Wednesday, September 2, 2015

12:00 pm–5:00 pm
HNBA Registration
Grand Ballroom Foyer

8:00 am–5:00 pm
HNBA Business Development Institute Corporate Board Training:
Cyber Enterprise Risk Management
Douglas Room
*In partnership with Axon Global Services and American University’s Kogod School of Business Center for Cyber Governance
*There is an additional cost to attend this training. Pre-registration is required (Email: support@hnba.com)
The demands of the cyber revolution have unseated more than 60% of Fortune 500 companies over the last 10 years. It has also brought unprecedented challenges for general counsels as intellectual property, privacy, valuation, fiduciary and officer’s duties face an unprecedented assault and redefinition. This substantive all-day training will address topics such as: 1) Cyber security issues for General Counsel; 2) Data security and privacy; 3) Cyber security boot camp; 4) Cyber security case studies; 5) Legislative/regulatory update; and 6) Litigation strategies.

8:00 am–9:00 am
Cyber Security Definition of Terms and Scenarios
Between DHS and NIST there are over 218 pages of key information security terms. We will discuss the evolution and definition of the key terms, within meaningful scenarios, necessary for general counsels to have a relevant outlook and conversation at the board level (e.g. What is the difference between a breach and a compromise? What regulations may be relevant by industry? What is disclosure and when is it relevant?)
MODERATOR:
Israel Martinez, CEO, Axon Global
PANELISTS:
Perry Wallace, Professor of Law, Director JD/MBA Dual Degree Program, American University Washington College of Law
Dr. Richard Schrotth, Managing Director of Technology Strategy, Innovation and Global Cyber Practice, Newport Board Group

9:00 am–11:00 am
Cyber Security Defense and Response
Case study discussion and analysis of a sanitized real world incident. We will have a detailed review of how cyber compromises and responses happen today, from policy to reconnaissance to breach, then post-breach through negotiated settlement. This will be an interactive session where general counsels are assigned into teams Regulatory, Defense, and Offense (Plaintiff).
MODERATOR:
Israel Martinez, CEO, Axon Global
PANELISTS:
Perry Wallace, Professor of Law, Director JD/MBA Dual Degree Program, American University Washington College of Law
Dr. Richard Schrotth, Managing Director of Technology Strategy, Innovation and Global Cyber Practice, Newport Board Group

11:00 am–12:00 pm
Cyber Security and why it’s Relevant to the Board
Cyber security has become an enterprise risk management issue that has impacted public and private boards and even those of public utilities and non-profits. Increasingly, boards are being held accountable by shareholders, regulators, supply chain partners and customers. We will examine how these external threats are manifesting risk at the board level.
MODERATOR:
Israel Martinez, CEO, Axon Global
PANELISTS:
Perry Wallace, Professor of Law, Director JD/MBA Dual Degree Program, American University Washington College of Law
Dr. Richard Schrotth, Managing Director of Technology Strategy, Innovation and Global Cyber Practice, Newport Board Group
12:00 pm–12:30 pm  
Lunch  
Douglas Room

12:30 pm–1:30 pm  
Keynote Speaker: Horacio Gutierrez, Corporate Vice President and Deputy General Counsel, Microsoft Corporation  
Cyber security is no longer a subject just for IT. Today, the topic is top-of-mind in the boardroom. What’s at stake ranges from customer privacy to brand identity to executives’ reputations. People can lose money, businesses can lose customers, and companies can lose trade secrets, intellectual property, their competitive edge, and even their standing in the stock market. Horacio Gutierrez, Microsoft’s Corporate Vice President and Deputy General Counsel, will share how Microsoft is committed to identifying and disrupting cybercrime across the globe.

1:30 pm–3:30 pm  
Anatomy of a Government Cyber Investigation  
The cyber security world is not only evolving, it is dynamic by quarter, sometimes by month. As a general counsel you’ll need to be familiar with how investigations manifest in an ecosystem where there are unclear policies or conflicting rules/regulations. We’ll discuss real world examples of investigations, and consequences from little known but frequent scenarios that are becoming more common.

MODERATOR:  
Israel Martinez, CEO, Axon Global  
PANELISTS:  
Perry Wallace, Professor of Law, Director JD/MBA Dual Degree Program, American University Washington College of Law  
Dr. Richard Schroth, Managing Director of Technology Strategy, Innovation and Global Cyber Practice, Newport Board Group

3:30 pm–4:00 pm  
Break

4:00 pm–5:00 pm  
Making it Work in the Real World  
What questions should General Counsel and Board members be asking? Based on what was learned, we will review the case study and walk through what policies, procedures, advice and defenses that can be put in place to mitigate the risks identified in the Case Study and discussions throughout the day.

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PANELISTS:  
Perry Wallace, Professor of Law, Director JD/MBA Dual Degree Program, American University Washington College of Law  
Dr. Richard Schroth, Managing Director of Technology Strategy, Innovation and Global Cyber Practice, Newport Board Group

8:30 am–4:30 pm  
HNBA Latina Leadership Academy  
Commonwealth B-C  
Presented by HNBA Latina Commission and Sponsored by Walmart  
Grit and Growth Mindset  
The ABA Commission on Women in the Profession developed this program as a way to help educate women lawyers about the science behind grit and growth mindset—two important traits that many successful women lawyers have in common. By providing the tools to assess and learn these traits, the Grit Project enhances the effectiveness as well as the retention and promotion of women lawyers. This program will provide useful insight and skills on how Latina attorneys’ attitudes and behaviors about their own abilities and potential affect career outcomes even more so than intelligence, raw talent, and other “fixed” attributes.

