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FOCUS

A Message From the President

Joe Nullmeyer



Joe Nullmeyer
VP, General Counsel,
Mitchell Martin Inc.

Dear ACC Greater Philadelphia Members and Friends:

It has been an honor to serve as your Chapter President this year. I am honored and

humbled to work alongside so many dedicated and gifted professionals: our Officers, Board of Directors, Committee and Network volunteer leaders, members, and sponsors. We are all fortunate to be supported by our incredibly talented and dedicated Chapter Administrator, Denise Downing, and her team at Neff & Downing Management Services. It truly takes a village to provide best-in-class educational and professional networking opportunities to our more than 1850 members.

We've had a busy final two months of the year. To highlight just a few events: On November 7th, we gathered with our Sustaining Sponsors at One North Broad for our Annual Fall Gala. On December 5th, we hosted

our Annual Diversity Summit, where sponsors Fisher Phillips, Cozen O'Connor, Dechert LLP and Blank Rome presented educational sessions that were focused on the theme of Rising Together: The Corporation's Role in Building Belonging. Finally, on December 10th, we celebrated with our membership at our Holiday Party and Board Installation at the Inn at Villanova Montrose Mansion.

Thank you to the following Board members who are completing their three-year terms at the end of this year: Nina Blackshear, Jan Fink Call, Rose Oskanian, Ed Rockwell, and Joshua Romirowsky. And a special thank you to Lisa Fleischer, our Immediate Past President, whose time as an Officer is coming to a close at the end of this year.

As we begin a new year, I'd like to congratulate Frank Borchert, who will become Chapter President on January 1st! The Chapter remains in a strong position, and I look forward to the new heights that the Chapter will reach under Frank's leadership.

Our 2025 calendar is now live at the [link found here](#). Please mark your calendars for our signature events in 2025!

1. GC/CLO Summit on January 31st
2. In-House Counsel Conference on April 10th
3. Women's Summit on April 29th
4. Summer Soiree on June 5th
5. Golf & Tennis Outing on July 28th
6. ACC Annual Meeting Host Chapter Party on October 20th
7. Diversity Summit on December 4th

On behalf of the ACCGP Board of Directors, thank you for your continued membership and engagement in our Chapter. Wishing you all a happy, healthy and joyous holiday season!

Very truly yours,
Joe Nullmeyer
President, ACC Greater Philadelphia

Business Entities Formed for Estate Planning Purposes have FinCEN filing deadline of January 1, 2025

By Lawrence S. Chane, Blank Rome

The Corporate Transparency Act (the “CTA”) imposes a new obligation on many business entities, including Limited Liability Companies, Limited Partnerships, and Corporations formed or registered to do business in the United States to disclose their “beneficial owners” and “company applicants” to the Financial Crimes Enforcement Network (“FinCEN”), a bureau of the U.S. Department of Treasury. **In the case of an entity owned by a Trust, the Trustees, and in some cases the beneficiaries, may be “beneficial owners” who must be disclosed. Entities formed before January 1, 2024, must file by January 1, 2025. Entities formed during 2024 must generally file within 90 days of formation, while entities formed in 2025 or later must generally file within 30 days of formation.**

The CTA imposes criminal and civil penalties for any person who willfully provides, or attempts to provide, false or fraudulent beneficial ownership information to FinCEN or willfully fails to report, complete, or update beneficial ownership information to FinCEN. It is unlawful for any person to willfully provide, or attempt to provide, false or fraudulent beneficial ownership information, including a false or fraudulent identifying photograph or document, to FinCEN or to willfully fail to report, complete, or update beneficial ownership information to FinCEN. The term “person” includes any individual, reporting company, or other entity. The term “beneficial ownership information” includes any information provided to FinCEN pursuant to the CTA.

The purpose of the CTA is to help prevent and combat money laundering, terrorist financing, corruption, tax fraud, and other illicit activity. Disclosure reports submitted under the CTA will not be generally available to the public but will be available to certain other government agencies, including the Internal Revenue Service.

