors of this Insight, or any member of our

[Immigration Practice Group](#). Our [Employers' Rapid Response Team](#) (877-483-7781 or DHSRaid@fisherphillips.com) is on call to provide immediate legal counsel when a raid occurs, assist with documentation and compliance review, and provide post-raid support and strategy assistance.

Visit our [New Administration Resource Center for Employers](#) to review all our thought leadership and practical resources, and make sure you are subscribed to [Fisher Phillips' Insight System](#) to get the most up-to-date information.

Top 5 Takeaways from the 2025 ACC Chief Legal Officers Survey

By Association of Corporate Counsel

In its 26th consecutive year, the ACC Chief Legal Officers Survey Report aims to provide the legal community with insights on the evolving role of the CLO position and how legal departments are positioning themselves to help organizations most effectively adapt to a demanding business environment. By examining the experiences and perspectives of CLOs worldwide, we aim to uncover the challenges, opportunities, and strategic priorities shaping the legal function.

1. The CLO's Influence Over Corporate Functions Outside of Legal is Expanding

Most CLOs oversee multiple functions, with 70 percent managing at least two additional areas such as risk, compliance, privacy, and ethics. This broader scope of responsibility extends to strategic decision-making, with 58 percent of CLOs heavily involved in mergers and acquisitions and other corporate transactions. Furthermore, CLOs play a crucial role in advising the CEO and shaping overall business strategy, as 44 percent of them identified these as their greatest impact on the organization.

2. CLOs Are Taking More Strategic Ownership Across Their Organizations

A global majority (79 percent) of CLOs report directly to the CEO, with the highest percentage in the US (83 percent) and the lowest in Australia (57 percent). This direct reporting structure empowers CLOs to influence key business decisions. Additionally, CLOs are actively seeking greater collaboration with other business units, such as operations (29 percent), finance (18 percent), and sales (15 percent).

3. The Volume, Cost, and Complexity of Disputes and Investigations Are Increasing for Many CLOs

Forty-two percent of CLOs report an uptick in litigation volume, while 44 percent have seen a rise in internal investigations. External investigations have also increased for 24 percent of CLOs. This increased legal activity comes with growing complexity. Thirty-eight percent of CLOs find litigation to be increasingly complex, followed by internal investigations (31 percent) and external investigations (21 percent). More complexity results in higher costs, with 60 percent of CLOs experiencing increased litigation expenses.

4. CLOs Rank Operational Efficiency as Their Top Strategic Initiative

Thirty-five percent of CLOs globally identified operational efficiency as their department's top strategic initiative for the next year. Technology implementation is the second most frequently cited initiative (14 percent). This emphasis on efficiency and cost-cutting may be linked to the fact that 41 percent of law departments received a cost-cutting mandate from their organization in the past year.

5. Being Understaffed is the Biggest Barrier Legal Departments Face

When asked about the biggest barriers facing their legal departments, respondents identified understaffing as the primary challenge. Thirty percent of CLOs plan on increasing the number of lawyers they hire this year and nearly half plan to do so in larger companies. Other barriers include regulatory uncertainty (23 percent), lack of strong processes in place (18 percent), and lack of budget (14 percent).

[Go beyond the top takeaways and read the full report >>](#)

In Case You Missed It

Privacy & Tech CLE Institute

January 16, 2025

ACCGP kicked off the 2025 program year with a Privacy & Tech CLE Institute at the Hotel West and Main in Conshohocken. Thank you Cozen O'Connor, Fox Rothschild and Saul Ewing for presenting at the institute!



GC/CLO Summit

January 31, 2025

ACCGP hosted our annual GC/CLO Summit at the Union League. Fisher Phillips, Cozen O'Connor and Holland & Knight presented topics geared to GCs and CLOs.



Meet Your Counterparts with Holland & Knight February 5, 2025

ACCGP's newest sponsor, Holland & Knight, held a Meet Your Counterparts at the American Philosophical Society in Philadelphia in February. Attendees had the opportunity to view and engage with original historical documents housed at the APS Library. APS CEO Patrick Spero, an award-winning historian and widely-published author, explained the APS's distinguished role in Philadelphia's and the nation's history. Patrick also provided historical context for the singular historical treasures shared from the APS Library.