SPEAKER:  
Aracely Muñoz Petrich, Esq., Vice President of Strategic Development, Minority Corporate Counsel Association

Negotiating Compensation Effectively  
According to evidence from the HNBA Commission Studies, Latina Attorneys appear to have lower compensation levels than other attorneys groups. This program will provide an overview of the key issues Latina attorneys encounter that contribute to this pay inequity problem and how compensation decisions are (actually) made in the legal profession. This moderator-led panel discussion will include an overview of the related research, policies and practices affecting compensation decisions across the legal profession, as well as what Latina
attorneys need to know to be more effective in advocating and negotiating for themselves in this process. This program will provide insight and practical skills to help Latina attorneys better navigate their organizations’ compensation process and leverage their negotiating position.

SPEAKER:
Jill Lynch Cruz, PhD, SPHR, GCDF, President, JLC Consulting

4:30 pm–6:00 pm
HNBA Latina Leadership Academy Networking Reception
** Open to program participants ONLY
Commonwealth A

6:00 pm–8:30 pm
2015 HNBA Annual Convention Presentation of Awards and Welcome Reception
Grand Ballroom Foyer
- HNBA Regional President of the Year Award: Neysa Alsina, HNBA Region II President, Counsel at New York City Bar Association
- HNBA Pro Bono Corporation of the Year Award: State Farm Automobile Insurance Company
- HNBA Pro Bono Lawyer of the Year Award: Gabriel A. Fuentes, Partner at Jenner & Block

INTRODUCTORY REMARKS:
Dennis Benzan, Vice Mayor, City of Cambridge

WELCOME ADDRESS:
The Honorable Charlie Baker, Governor of Massachusetts

Thursday, September 3, 2015

7:30 am–5:00 pm
HNBA Registration
Grand Ballroom Foyer

7:30 am–8:30 am
Friends of Bill meeting
Paine Room

8:00 am–8:30 am
Presentation of Awards and Breakfast
Grand Ballroom A-B
- HNBA Affiliate Organization of the Year Award: Hispanic Bar Association of DC
- HNBA Corporate Partner of the Year Award: Liberty Mutual Group
- HNBA Law Student Organization of the Year Award: Hispanic Law Student Association, University of Miami

KEYNOTE SPEAKER:
The Honorable Sarah Saldaña, Director, U.S. Immigration and Custom Enforcement

8:30 am–10:00 am
Opening Plenary Session:
Stitches or Surgery? What Will it Take to Fix Our Broken Immigration System?
Grand Ballroom A-B
This panel of promising law students and prominent young immigration attorneys and academics will address the contemporary legal developments, challenges, and pragmatic solutions for what is often characterized as a broken immigration system. Discussion topics will include an overview of legal developments including DACA and DAPA, enforcement issues, Congressional action, litigation updates, and suggestions from our panelists on practical solutions that can have lasting impacts on businesses and Latino families nationwide.

MODERATOR:
Arnulfo Hernandez, HNBA Immigration Section Chair

PANELISTS:
Professor Jennifer Chacón, UC Irvine (visiting Stanford Law)
Rachel Velasquez, -2L- Vanderbilt University Law School
Penni P. Bradshaw, Partner, Constangy, Brooks, Smith & Prophet, LLP
Flor Bermúdez, Detention Project Director, Transgender Law Center

9:00 am–5:00 pm
HNBA Law Student Division: Mock Interviews
Commonwealth A

10:00 am–4:00 pm
HNBA Exhibitor Showcase
Grand Ballroom Foyer
10:15 am–11:30 am
CLE Sessions
Public Interest & Litigation Track
Panel #1
Grand Ballroom C
Keep It! Developing a Defensible Electronically Stored Information (ESI) Preservation Program
The panel will discuss the recent changes to the Federal Rules of Civil Procedure (FRCP) 37(e), and the consequences for improperly preserving electronically stored information (ESI). It will also discuss, from an inhouse counsel’s perspective, the implications of the changes to the FRCP. In addition, the panel will address a few of the industry best practices where technology can help organizations be prepared with a defensible ESI preservation program (e.g. eDiscovery, legal holds, data preservation and deletion, securing and handling electronic evidence from discovery through its admission at trial, etc.).
MODERATOR:
Abel Cruz, Technology Strategist, Microsoft Corporation, Redmond, WA
PANELISTS:
Rosevelie Marquez Morales, Partner, Harris Beach PLLC, New York, NY
Joe Banks, Director of eDiscovery, Microsoft Corporation, Redmond, WA
Samuel Morgan, Global Managing Consultant, eTERA Consulting, Philadelphia, PA
Anthony S. Lowe, Associate General Counsel, Freddie Mac, Washington, DC
Corporate & Business Law Track
Panel #1
Grand Ballroom D
Unprecedented access to loyal patrons, potential consumers, and collegiate and professional athletes via social media has enhanced the ability of sports industry organizations to radically multiply their fan base and strengthen their brands in the multi-billion dollar global sports market. These opportunities and explosive financial growth have also presented significant challenges for lawyers and other sports industry leaders on many fronts. The panel will discuss a variety of topics, including trends and developments in the legal landscape of intercollegiate athletics; international recruiting opportunities for professional athletes; the evolution of sports media deals in television and new technological opportunities and threats; the reach of US law in international sports civil and criminal matters; and day-to-day challenges in operating Fenway Park, one of the most famous sports and entertainment venues in the world.
MODERATOR:
Ivan Parron, Managing Partner, Parron Law l Entertainment & Sports, Miami, FL · New York, NY
PANELISTS:
Dan Halem, Chief Legal Officer, Major League Baseball, New York, NY
Paul Kelly, Partner, Jackson Lewis P.C., Boston, MA
David Friedman, Senior Vice President/ Special Counsel, Boston Red Sox, Boston, MA
Enrique J. Gimenez, Partner, Lightfoot, Franklin & White LLC, Birmingham, AL
Professional Development Track
Panel #1
Grand Ballroom E
The Next Leadership Position: Leveraging Your Relationships to Find Your Next Opportunity
One of the most valuable, yet often underused, resources available to the average attorney are the relationships they build with hundreds and, perhaps, thousands of individuals they encounter while doing their work. The panel will discuss ways to utilize those relationships to identify potential opportunities.
MODERATOR:
Angel Gomez, President, AG Gomez Consulting, LLC, Chicago, IL
PANELISTS:
Martin Montes, Director of Regulatory Affairs, ComEd, Chicago, IL
Christina Sarchio Guerola, Partner, Orrick, Herrington & Sutcliffe, Washington, DC
Cynthia Sutherland, Legal Director, PepsiCo, Inc., Plano, TX
Asker A. Saeed, Director of Diversity, Day Pitney LLP, Parsippany, NJ
Carlos Pelayo, Managing Director and Associate General Counsel, Bank of America, New York, NY
Solo/Small Firm Track
Panel #1
Commonwealth C