The CTA represents a paradigm shift in the United States. There will be new beneficial ownership reporting obligations that will be a routine part of the entity formation process. But the numerous exemptions and categories of beneficial owners under the CTA can make this analysis nuanced and complex based on individual circumstances. Entities and individuals with questions about the CTA should consult with counsel to understand their new reporting obligations.

Reporting Company

An entity is subject to the CTA if it is a “reporting company” as defined under the CTA. A “reporting company” is generally either a U.S. domestic entity created by filing a document with a secretary of state (or similar government office), as, for example, corporations and limited liability companies are, or an entity that was formed under the laws of a foreign country that registered to do business in a U.S. state by filing a document with a secretary of state or similar government office. Examples of entities that are not reporting companies under the CTA are general partnerships or sole proprietorships because such entities are not formed by filing a document with a state office.

A reporting company may be exempt from reporting if it meets one of the 23 exemptions described in the CTA. Examples of notable exemptions include large operating companies, subsidiaries of certain exempt entities, or inactive entities. In general, under the CTA a large operating company is an entity with five million dollars or more in gross receipts or sales (net of returns and allowances) that employs more than 20 full-time employees in the United States and has a physical operating presence in the United States. But there are specific criteria for each exemption that will require an analysis by counsel familiar with the CTA.

Beneficial Owners

All reporting companies must report their beneficial owners under the CTA. A beneficial owner is generally any individual, including the Trustee of a Trust and, in some cases, the beneficiaries of a Trust, who, directly or indirectly, (i) exercises substantial control over a reporting company or (ii) owns or controls at least 25 percent of the ownership interests of a reporting company. Examples of substantial control over a reporting company include an individual who is a senior officer or has appointment or removal authority over the reporting company’s governing body. The 25 percent ownership threshold can be met through an equity interest that is a capital interest or profits interest, common stock ownership, or any other equity ownership that accounts for at least 25 percent of the total ownership of the reporting company. A beneficial owner can exercise substantial control over a reporting company, or meet the 25 percent ownership threshold, directly or through intermediate entities.

Company Applicants

Reporting companies formed before January 1, 2024, must only report their beneficial owners, while reporting companies formed on or after January 1, 2024, must report their beneficial owners and company applicants. A company applicant is the individual who directly filed the formation or registration document with the state office, the individual who directed the filing of such formation document, or both.

Disclosure of Information

A reporting company is required to disclose its legal name, trade name, address, jurisdiction of formation, and taxpayer identification number. Beneficial owners and company applicants are required to disclose their name, date of birth, address, unique identifying number (e.g., a driver’s license number or passport number), and image of a state

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government document (e.g., license or passport). An individual can apply for a FinCEN identifying number which can be disclosed in lieu of a driver's license or passport number.

Filing Deadlines

Reporting companies created or registered to do business before January 1, 2024, have until January 1, 2025, to file their initial reports. Reporting companies created or registered on or after January 1, 2025, will have 30 days to file their initial reports from the earlier of receiving notice of their company's formation or the date that the formation or registration is made public. Entities created or registered on or after January 1, 2024, and before January 1, 2025, will have 90 days to file their initial reports

from the earlier of receiving notice of their company's formation or the date that the formation or registration is made public. Any change to the reported information in a previously filed report requires the filing of an updated report no later 30 days after the date on which the change occurred. A reporting company is not required to file an updated report for any changes to previously reported information about a company applicant.

Penalties

The CTA imposes penalties for the willful failure to comply with the reporting obligations. The willful failure to complete or update any such reporting information or the reporting of fraudulent information may result in civil or criminal penalties, including civil penalties of up

to \$500 for each day that the violation continues, or criminal penalties including imprisonment for up to two years and/or a fine of up to \$10,000. Senior officers may be held liable for the failure to comply with the CTA reporting obligations.

Conclusion

Blank Rome LLP can help entities and individuals prepare for the CTA, including analyzing complex entity structures, determining the availability of exemptions, and determining a reporting entity's beneficial owners and company applicants and assist in completing the required filings.

For more information or assistance, contact a member of Blank Rome's Private Client team.

