



## 2015 HNBA Annual Convention Preliminary Agenda (as of 7/28/2015)

### 2015 Honorary Convention Co-Chairs

Cynthia D. Mares  
HNBA National President

Salomon Chiquiar-Rabinovich  
MAHA President

### 2015 Convention Ex Officios

Robert Maldonado  
HNBA National President-Elect

Meshach Rhoades  
HNBA National Finance Director

### 2015 HNBA AC National Leadership Team

Eneida Roman  
Chief Operating Officer  
The Base  
Boston, MA

Luis Avila  
Assistant General Counsel  
US Foods  
Chicago, IL

Jose Sierra  
Partner  
Laredo & Smith, LLP  
Boston, MA

Janell Avila  
Attorney  
Solorio & Avila Law Firm  
Kansas City, MO

Juan M. Sempertegui  
Director of Licensing  
MD Division of Financial Regulation  
Baltimore, MD

### HNBA National Office

Alba Cruz-Hacker  
COO & Executive Director

Erika Lopez-Tello  
Director of Operations

Siobhan DeLoatch  
Program Coordinator

Rachel Shepherd  
Administrative Assistant

## Wednesday, September 2, 2015

12:00 pm – 5:00 pm

### **HNBA Registration**

8:00 am – 5:00 pm

### **HNBA Business Development Institute Corporate Board Training: Cyber Enterprise Risk Management** ***In partnership with Axon Global Services and American University's Kogod School of Business Center for Cyber Governance*** *\*Pre-registration is required (Email: [support@hnba.com](mailto: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 Schroth, 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 Schroth, 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 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 Schroth, Managing Director of Technology Strategy, Innovation and Global Cyber Practice, Newport Board Group

12:00 pm – 12:30 pm

**Lunch**

12:30 pm – 1:30 pm

**Digital detectives: Protecting data, commerce and privacy in the age of cybercrime.** Cybersecurity is no longer a subject just for IT. Today, the topic is top-of-mind in the boardroom. What's at stake ranges 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.

Speaker:

Horacio Gutierrez, Corporate Vice President and Deputy General Counsel, Microsoft Corporation

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.** Questions General Counsels and Board Members should be asking. Based on what was learned, we will

review the case study and walk through what policies, procedures, advice and defenses can be put in place to mitigate the risks identified in the Case Study and discussions throughout the day.

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

8:30 am – 4:30 ppm

**HNBA Latina Leadership Academy – 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.

Moderator

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 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.

Moderator

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**

6:00 pm – 8:30 pm

**2015 HNBA Annual Convention Welcome Reception - The Westin Boston Waterfront**

**Thursday, September 3, 2015**

7:30 am – 5:00 pm

**HNBA Registration**

7:30 am – 8:30 am

**Friends of Bill meeting**

8:00 am – 8:30 am

**Networking Breakfast**

8:30 am – 10:00 am

**Opening Plenary Session**

**Keynote Speaker: Sarah Saldaña, Director, U.S. Immigration and Custom Enforcement**

**Plenary Session: Stitches or Surgery? What Will it Take to Fix Our Broken Immigration System?** 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 Hispanic/Latino families nationwide.

Moderator

Arnulfo Hernandez – HNBA Immigration Section Chair

Panelists

Honorable Sarah Saldaña, Assistant Secretary for Immigration and Customs Enforcement, U.S. Department of Homeland Security

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 Bermudez, Detention Project Director, Transgender Law Center