Transitioning to a Paperless Law Office and Protecting from Cyber Attacks
The panel will discuss ways to preserve your office files using the latest technology while complying with regulatory standards. Learn about the hardware and software tools available and ethical issues that may arise. In addition, panelists will discuss the cyber security threats that should be addressed.

MODERATOR:
Magaly Rojas Navarro, Associate, Clark Lau, LLC, Boston, MA

PANELISTS:
Jared Correia, Assistant Director, Massachusetts Law Office Management Assistance Program, Boston, MA
Katherine Britton, Attorney, Katherine E. Britton, Esq, Dallas, TX
Israel Martinez, National Partner, Global Cyber Practice Technology, Strategy & Innovation, Washington, DC
Edward Lanza, The Lanza Firm, LLC, Harrisburg, PA

11:30 am–12:00 pm
Presentation of Awards and Lunch
Grand Ballroom A-B

- HNBA Latina Judge of the Year Award:
  Hon. Christine Arguello, U.S. District Court, District of Colorado
- HNBA Latina Judge of the Year Award:
  Hon. Jenny Rivera, New York Court of Appeals
- HNBA Latino Judge of the Year Award:
  Hon. Leonardo Castro, Second Judicial District of Minnesota

12:00 pm–1:30 pm
General Counsel Roundtable—Emerging Health Issues Affecting the Latino Community
Grand Ballroom A-B
The panel, comprised of government and private sector general counsel, will address emerging health issues affecting the Latino community. Each panelist will discuss various issues including the health dimensions of climate change, the impact of environmental harms on the Latino community, the importance of ensuring that at risk communities have a source of fresh and healthy food, and innovative efforts to fight hunger and improve the health of American families and children.

MODERATOR:
The Honorable Ignacia S. Moreno, CEO & Principal, The iMoreno Group, PLC and Former Assistant Attorney General for the Environment and Natural Resources Division, United States Department of Justice (2009–2013)

PANELISTS:
Avi S. Garbow, General Counsel, United States Environmental Protection Agency
Lisa Garcia, Vice President of Litigation for Healthy Communities, Earthjustice
Brent Henry, Vice President and General Counsel, Partners HealthCare
Alexander J. May, Vice President and General Counsel for U.S. Real Estate, Walmart
Jeffrey Prieto, General Counsel, United States Department of Agriculture

1:30 pm–1:45 pm
Networking Break & Exhibit Hall Visits
Grand Ballroom Foyer

1:45 pm–3:00 pm
Financial Literacy Workshop—Managing Retirement Risk
Commonwealth B
Sponsored by MetLife
You do not want to miss this valuable information. The workshop will cover the following areas: 1) Identify the major risks faced when people retire or plan for their retirement; 2) Identify how these risks impact the financial ability of a person to retire successfully; and 3) Understand how combinations of risk can magnify the complexity of the retirement planning process.

PRESENTER:
Tobias M. Mendelson, J.D., Macc, Senior Advanced Markets Director, MetLife Premier Client Group
1:45 pm–3:00 pm
CLE Sessions
Public Interest & Litigation Track
Panel #2
Grand Ballroom C
Implicit Bias in the Courtroom: Don’t Ignore It and Hope for the Best
In this fast-paced exchange, panelists will examine the nature of implicit bias arising in trial, and display ways to disarm its insidious effect. Issues to be discussed include how to counteract implicit bias stemming from ideas about race, ethnicity, national origin, gender, membership in the LGBT community, and other person-based stereotypes.

MODERATOR:
Elizabeth Krupa, Law Office of Elizabeth Espinosa Krupa, Denver, CO

PANELISTS:
Karen Lockwood, National Institute for Trial Advocacy, Boulder, CO
John Salas, Kim Vaughan Lerner LLP, Fort Lauderdale, FL
Omar Gonzalez-Pagan, Staff Attorney, Lambda Legal, New York, NY
Catherine Torres-Stahl, Deputy Director and General Counsel, Bexar County Community Supervision and Corrections Department, San Antonio, TX

Corporate & Business Law Track
Panel #2
Grand Ballroom D
Conducting Effective Internal Investigations: An In-House and Outside Counsel’s Perspective
Panelists will discuss the different roles and duties that in-house and outside counsel have during corporate internal investigations. They will also discuss important issues that lawyers conducting internal investigations regularly must address, including best practices for gathering and preserving evidence, avoiding the obstruction of any parallel government investigation, resolving privilege and data privacy issues, terminating problematic conduct by employees, and reporting unlawful conduct to prosecutors. In addition, the panelists will discuss ethical issues that are increasingly arising during internal investigations, including attorney-client privilege issues, conflicts of interest, joint representation of companies and employees, and witness cooperation.