Strategies for Mitigating Rising eDiscovery Costs in 2025

By Level Legal

Corporate counsel is under mounting pressure to control rising [litigation costs as litigation becomes an operational norm for businesses and case volumes continue to rise](#) in areas such as class action, labor and employment, M&A, and cybersecurity. However, despite major advancements in eDiscovery tools and services, expenses in this area are also rising. Heading into 2025, understanding the trends behind rising eDiscovery costs and implementing targeted strategies can help organizations minimize financial burden.

Top Trends Driving Rising eDiscovery Costs

1. Explosive Growth in Data Volume eDiscovery is a volume-based cost business: the more data, the more it costs. According to the American Bar Association, document review accounts for over [80% of total litigation spend](#). Today, custodians are collecting more data than ever before. [Some estimate](#) that over 400 million terabytes of data are created each day. That sheer amount of electronically stored information is a primary driver of rising costs. Cloud-based email systems now support massive mailboxes, and digital platforms generate

a growing archive of communications, documents, and media files.

2. Data Complexity Driven by Collaboration Tools

The rise of hybrid work has cemented the status of tools like Slack, Teams, Monday.com and Zoom as business staples. While these platforms may enhance productivity, they also produce complex, dynamic, and voluminous data that challenges traditional eDiscovery workflows.

Static, standalone electronic files have given way to dynamic cloud-based documents in which multiple users can make updates, create new versions, and link to additional content. For example, a single Slack thread may contain multiple embedded links, attached files, and evolving conversations (including edited or deleted content). AI may complicate this environment even further; AI assistants can generate transcripts from video and audio meetings, produce summaries from email chains, and create other novel content that is potentially discoverable.

The data emerging from these digital collaboration platforms--characterized by its volume, diversity, and complexity--

remains one of the most difficult types to access, organize, and interpret. Until better tools and workflows are created to capture relevant data from dynamic documents, eDiscovery costs are likely to keep climbing.

3. Increasing Compliance Demands Governance risk and compliance (GRC) considerations [are intensifying across several sectors](#), resulting in a spike in regulatory and litigation activity, which ultimately leads to increased costs. For organizations with planned merger activity in 2025, [scheduled changes to the Hart-Scott-Rodino Act \(HSR\)](#), effective February 10, 2025, will require corporate counsel to produce significantly more data and search significantly more custodians for responsive documents during premerger filings--unless the President-elect halts these changes. Beyond HSR, [AI, cybersecurity, and data privacy](#) are projected to be the other primary compliance concerns in 2025, further driving up document review and production obligations and eDiscovery costs.

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Strategies to Reduce eDiscovery Costs in 2025

While generative AI (GenAI) has been marketed as a game-changer for document review, much of that hype is premature. Though GenAI shows promise, particularly in summarizing key documents, it's unlikely to significantly reduce eDiscovery costs in 2025. Next year's focus will be on developing legal-specific tools, refining validation techniques, and training GenAI specialists within legal teams to oversee and drive usage—but not widespread implementation. The risks remain too high, and GenAI still carries significant costs.

Instead of rushing to implement GenAI, legal departments can focus on practical strategies that will make a real impact in 2025.

1. Invoke the Burdensome Argument

Rule 26 of the Federal Rules of Civil Procedure emphasizes that discovery must be proportional to the needs of a case. [Judges are increasingly willing](#) to uphold arguments that discovery costs should not exceed a reasonable percentage—unofficially pegged at around 20%—of the litigation's value. Otherwise, it could be considered an undue burden. Corporate counsel should proactively invoke proportionality to limit the scope

of discovery, reducing the volume of data collected and the overall costs.

2. Engage Consultants and Specialists

[Strategic planning](#) is critical to mitigating eDiscovery expenses, yet many corporate legal departments still struggle in this area. Partnering with eDiscovery consultants helps counsel proactively navigate the challenges that are driving up eDiscovery costs.

These experts can identify strategies and tools for the efficient and proportionate extraction of novel data from cloud-based platforms. They can connect legal teams with specialized providers, such as managed review vendors who focus exclusively on document review, delivering faster, more accurate, and cost-effective results. Additionally, consultants can craft tailored compliance strategies to address evolving regulatory demands. By involving consultants early, companies enhance litigation preparedness, minimize reactive expenses, and optimize workflows for long-term savings.