10:00 am – 4:00 pm

**HNBA Exhibitor Showcase**

10:15 am – 11:30 am

**CLE Sessions**

<b>Public Interest&amp; Litigation Track Panel #1</b>	<b>Corporate &amp; Business Law Track Panel #1</b>	<b>Professional Development Track Panel #1</b>	<b>Solo/Small Firm Track Panel #1</b>
<b><i>Keep it! Developing a Defensible Electronically Stored Information (ESI) Preservation Program</i></b>	<b><i>Sports Law: An Inside Look at the Global Sports Market</i></b>	<b><i>The Next Leadership Position: Leveraging Your relationships to Find Your Next Opportunity</i></b>	<b><i>Transitioning to a Paperless Law Office and Protecting from Cyber Attacks</i></b>
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,	Unprecedented access to loyal patrons, potential consumers, and celebrity athletes via social media, the rapid growth of online merchandising, live streaming of sports, and innovative sponsorship opportunities have enhanced the ability of sports industry	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	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

<p>from an in-house counsel's perspective, the implications of the changes to the FRCP. In addition, the panel will address 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.).</p> <p><b>Moderator</b></p> <p>Abel Cruz Technology Strategist Microsoft Corporation Seattle, WA</p> <p><b>Panelists</b></p> <p>Joe Banks Director of eDiscovery Microsoft Corporation Seattle, WA</p> <p>Samuel Morgan Global Managing Consultant eTERA Consulting Philadelphia, PA</p> <p>Anthony S. Lowe Associate General Counsel Freddie Mac Washington, DC</p>	<p>to strengthen their brands in the multi-billion dollar global sports market. The panel will discuss how lawyers can help address the significant challenges for sports industry leaders and the opportunities facing sports leagues.</p> <p><b>Moderator</b></p> <p>Stephen Espinoza Executive Vice President Showtime Networks Inc. New York, NY</p> <p><b>Panelists</b></p> <p>Dan Halem Chief Legal Officer Major League Baseball</p> <p>Paul Kelly Partner Jackson Lewis P.C. Boston, MA</p> <p>Mark Woodroffe Associate Cooley Boston, MA</p>	<p>while doing their work. The panel will discuss ways to utilize those relationships to identify potential opportunities.</p> <p><b>Moderator</b></p> <p>Angel Gomez President AG Gomez Consulting, LLC Chicago, IL</p> <p><b>Panelists</b></p> <p>Suzette Recinos Chief Legal Officer &amp; Secretary Daymon Worldwide Inc. New York, NY</p> <p>Martin Montes Director of Regulatory Affairs ComEd Chicago, IL</p> <p>Christina Sarchio Guerola Partner Orrick, Herrington &amp; Sutcliffe Washington, DC</p>	<p>and ethical issues that may arise. In addition, panelists will discuss the cybersecurity threats that should be addressed.</p> <p><b>Moderator</b></p> <p>Mogoly Rojas Novorro Associate Clork Lou, LLC Boston, MA</p> <p><b>Panelists</b></p> <p>Jared Correia Assistant Director Massachusetts Law Office Management Assistant Program Boston, MA</p> <p>Katherine Britton Attorney Katherine E. Britton, Esq <b>Dallas, TX</b></p>
---	---	---	--

11:30 am – 12:00 pm

**Lunch**

12:00 pm – 1:30 pm

**Plenary Session: General Counsels' Roundtable On Emerging Health Issues Affecting the Latino Community** - The panel, comprised of government and private sector general counsel, will address emerging human health issues affecting the Latino community. Each panelist will discuss various issues including the human 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, including innovative efforts to fighting hunger and improving the health of American families and children.

Moderator

Hon. Ignacia S. Moreno, Principal, The iMoreno Group

Panelists

Avi S. Garbow, General Counsel, U.S. Environmental Protection Agency  
 Jeffrey Prieto – Acting General Counsel, U.S. Department of Agriculture