MODERATOR:
Michael D. Marin, Partner, Boulette Golden & Marin L.L.P., Austin, TX

PANELISTS:
Jacquelynn Ruiz, Director, Employment Practices, Raymond James, Chicago, IL
Roberto M. Braceras, Partner, Goodwin Procter LLP, Boston, MA
Amelia R. Medina, Associate, King & Spalding LLP, Atlanta, GA
Hasan Ibrahim, Vice President and Regulatory Counsel, The Prudential Insurance Company of America, Newark, NJ

Professional Development Track
Panel #2
** NO CLE CREDIT **
Grand Ballroom E
The Path to the Board of Directors
With 54 million Latino consumers with $1.5 trillion in buying power nationwide, Latinos remain starkly underrepresented in the boardrooms of Corporate America. The panel will discuss ways to increase Latino representation in the boardroom, including how corporate boards search for qualified candidates and other related issues.

MODERATOR:
Cynthia Mares, National President, Hispanic National Bar Association, Denver, CO

PANELISTS:
Gloria A. Zamora, President and CEO, Success Innovators, Inc., Denver, CO
Israel Martinez, National Partner, Global Cyber Practice Technology, Strategy & Innovation, Washington, DC
Dr. Lisette Garcia, Senior Director, HACR Research Institute Hispanic Association on Corporate Responsibility, Washington, DC
**International Law Track**  
**Panel #1**  
**Commonwealth C**  
**Around the World of IP in 80 Minutes**  
Panelists will discuss international protection of intellectual property rights, and the procedures that are available to safeguard these rights. The production, distribution, and marketing of goods and services across borders raise a myriad of legal intellectual property issues and related concerns. This panel will contrast the scope of intellectual property protections available in different countries, as well as enforcement options through administrative agencies and courts. The panel will also discuss ways to stop the importation of counterfeit and infringing goods through customs and the International Trade Commission.  
**MODERATOR:**  
Jeffrey L. Snow, Partner, Cooper & Dunham LLP, New York, NY  
**PANELISTS:**  
Clara N. Jiménez, Associate, Finnegan, Henderson, Farabow, Garrett & Dunner, LLP, Washington, DC  
Benjamin Y. Han, Associate, Cooper & Dunham LLP, New York, NY  
Lana A. Gladstein, Partner, Nutter McClennen & Fish LLP, Boston, MA  
Alejandro Menchaca, Shareholder, McAndrews, Held & Malloy, Ltd., Chicago, IL

**Corporate & Business Law Track**  
**Panel #3**  
**Grand Ballroom D**  
**Deal or No Deal—Transaction Trends and Hot Topics in the Affordable Care Act Environment**  
Panelists will discuss health care issues including recent rulings on the Affordable Care Act. Additional discussion will revolve around recent M&A, joint ventures, and other forms of consolidations in the health sector.  
**MODERATOR:**  
William Alvarado Rivera, Deputy Chief Counsel, U.S. Department of Health and Human Services, Washington, DC  
**PANELISTS:**  
Michael A. Naranjo, Senior Counsel, Foley & Lardner LLP, San Francisco, CA  
Karen L. Davila, Senior Associate General Counsel, Walmart, Bentonville, AR  

**3:00 pm–3:15 pm**  
**Networking Break & Exhibit Hall Visits**  
Grand Ballroom Foyer

**3:15 pm–4:30 pm**  
**CLE Sessions**  
**Public Interest & Litigation Track**  
**Panel #3**  
**Grand Ballroom C**  
**Effective Trial Techniques: Telling Your Client’s Story Through Cross-Examination**  
Cross-examination of the key witness is the highlight in any trial and juries expect counsel to “rise to the occasion.” In this interactive presentation, a panel of seasoned trial attorneys will explain through mock cross-examinations how to tell their client’s “side of the story” in order to win their case.  
**MODERATOR:**  
Carlos A. López, Assistant U.S. Attorney, District of Massachusetts, Boston, MA  
**PANELISTS:**  
Anjanette Cabrera, Partner, Constangy, Brooks, Smith & Prophete, LLP, New York, NY  
Juan A. Arteaga, Chief of Staff and Senior Counsel, U.S. Department of Justice, Washington, D.C.  
Jose P. Sierra, Partner, Laredo & Smith, LLP, Boston, MA  
Carolina Fornos, Partner, Pillsbury Winthrop Shaw Pittman LLP, New York, NY
Professional Development Track
Panel # 3
Grand Ballroom E
Social Media’s Ethical Implications
As lawyers utilize social media sites like LinkedIn, Facebook, Twitter, or Google+ to increase their professional presence in the emerging digital frontier, some pitfalls exist. Panelists will discuss how ethics rules apply to your online activities and what you should do to protect yourself.

MODERATOR:
Edward Lanza, The Lanza Firm, LLC, Harrisburg, PA

PANELISTS:
Arlene Zalayet, Senior Vice President, General Attorney, Liberty Mutual, Boston, MA
Maria Matos, Chief Counsel, Committee on Character & Fitness, New York State Appellate Division, 1st Department, New York, NY
Carlos M. Bollar, Partner, Archer & Greiner P.C., Philadelphia, PA
Gabriel A. Fuentes, Partner, Jenner & Block LLP, Chicago, IL

International Law Track
Panel # 2
Commonwealth C
Employment Law Challenges in Managing a Global Workforce
Panel Sponsored by Jackson Lewis P.C.
As more companies expand into other countries, a plethora of legal issues arise in the employment law context. Panelists will discuss the regulations governing hiring; employment; remuneration and termination of international workers; management of data; control of technology and exports; social responsibility; anti-corruption and many other issues.