3. Prioritize Data Governance

Proactive data governance—a key element of strategic planning—will be one of the most effective ways to drive

down eDiscovery costs in 2025. To manage significant document review costs, companies should enter the new year with advanced policies that minimize unnecessary data, limit the volume of information subject to discovery, and comply with updated legal requirements.

Key elements of an effective policy include retention schedules organized by data type, deletion protocols for outdated or redundant data, clear guidelines for suspending deletion when legal preservation is required, and thorough data mapping to identify where critical information is stored. Information governance is also a great place to pull in a consultant—investing in this expertise upfront can yield significant savings on processing and review expenses during future litigation.

The Bottom Line

Ultimately, controlling eDiscovery costs in 2025 will require a combination of foresight, innovation, and strategic action. Organizations can effectively navigate the complexities of modern litigation and its costs by addressing the root causes of rising expenses, making critical investments in specialized expertise, and adopting proactive, forward-thinking strategies.

Board Member Spotlights



Laura Bautista

Associate General Counsel
The Vanguard Group, Inc.

Current Role with ACCGP:
Secretary

What is your favorite part about ACC Greater Philadelphia?

My favorite thing about ACCGP is the people that I've met through the organization. There are so many talented and kind individuals working in the greater Philadelphia area, and I have enjoyed getting to know them through the fantastic event offerings from ACCGP.

What is your favorite vacation destination?

We recently vacationed in Cartagena, Colombia. It was a dream vacation of bright colors, warm sun, and delicious food!

What is your favorite restaurant in Philadelphia?

Without a doubt, it's Parc. The view, the food, and the ambiance are perfect every time. But there are a number of other great places too--Barbuzzo, Vedge, Jose Pistola's, Cafe Lift, Laser Wolf, Bar Bombon, and many more!



Louis Abrams

Vice President and
Counsel
Brown Brothers
Harriman & Co.

Current Role with
ACCGP:

Board Member and
Member of Diversity
Committee

What is your favorite part about ACC Greater Philadelphia?

Building new relationships

What is your favorite vacation destination?

Cape May, New Jersey

What is your favorite restaurant in Philadelphia?
Saloon

New and Returning Members

Davin Davina Amiri

TE Connectivity

Hillary Anderson

Nationwide Mutual Insurance Company

Elizabeth Arcot

TE Connectivity

Kathy Baker-Bowen

ARAMARK Corporation

Zakiya Barnett

FMC Corporation

Jonathan Bauer

Morgan Properties

Ann Booth-Barbarin

FMC Corporation

Christopher Bopp

QVC, Inc.

Andrew Brisker

FedEx

Joe Catrambone

Sallie Mae Bank

Julia Clark**M. Richard Coel**

Hitachi Rail STS

Pelayo Coll

Morgan Properties

Johannes De Jong

CIGNA

Cheryl L. DiBona

PPL Services Corporation

Robyn Dickinson

QVC, Inc.

Melina DiMattio

Moderna, Inc.

Matthew R Dorsett

PPL Services Corporation

Sandra Doyle McManus

Arkema Inc.

Ryan Dunmire

Siemens Medical Solutions USA, Inc.

Raphael Duran

Chubb Group

Nancy Dzwonczyk

QVC, Inc.

Lambros Economides

Glacier Insurance Company

Kendra Eden

Olympus Corporation of the Americas

Nicholas Feltham

ARAMARK Corporation

John Philip Fendig

PPL Services Corporation

Cynthia Frank

CIGNA

Matthew Frey

Incyte Corporation

Anthony Gay

PECO

Timothy Geverd

CIGNA

Terri Gillespie

Stateside Brands LLC

Susan Giusti

Saint-Gobain Corporation

Rory Gledhill

Vail Resorts Management Company

Joseph Glyn

Jefferson Health

Mark J. Gomsak

PPL Services Corporation

Kelly Halligan

Zimmerman

Teleflex

Hilary Hannan Saylor

ARAMARK Corporation

Michael Hayes

Olympus Corporation of the Americas

Kyle Hildreth

UGI Corporation

Jennifer Brooks

Hutchinson

PPL Services Corporation

James Jaconski

Cognizant Technology Solutions

Dana Janquitto

GMH Associates, Inc.