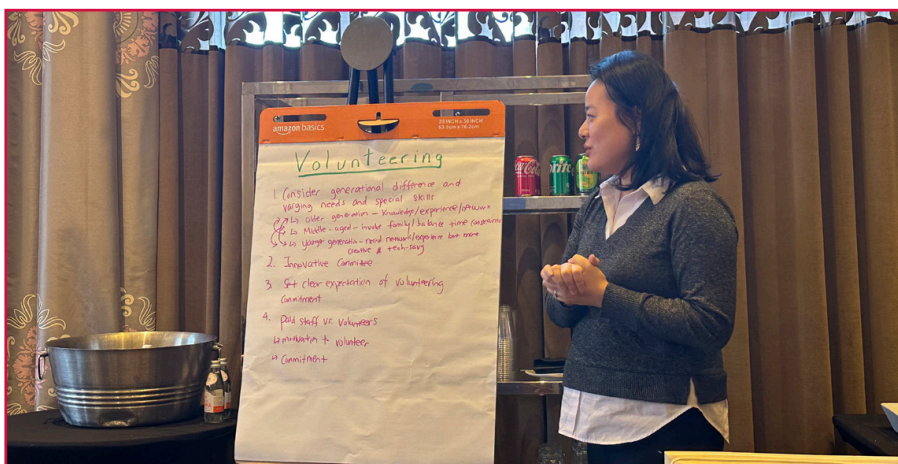
In-House Lawyer Perspective Program February 11, 2025

ACCGP hosted our 2nd Annual In-House Lawyer Perspective Program, an exclusive event just for our chapter sponsors. Our chapter sponsors heard from in-house legal leaders about their considerations in selecting external counsel, managing outside legal work, best practices for client communication, thoughts on fees, billing, and more. Sponsors have found this to be one of the most valuable benefits of their sponsorship with ACCGP!



Strategic Planning Board Retreat February 21, 2025

Every year, the ACCGP Board of Directors have a strategic planning retreat to review chapter operations and ways to improve ACCGP. This year, our board focused their discussions on Foresight and what ACCGP should look like in 2035 and what is needed to get us to that point.



Contracts & Commercial CLE Institute

March 4, 2025

ACCGP held a full-day Contracts & Commercial Institute at the Marriott Conshohocken. Thank you to Blank Rome LLP, Montgomery McCracken Walker & Rhoads LLP, Stradley Ronon and Womble Bond Dickinson (US) LLP for their insightful presentation.



2025 Upcoming ACCGP Events

Visit [ACCGP Greater Philadelphia](https://www.accgpa.org) for the most current event details or to register for chapter events.

April 10, 2025

17th Annual In-House Counsel Conference & Paralegal Forum
Pennsylvania Convention Center
Philadelphia, PA

April 29, 2025

Women's Summit
Loews Hotel
Philadelphia, PA

May 2, 2025

GC/CLO Luncheon
Watch for more information soon!

May 6, 2025

Corporate Counsel University
Aramark
Philadelphia, PA

May 14, 2025

Meet Your Counterparts with Cozen O'Connor
Citizens Bank Park
Philadelphia, PA
SOLD OUT!

July 28, 2025

Annual Golf & Tennis Outing & Cocktail Reception
Green Valley Country Club

Be on the lookout for calendar updates!

Sponsors for 2025

We thank our 2025 Sponsors for their support of our chapter. Without them, we could not achieve the levels of success that the chapter consistently reaches.

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O'CONNOR

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STRADLEY
RONON



Stevens & Lee

SHOOK
HARDY & BACON

SAUL EWING
LLP

OBERMAYER

troutman
pepper

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.

New and Returning Members

Pooja Agarwal

Abramson Cancer Center,
Penn Medicine, University of
Pennsylvania

Robert Biron

Abramson Cancer Center,
Penn Medicine, University of
Pennsylvania

Maria Carrillo

Jabil Inc.

Michael Carroll

Subaru of America, Inc.

Alexandra Chiaruttini

York Water Company

Stephanie Chomentowski

Tiger Biosciences, LLC

Jeremy Cole

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d/b/a GoHealth Urgent Care"

Randall Collins

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SMB Shared Services

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Lloyd Graham

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Kurt Perhach

West Pharmaceutical Services,
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Daniel Ranier

Olympus Corporation of the
Americas

Kate Reilly

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Jennifer Lynn Robinson

John Rollings
Dentsply Sirona, Inc.

Jacob Rosner

DayBlink Consulting

Elise Ryan

CIGNA

Jamie Shookman

TE Connectivity

David Solomon

Cencora, Inc.

Nelson Sproat

Silverview

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Jenna Walker

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Larry Wood

Tiger Medical Holdings LLC

Frances Woodward

AmeriHealth Caritas Family of
Companies

Mariah Zurowski





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