MODERATOR:
Pedro Torres-Diaz, Managing Shareholder, Jackson Lewis P.C., San Juan, PR

PANELISTS:
Erica Mason, Partner, Constangy, Brooks, Smith & Prophete, LLP, Atlanta, GA
Jenny Ortiz Schaffer, Attorney, UPS Americas Region, Miami, FL
Michael A. Aparicio, Of Counsel, Davis Wright Tremaine LLP, San Francisco, CA
Teresa Hutson, Senior Attorney, Microsoft, Redmond, WA

6:00 pm–8:30 pm
HNBA Ohtli Award Reception
Co-Hosted by the Massachusetts Bar Association
Fenway Park, 4 Yawkey Way, Boston
**Buses will depart at 5:00 pm from the D Street entrance of Westin Boston Waterfront**

INTRODUCTORY REMARKS:
Paulette Brown, President of the American Bar Association

WELCOME REMARKS:
The Honorable Martin J. Walsh, Mayor of Boston

MBA PRESIDENTIAL REMARKS:
Robert Harnais, Incoming President of the Massachusetts Bar Association

Presentation of the Ohtli Award by the Instituto de los Mexicanos en el Exterior (Secretaría de Relaciones Exteriores)
• 2015 Ohtli Award Recipient: Prof. John Trasviña, Dean, University of San Francisco School of Law

9:00 pm
Afterhours Champagne Reception—Presented by the HNBA LGBT Division
Sauciety Restaurant, Westin Boston Waterfront
Sponsored by Reed Smith LLP, Seyfarth Shaw LLP and the National LGBT Bar Association

KEYNOTE REMARKS:
Joe Solmonese, Managing Director & Founding Partner, Gavin/Solmonese; Former President, Human Rights Campaign
Friday, September 4, 2015

7:30 am–4:00 pm
HNBA Registration
Grand Ballroom Foyer

7:30 am–8:30 am
Friends of Bill meeting
Paine Room

8:00 am–8:30 am
Presentation of Awards and Breakfast
Grand Ballroom A-B
- HNBA Latina Attorney of the Year Award: Anita Alvarez, State’s Attorney, Cook County State’s Attorney’s Office
- HNBA Latino Attorney of the Year Award: Wifredo Ferrer, U.S. Attorney, United States Attorney’s Office, Southern District of Florida

8:30 am–10:00 am
Plenary Session: A Prosecutor’s Role Beyond the Courtroom
The panel of prominent U.S. Attorneys and a State’s Attorney will discuss the prosecutor’s role in fighting crime, protecting the community and enhancing your quality of life. U.S. Attorneys from the Southern District of Florida, Massachusetts, New Mexico, the District of the Virgin Islands, as well as the Cook County State’s Attorney, will discuss the work being done by their offices to promote diversity and retention, foster community relations, support local prevention initiatives, and combat crime. Come discover how these federal and state efforts impact you and your fellow community members.

MODERATOR:
Sarah J. Schall, Special Counsel to the U.S. Attorney for the Southern District of Florida

PANELISTS:
Damon P. Martinez, United States Attorney for the District of New Mexico
Wifredo A. Ferrer, United States Attorney for the Southern District of Florida
Carmen M. Ortiz, United States Attorney for the District of Massachusetts
Anita Alvarez, State’s Attorney, Cook County State’s Attorney’s Office
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Ronald W. Sharpe, United States Attorney for the District of the Virgin Islands

10:00 am–3:00 pm
HNBA Exhibitor Showcase
Grand Ballroom Foyer

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HNBA Exhibitor Showcase
Grand Ballroom Foyer

10:15 am–11:30 am
CLE Sessions
Public Interest & Litigation Track Panel # 4
Grand Ballroom C
El Voto—Protecting Voting Rights
With the dramatic rise in potential Latino voting power, barriers to voting rights, such as questioning citizenship of naturalized citizens, strict voter ID laws, and redistricting in ways that dilute Latino voting strength, are becoming more prevalent. Panelists will discuss the protections available to confront discrimination in voting as well as some of the specific rights of Latino voters found in the Voting Rights Act and the National Voter Registration Act. Participants will learn about current Latino voting rights litigation, as well as specific steps Latino/a lawyers can take to protect the fundamental right to vote. These include participating in voting rights litigation, community education and empowerment, monitoring election official meetings, poll monitoring, and becoming poll workers and election officials.
It’s So Hard To Say Goodbye—
Enforcing Restrictive Covenants
Against Former Employees

Employees are a corporation's greatest asset. But when they change companies they sometimes take with them trade secrets, customer lists and other sensitive, valuable and proprietary information. What’s an employer to do? Written restrictive covenants are one prophylactic measure within the corporation’s arsenal. However, courts look for inequality of bargaining power and excessive scope and sometimes refuse to enforce them. Our panel will discuss enforceable restrictive covenants, including standalone agreements separate from provisions within employment agreements, as well as considerations of reasonableness of temporal and geographic scope, adequate consideration, and appropriate remedies.

MODERATOR:
Miguel Alexander Pozo, Deputy General Counsel & Head of Litigation, Mercedes-Benz USA, Atlanta, GA

PANELISTS:
Anna María Tejada, Partner, Director of NJ Labor & Employment Group, Kaufman Dolovich & Voluck, LLP, Hackensack, NJ
Abad Lopez, Senior Counsel, Seyfarth Shaw, Chicago, IL
Norma L. Garcia, Senior Legal Counsel, Rent-A-Center, Inc., Plano, TX
Yesenia Gallegos, Partner, Fox Rothschild LLP, Los Angeles, CA

Business Development Institute
Track # 1
Grand Ballroom E
RFQ: Keys to Effectively Responding
A good RFP will help the writer collect comprehensive and comparable bids for an equitable evaluation of potential service providers. Panelists will discuss the issues attorneys must keep in mind as they prepare a response including added value, identifying weaknesses, pricing and other important matters.