Shaniya Johnson

Internet2

Megan Kearney

QVC, Inc.

Jason Kuntz

EnerSys

Amanda Lashner

GlaxoSmithKline

Alexandra Lastowski

Cencora, Inc.

Nicole Lengel

Merck Sharp & Dohme LLC

Joseph T. Mandlehr

LG&E and KU Energy LLC

Annie Marshall

ARAMARK Corporation

Nigel Masenda

TE Connectivity

Meghan McLaughlin

Subaru of America, Inc.

Judy Moon

QVC, Inc.

Kevin Moreau

Saint-Gobain Corporation

Rick Nelson

Sallie Mae Bank

Minh Ngoc T. Nguyen

Sallie Mae Bank

Ian Oakley

Lehigh University

Chrissy Piccolo

Organon & Co.

Kate Poterjoy

QVC, Inc.

Matt Rogers

B. Braun Medical Inc.

Christine Sadler

County of Berks

Michael Schecter

Morgan Properties

Sarah Schindler-Williams

ZEST AI

Debodhonyaa Sengupta

Arkema Inc.

Snigdha Sharma

WSFS Bank

Rachael Shaw

Penske Transportation Solutions

Bryan Shay

Chubb Group

Jesse Silverman

Morgan Properties

Erica Smith-Klocek

Fortrea Inc.

Bryan Snapp

PPL Services Corporation

Francesco Suglia

Ramboll Americas Engineering Solutions, Inc.

Bernadette Tankle

De Lage Landen Financial Services, Inc

Tracey Todd

NRECA

Richard Umbrecht

Ligand Pharmaceuticals Inc.

Yvonne von Mohrenfels

Ashland Inc.

Kenneth Wan

Exelon Business Services Company, LLC

Carol Welch

Unisys Corporation

Lauren Zabel

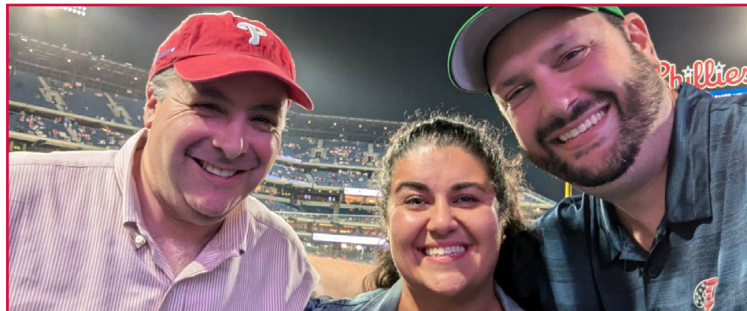
Nouryon Chemicals LLC

In Case You Missed It

Meet Your Counterparts with Fisher Phillips

September 24, 2024

ACCGP and Fisher Phillips cheered on the Phillies for one of their last home games of the 2024 season. At this sold out event, attendees enjoyed a reception at The Patio and then watched a great game vs. the Cubs.



Paralegal Forum

October 18, 2024

ACCGP hosted our 18th Annual Paralegal Forum on October 18th at the Desmond Hotel. Paralegals and Legal Assistants benefited from four hours of education and Maureen O'Hara from West Pharmaceuticals received the Paralegal of the Year Award.



Fall Gala

November 7, 2024

The Fall Gala was held on November 7th at One, the Masonic Temple. The event featured live music, a roaming magician and delicious food and drink.



Meet Your Counterparts and Dailey

November 20, 2024

Dailey LLP hosted a Pickleball Outing at Bounce Pickleball in Malvern for their Meet Your Counterparts on November 20th. All attendees received a customized pickleball paddle from Dailey as a parting gift.



