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Christina L. Nechiporchik

Senior Attorney

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Christina Nechiporchik has over a decade of experience helping employers effectively manage liability, defend employment and coverage litigation, navigate complex compliance and regulatory issues, assess areas of risk, and improve processes.

Christina counsels employers on employment issues such as: developing employment policies including those involving FMLA, FLSA, ADA; preparing job descriptions; conducting employee reviews and terminations; and assuring compliance with ERISA, COBRA, HIPAA, ACA, IRS regulations, FMLA, and ADA.

Christina also has experience advising health care and long-term care facility operators on risk management and compliance/regulatory issues relating to state and federal laws, including HIPAA, the False Claims Act, CMS/HHS regulations.

Before joining Bodman, Christina served as in-house ERISA and Employee Benefits Compliance Counsel for a global insurance brokerage and consulting firm. Prior to that, she was Associate General Counsel for a leader in the development and implementation of insurance programs for the health care industry. Her in-house experience provides her with unusual insight into the challenges these complex organizations face in complying with ever-changing state and federal laws and regulations. She began her legal career in private practice with several prominent Chicago law firms representing corporate clients in employment and employee benefits matters and in general civil litigation matters at the trial and appellate

practices & industries

Workplace Law

Employee Benefits and Executive Compensation

education

Valparaiso University School of Law, J.D.

University of Michigan, B.A.

admissions

Illinois

Indiana

Michigan

court admissions

U.S. Supreme Ct.

U.S. Ct. of Appeals, 6th Cir

U.S. District Ct., N.D. Ill.

U.S. District Ct., N.D. Ind.

levels.

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HONORS, AWARDS, AND RECOGNITIONS

- *DBusiness* Magazine "Top Lawyers" 2027, Employee Benefits Law

CIVIC, CULTURAL, AND COMMUNITY ACTIVITIES

- Assistant Coach, Divine Child High School Forensics Team (2017-2019)
- Attorney Essay Advisor for Illinois Bar Course, Themis Bar Review (2012-2016)
- Coach, Labor & Employment Trial Team, John Marshall School of Law (2014)
- Assistant Coach, Valparaiso Moot Court Society, Valparaiso, IN (2012)

PROFESSIONAL AFFILIATIONS

- Defense Research Institute
- Greater Ann Arbor Society for Human Resource Management (SHRM)
- American Health Lawyers Association
- Junior League of Ann Arbor
- Martha Cook Board of Governors, Recording Secretary (2024-2025)

PUBLICATIONS

- "Splitting Headache: Managing Leaves for Benefit-Eligible Employees," Michigan Bar Journal (June 2026)
- "DOL Issues Proposed Rule on Joint Employer Liability Under FLSA, FMLA, and MSPA," Bodman Workplace Law Update (April 30, 2026)
- "Spring Cleaning for Applications: Background and Credit Checks," *The Voice*, Vol. 13 Issue 20 (May 21, 2014)
- Co-author, "Defending a Claim Under the Defense Base Act: The First Steps," *The Whisper*, Vol. 10 Issue 2 (Feb. 28, 2014)

SPEAKING ENGAGEMENTS

- Co-Presenter (with John David Gardiner), "Hot Topics & International Staffing," Northern Michigan Society for Human Resource Management (NMSHRM) Webinar (February 27, 2026)
- "Litigation Trends, including COVID and Immunity Defenses," Leading Age of Nebraska Virtual Spring Mini Conference, (March 17-18, 2021)

- "Serving Residents' Psychosocial Needs" and "Social Media Policies," Oklahoma Leading Age Conference (March 10, 2020)
- "Medical Marijuana," Oklahoma Leading Age Annual Conference (March 12-13, 2019)
- "Sexual Intimacy and Balancing Capacity" and "Residents' Rights," Indiana Health Care Association/Indiana Center for Assisted Living Annual Convention and Expo (August 2, 2018)
- "Sexual Intimacy" Regional Meeting of Leading Age California, Fresno County (June 25, 2018)
- "Sexual Intimacy" Regional Meeting of Leading Age California, Orange County (April 13, 2018)
- "Falls and Managing and Defending Care Provided," WALA Spring 2017 Conference
- "Course on Risk Management" CEU Institute (November 10, 2014)

MEDIA

- "HR Focus with Christina Nechiporchik - Episode 1-Episode 3," HR Focus: Insights on What's Next in HR and Employee Benefits with Christina Nechiporchik, Bodman Video Series (November 23, 2026)

ACADEMIC APPOINTMENTS

- Lecturer, University of Michigan Ross School of Business (business law, ethics, and entrepreneur law)
- Adjunct Professor, Valparaiso University School of Law (trial advocacy), (2013-2014)