MODERATOR:
Meshach Y. Rhoades, Partner, Armstrong Teasdale

PANELISTS:
Cristal DeHerrera, Deputy City Attorney, City of Denver, Denver, CO
Rafael Medina, Managing Counsel, Litigation, Global Labor and Employment Law, McDonald's Corporation, Chicago, IL
Gina Casias, Assistant General Counsel, Gates Corporation, Denver, CO
Joseph K. West, President and CEO, Minority Corporate Counsel Association, Washington, DC

Solo/Small Firm Track
Panel #1
Commonwealth C
How to Compete With the Big Dogs!
Effective Small Firm Practice Management
Managing a firm isn’t a skill learned in law school. Panelists will provide tips on running a successful solo or small-firm practice including, but not limited to, developing a meaningful book of business, designing an effective marketing strategy, competing with the big firms, building relationships that matter and much, much more.

MODERATOR:
Lillian Ser, Ser & Associates PLLC, Coral Gables, FL

PANELISTS:
Paula Black, Partner, Paula Black & Associates, Denver, CO
Thomas A. Warnock, Corporate Counsel, DuPont Company, Wilmington, DE
Sean Andrade, Partner, Andrade Gonzalez LLP, Los Angeles, CA
Philip Sanchez, Partner, Sanchez & Polovetsky, New York, NY
11:30 am–12:00 pm
Presentation of Award and Lunch
Grand Ballroom A-B
• 2015 HNBA Latina Commission Award: Carmen Ortiz, U.S. Attorney for the District of Massachusetts

KEYNOTE SPEAKER:
Anna Maria Chavez, USA CEO, Girl Scouts

12:00 pm–1:30 pm
HNBA Latina Commission Plenary Session: How to Leverage your JD into a New Career Path
Sponsored by Walmart
Grand Ballroom A-B
As the legal profession continues to expand so are lawyers who are leveraging their legal skills to forge a new career path. This panel will feature distinguished Latina lawyers who are now serving in prominent positions in the federal government, non-profit sector, and financial services. They will share their experiences as practicing lawyers, how they were able to utilize their legal skills in another field, and how they are thriving in their current positions. Panel will include Latina Lawyers who have utilized their JD to forge a career path in a non-legal position.

MODERATOR:
Liz Lopez, Executive Vice President of Public Policy, Opportunity Finance Network, Washington, DC

PANELISTS:
Alejandra Y. Castillo, National Director of the Minority Business Development Agency, Washington, DC
Lourdes German, Director, The Civic Innovation Project, Boston, MA
Monika Mantilla, President & CEO, Altura Capital, New York, NY
Zinelle October, Vice President of Network Advancement, American Constitution Society, Washington, DC

1:45 pm–3:00 pm
Lessons from the Experts on Implementing Legal Project Management Techniques
Commonwealth B
Sponsored by Thomson Reuters
Legal project management is the current buzzword as law firms seek to increase efficiency in the delivery of legal services. Many firms have yet to heed the call to this new way of doing business under the mis-impression that there is little to be gained. However, the opposite is true; legal project management at its core puts a cleaner, more comprehensive structure around defining the engagement, planning, and active management of matters, resulting in better client relationships. This interactive session will provide expert views of LPM strategies and provide specific guidance on how firms can improve efficiency, get on the same page with their clients on expectations, and ultimately provide better customer service and satisfaction.

MODERATOR:
Renee Karibi-Whyte, Director-Practical Law, Thomson Reuters, New York, NY

PANELISTS:
Byron S. Kalogerou, Partner, McDermott Will & Emery, Boston, MA
Jennifer Mapp, Director of Pricing and Project Management, Dechert LLP, Philadelphia, PA
Sheri Palomaki, Project Management Consultant, Seyfarth Shaw LLP, Washington, DC

1:45 pm–3:00 pm
CLE Sessions
Public Interest & Litigation Track
Panel # 5
Grand Ballroom C
Police Excessive Force Policies: Have US Latinos Become the Invisible Majority?
Criminal suspects of all races are victims of police excessive force, but those from racial minority backgrounds are disproportionately victims. Latinos, in particular, have been victims of the cruel and inhumane treatment. Understandably, police officers encounter dangers on a regular basis in their profession. The panelists will address available criminal and civil remedies for violations of civil rights, including those resulting in death. They will also address federal remedies that the Department of Justice can negotiate with police departments that have a pattern of excessive force usage and discriminatory policing.

MODERATOR:
Professor Lupe S. Salinas, Author, US Latinos and Criminal Injustice (MSU Press 2015), Texas Southern University School of Law, Houston, TX

PANELISTS:
Martin R. Castro, Chairman, US Commission on Civil Rights, Washington, DC
Denise Maes, Policy Director, ACLU of Colorado, Denver, CO
D. Scott Martinez, Denver City Attorney, City of Denver, Denver, CO
Steven Chavez, Attorney at Law, CEO, Chavez ADR Services, Denver, CO

Teens as Victims of Police Excessive Force
Moderated by Minister Elena T. K. Simons, Co-Director, Advocacy Center, New York, NY
Panelists:
Sonia Pérez, Human Rights Attorney, Human Rights Watch, New York, NY
Angelica de la Cueva, Director of Training and Development, American Constitution Society, Washington, DC
Cecilia Padilla, Associate, Simmons禾Coleman LLP, Washington, DC