Diversity Summit

December 5, 2024

The 2024 Diversity Summit was held on December 5th at the Weitzman National Museum of American Jewish History. The theme “Rising Together: The Corporation’s Role in Building Belonging” focused on providing legal professionals with tools and knowledge to help them advance belonging culture within their organizations so that all employees can thrive. The event featured five ethics CLE presentations, followed by a networking cocktail reception.



Holiday Party

December 10, 2024

The 2024 Holiday Party was held at the Montrose Mansion at the Inn at Villanova. We recognized our outgoing and incoming board members and presented awards to deserving members. We even had Santa make a special guest appearance!



2024 Award Recognition

President Joe Nullmeyer presents awards to the following members for being named recipients of our 2024 awards:

Committee of the Year Diversity Internship Committee



Smita Aiyar, Ricki Lipshutz,
Adesola Adegbesan*, Allyson Levey*

President's Award



Nina Blackshear

Volunteer of the Year Award



Matthew Maisel

Chris Stewart Leadership Excellence Award Kevin Griffin*

*not pictured

Sponsors for 2024

We thank our 2024 Sponsors for their support of our chapter. Without them, we could not achieve the levels of success that the chapter consistently reaches.

DIAMOND



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SHOOK
HARDY & BACON

SAUL EWING
LLP

troutman
pepper



WOMBLE
BOND
DICKINSON

STRADLEY
RONON

Stevens & Lee

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.

2025 Upcoming ACCGP Events

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

January 16, 2025

Privacy & Tech CLE Institute

Hotel West & Main
Conshohocken, PA

January 31, 2025

GC/CLO Summit

Union League
Philadelphia, PA

February 5, 2025

Meet Your Counterparts with Holland & Knight

Watch for more information soon!

February 28, 2025

GC/CLO Luncheon

Watch for more information soon!

March 4, 2025

Contracts & Commercial CLE Institute

Watch for more information soon!

March 6, 2025

Women's Networking Event

Watch for more information soon!

Be on the lookout for calendar updates!

Chapter Leadership

President

Joseph Nullmeyer

VP, General Counsel
Mitchell Martin Inc.

President Elect

Frank Borchert

First Vice President

Shahrzad Kojouri

Legal Counsel
TalentNeuron

Second Vice President

Jonathan Margolis

Vice President & National Director of Privacy
Toll Brothers, Inc.

Treasurer

Srikala Atluri

Senior Lead Counsel
Walmart Inc.

Secretary

Laura Bautista

Associate General Counsel
Vanguard

Immediate Past President

Lisa Fleischer

Chief Legal Officer
De Lage Landen Financial Services, Inc.

Board of Directors

Louis Abrams

Legal Counsel
Brown Brothers Harriman

Shreya Amin

VP Senior Counsel and Assistant Corporate
Board Secretary
Rabobank USA

Nina Blackshear

Senior Counsel
Spark Therapeutics, Inc.

Teleicia Dambreville

Director, Senior Counsel - Employment
Burlington Coat Factory Warehouse
Corporation

Michael Donnini

Counsel
Comcast Corporation

Jan Fink Call

Head of Global Litigation
dsm-firmenich

Kevin Griffin

General Counsel, Americas Environment &
Health
Ramboll US

Gabriel Holdzman

Senior Vice President and General Counsel
PTC Therapeutics, Inc.

Rosemarie Hoslyn

Associate General Counsel
PFM Financial Advisors

Elizabeth Kim

Deputy General Counsel
Best Egg, Inc.

Marko Kipa

Deputy General Counsel
Comcast Corporation

Matthew Maisel

Rose Oskanian

VP, General Counsel, and Corporate Counsel
Vitara Biomedical, Inc.

Csongor Pinter

Katherine Puccio

Deputy General Counsel
EMR USA

Edward Rockwell

SVP and General Counsel
EPAM Systems, Inc.

Joshua Romirowsky

Counsel, Data Privacy & Marketing
Campbell Soup Company

Yan Ling Wang

Legal Counsel
De Lage Landen Financial Services, Inc.

Chapter Administrator

Denise Downing

ACC Greater Philadelphia