1:45 pm–3:00 pm
Public Interest & Litigation Track
Panel # 6
Grand Ballroom C
Excessive Force of the Elderly
Moderated by Sean Burke, Clinical Teaching Fellow, HLS, Harvard Law School, Cambridge, MA
Panelists:
Marie McManus, Human Rights Lawyer, Office of Public Defender, Denver, CO
Julie Aguirre, Attorneys for the Children, Denver, CO
D. Scott Martinez, Denver City Attorney, City of Denver, Denver, CO
Zoe Smith, Attorney at Law, Denver, CO
Corporate & Business Law Track
Panel # 5
Grand Ballroom D
Protecting your Client from Emerging Trends in Cyber Security
Cyber attacks are becoming more frequent and impacting more businesses. The panel will discuss recent developments in cyber security with a focus on the legal community. Topics to be discussed include shifts in the focus and motivations of attackers, security best practices and how to respond, or assist a client in responding to a security breach or other intrusion.
MODERATOR:
Mauricio F. Paez, Partner, Jones Day, New York, NY
PANELISTS:
Paula Briceno, Corporate Counsel, Crawford & Company, Atlanta, GA
Pedro Pavon, Corporate Attorney, Oracle, Reston, VA
Vicente Martinez, Chief, Office of Market Intelligence in Division of Enforcement, U.S. Securities and Exchange Commission, Washington, DC
Tom Ralph, Chief, Cybercrime Division, Massachusetts Attorney General’s Office, Boston, MA
Megan Cox, Attorney, Division of Privacy and Identity Protection, Federal Trade Commission, Washington, DC

Business Development Institute
Track # 2
Grand Ballroom E
Closing the Deal: Part 2
The second part of a series started at the 2015 Corporate Counsel Conference, panelists will discuss additional skills lawyers require to close the deal. Specifically, issues such as focusing on qualification factors, decision-maker relationships, client readiness and how to make meetings more productive will be covered.
MODERATOR:
Barrett Avigdor, Managing Director—Latin America, Major, Lindsey & Africa, San Diego, CA
PANELISTS:
Regina Rodriguez, Partner, Faegre Baker Daniels, Denver, CO
Greg Hidalgo, Partner, McDermott Will & Emery, Dallas, TX
Fernando Bohorquez, Partner, Baker Hostetler, New York, NY
Hon. Ariel E. Belen (Ret.), Mediator & Arbitrator, JAMS, New York, NY

International Law Track
Panel # 3
Commonwealth C
New Developments in International Arbitration
The panel will discuss the pressing issues of the day relating to international arbitration from the perspective of an arbitrator, a representative from an organizing forum and counsel to claimants as well as respondents.
MODERATOR:
Raul R. Herrera, Partner, Arnold and Porter, Washington, DC
PANELISTS:
Luis Martinez, Vice President, International Centre for Dispute Resolution, New York, NY 10271
Josefa Sicard-Mirabal, Adjunct Professor of Law, Fordham University School of Law, New York, NY
John Arrastia, Partner, Arrastia Capote Partners LLP, Miami, FL
Mélida Hodgson, Partner, Foley Hoag LLP, Washington, DC
3:15 pm–4:30 pm  
CLE Sessions  
Public Interest & Litigation Track  
Panel # 6  
Grand Ballroom C  
What’s Next After Obergefell?: LGBT Rights in the Private and Public Realm  
In a landmark decision, the U.S. Supreme Court recently recognized that same-sex couples have a constitutional right to marry in Obergefell v. Hodges. Although it settled the issue of marriage, Obergefell leaves open many issues including: adoption and immigration rights, employment protections, transgender rights, and “religious freedom” claims. Come hear our panelists address the impact Obergefell will have in these areas.  
MODERATOR:  
Raquel M. Matas, Associate Dean for Administration & Counsel to the Dean, University of Miami School of Law, Coral Gables, FL  
PANELISTS:  
Gonzalo Martinez, Vice-Chair, Appellate Practice Group, Carroll, Burdick & McDonough LLP, San Francisco, CA  
Laura Maechtlen, Partner, Seyfarth Shaw LLP, San Francisco, CA  
Paul D. Castillo, Staff Attorney, Lambda Legal Defense and Education Fund, Inc., Dallas, TX  
Raul A. Escatel, Tax Counsel, California Franchise Tax Board, Sacramento/Oakland, CA  

Corporate & Business Law Track  
Panel # 6  
Grand Ballroom D  
The Changing Landscape Of Patent Litigation  
The panel will provide an update on developments in patent law and patent litigation, a hot topic in the business news, including: 1) reduced filings in the wake of the America Invents Act and new post-grant procedures for challenging patent validity, 2) the effects of the Alice decision on so-called “troll” cases, congressional action to reduce the costs of patent litigation, and other issues.  
INTRODUCTORY REMARKS:  
Circuit Judge Jimmie V. Reyna, US Court of Appeals for the Federal Circuit, Washington, DC  
MODERATOR:  
Jennifer A. Trusso, Partner, Sheppard Mullin Richter & Hampton LLP, Costa Mesa, CA  
PANELISTS:  
Isabella Fu, Associate General Counsel, Microsoft, Redmond, WA  
Antony Pfeffer, Partner, Kenyon & Kenyon LLP, New York, NY  
Dalila Argaez Wendlandt, Partner, Ropes & Gray LLP, Boston, MA  
Manuel Calderon, Attorney, General Motors Legal, Detroit, MI  

Business Development Institute  
Track # 3  
Grand Ballroom E  
The Holy Grail: Pay Gap Increases and Negotiating to Decrease Inequity  
Among full-time, year-round workers, women were paid approximately 78 percent of what men were paid. Panelists will discuss strategies to start the conversation and how to effectively argue for additional compensation.  
MODERATOR:  
Christine Poleski Gaona, President, Oakstone Human Capital, LLC, Houston, TX  
PANELISTS:  
Rosana Gutierrez, Special Counsel, Foley & Lardner LLP, Miami, FL  
Carrie F. Ricci, Associate General Counsel, United States Department of Agriculture, Washington, DC  
Lizzette Herrera Castellanos, Associate Director of Public Service and Diversity, University of San Diego School of Law, San Diego, CA  
Irene Oria, Special Counsel, Stroock & Stroock & Lavan LLP, Miami, FL
**International Law Track**

**Panel # 4**

**Commonwealth C**

**Foreign Corrupt Practices Act: Where is Enforcement Heading and Where Has It Been?**

Foreign Corrupt Practices Act (FCPA) enforcement efforts by the Department of Justice and Securities Exchange Commission have resulted in hundreds of companies and individuals under investigation. In addition, many nations are mirroring US efforts to deter bribery. Panelists will discuss recent trends, reported decisions and some of the best practices to protect your clients.

**MODERATOR:**

Giselle Fuentes, Associate, Arnold & Porter, Washington, DC

**PANELISTS:**

William H. Crosby, Jr., Associate General Counsel, Interpublic Group, New York, NY

Ernesto Palacios, Senior Counsel, FCPA Unit, US Securities & Exchange Commission, Miami, FL

Angelika Hunnefeld, Partner, Greenberg Traurig, Miami, FL

Maria Gonzalez Calvet, Executive Counsel, Global Investigations, General Electric, Bethesda, MD

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**Saturday, September 5, 2015**

**3:30 pm–5:00 pm**

HNBA Legal Education Fund (LEF) Reception

Seyfarth Shaw, Seaport East, Two Seaport Lane, Suite 300, Boston, MA

**6:00 pm–7:00 pm**

Gala Reception

Grand Ballroom Foyer

**7:00 pm–12:00 am**

Gala Awards Dinner

Grand Ballroom

- HNBA Lifetime Achievement Award: Hugo Chaviano, Director, Illinois Department of Labor

**KEYNOTE SPEAKER:**

The Honorable Elizabeth Warren, U.S. Senator, State of Massachusetts

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**7:30 am–8:30 am**

Friends of Bill meeting

Paine Room

**9:00 am–1:30pm**

HNBA Youth Symposium

Commonwealth A-B

**9:30 am–5:00 pm**

HNBA Board of Governors Meeting

Off-Site

**10:30 am–3:00 pm**

HNBA Committee, Commission, Division, Section, and Taskforce Meetings

Westin Waterfront
Hispanic National Bar Association Youth Symposium  
Saturday, September 5, 2015

**Program**  |  Westin Boston Waterfront Hotel

### 9:00 am–9:50 am
Registration and Continental Breakfast  
Commonwealth A-B

### 9:50 am–10:00 am
Welcoming Remarks:  
Eneida Roman Olivieri, Region I Deputy President &  
Cynthia Mares, HNBA President  
Commonwealth A-B

### 10:00 am–10:55 am
Is Law School for me?  
How do I prepare?  
Commonwealth A-B

Learn the recipe for success! Hear from brilliant Young Attorneys who will address how to prepare for admission to law school, the importance of internships, and relationship building to jump-start an exciting legal career.

**PANELISTS:**  
Lourdes German, Chief Executive Officer and Founder of Bond Index, a fixed income software company  
Jessica Massey, Associate General Counsel at Wal-Mart Stores, Inc.  
Brandon Rios, Assistant Attorney General in Massachusetts  
**MODERATOR:**  
Gerardo Julian-Delgado, Attorney

### 11:00 am–11:55 am
Break-Out Sessions:  
Choose a Live Demonstration  
Commonwealth C

- **Trial Advocacy: All Rise**  
  Observe future lawyers in action. Law students will argue a criminal case before Honorable Roberto Ronquillo, Jr. Practice your civic duty by carefully listening to all the evidence and examination of witnesses. Then take the challenge of determining the final jury verdict.

  **DEMONSTRATORS:**  
  Marx Calderon, BC Law  
  Roxana Ortez, BC Law  
  Walter Rodriguez, BC Law  
  **JUDGE:**  
  The Honorable Roberto Ronquillo, Jr, Chief Justice, Boston Municipal Court

- **Deal Negotiation: Piercing the Corporate Veil**  
  Webster  
  Take a look behind corporate walls and watch private Attorneys in action when the stakes are high. A transactional exercise demo that will include a celebrity/entertainment client.

  **DEMONSTRATORS:**  
  Monica Neuman, Partner, McDermott Will & Emery LLP  
  Miguel Vega, Partner, Cooley LLP  
  **MODERATOR:**  
  Luis Mercedes, Partner at Jones Day

### 12:00 pm–12:55 pm
Si Se Puede: Reach for the Stars  
Commonwealth A-B

Be inspired by superstars! This panel of extraordinary leaders will spark your interest to soar in a future of unlimited opportunities. Explore different options in the legal profession, and get motivated to dream big.

**PANELISTS:**  
The Honorable Angela M. Ordoñez, Chief Justice, Massachusetts Probate & Family Court  
Carmen M. Ortiz, United States Attorney, District of Massachusetts  
Robert Harnais, Attorney at Law, Massachusetts Bar Association President-Elect  
**MODERATOR:**  
Martiza Karmely, Associate Professor, Suffolk University Law School

### 1:00 pm–1:30 pm
Luncheon and Networking  
Commonwealth A-B

### 1:00 pm–1:30 pm
Luncheon and Networking  
Commonwealth A-B

HNBA ANNUAL CONVENTION  |  Boston, MA  |  September 2–5, 2015