1:30 pm – 1:45 pm

**Networking Break & Exhibit Hall Visits**

1:45 pm – 3:00 pm

**CLE Sessions**

<b>Public Interest &amp; Litigation Track Panel # 2</b>	<b>Corporate &amp; Business Law Track Panel #2</b>	<b>Professional Development Track Panel #2 ** NO CLE CREDIT **</b>	<b>International Law Track Panel #1</b>
<p><b><i>Implicit Bias in the Courtroom: Don't Ignore It and Hope for the Best</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Elizabeth Krupa                      Law Office of Elizabeth Espinosa Krupa                      Denver, CO</p> <p><b>Panelists</b></p> <p>Hon. Celeste Villareal                      Associate Judge                      City of Austin Municipal Court                      Austin, TX</p>	<p><b><i>Conducting Effective Internal Investigations: An In-House and Outside Counsel's Perspective</i></b></p> <p>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 panelist 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.</p>	<p><b><i>The Path to the Board of Directors</i></b></p> <p>With over 53 million Latino consumers with \$1.3 trillion in buying power nationwide, Latinos remain starkly underrepresented in the boardrooms of Corporate America. The panel will discuss ways to increasing Latino representation in the boardroom, including how corporate boards search for qualified candidates and other related issues.</p> <p><b>Moderator</b></p> <p>Cynthia Mares                      National President                      Hispanic National Bar Association                      Denver, CO</p> <p><b>Panelists</b></p> <p>Gloria A. Zamora</p>	<p><b><i>Around the World of IP in 80 Minutes</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Jeffrey L. Snow                      Partner</p>



<p>Karen Lockwood National Institute Trial Advocacy Boulder, CO</p> <p>John Salas Kim Vaughan Lerner LLP Fort. Lauderdale, FL</p>	<p><b>Moderator</b></p> <p>Michael D. Marin Partner Boulette Golden &amp; Marin L.L.P. Houston, TX</p> <p><b>Panelists</b></p> <p>Roberto M. Braceras Partner Goodwin Procter LLP</p> <p>Amelia R. Medina Associate King &amp; Spalding</p>	<p>President and CEO Success Innovators, Inc. Denver, CO</p> <p>Israel Martinez National Partner, Global Cyber Practice Technology, Strategy, &amp; Innovation Washington, DC</p>	<p>Cooper &amp; Dunham LLP New York, NY</p> <p><b>Panelists</b></p> <p>Robert T. Maldonado HNBA National President-Elect Partner Cooper &amp; Dunham LLP New York, NY</p> <p>Benjamin Y. Han Associate Cooper &amp; Dunham LLP New York, NY</p>
---	---	---	---

3:00 pm – 3:15 pm

**Networking Break & Exhibit Hall Visits**

3:15 pm – 4:30 pm

**CLE Sessions**

<b>Public Interest &amp; Litigation Track Panel # 3</b>	<b>Corporate &amp; Business Law Track Panel #3</b>	<b>Professional Development Track Panel #3</b>	<b>International Law Track Panel #2</b>
<p><b><i>Effective Trial Techniques: Telling Your Client's Story Through Cross-Examination.</i></b></p> <p>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.</p> <p><b>Moderator</b></p>	<p><b><i>Deal or No Deal - Transaction Trends and Hot Topics in the Affordable Care Act Environment?</i></b></p> <p>Panelists will discuss health care issues including recent rulings on the Affordable Care Act. Additional discussion will revolve around recent M&amp;A, joint ventures, and other forms of consolidations in the health sector.</p> <p><b>Moderator</b></p> <p>William Alvarado Rivera Deputy Chief Counsel</p>	<p><b><i>Social Media's Ethical Implications</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Edward Lanza The Lanza Firm, LLC</p>	<p><b><i>Employment Law Challenges in Managing a Global Workforce</i></b></p> <p>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.</p> <p><b>Moderator</b></p>



<p>Carlos A. López Assistant U.S. Attorney District of Massachusetts Boston, MA</p> <p><b>Panelists</b></p> <p>Anjanette Cabrera Partner Constangy, Brooks, Smith &amp; Prophete, LLP New York, NY</p> <p>Juan A. Arteaga Counsel to the Assistant Attorney General U.S. Department of Justice Washington, DC</p> <p>Jose P. Sierra Partner Laredo &amp; Smith, LLP Boston, MA</p> <p>Carolina Fornos Partner Pillsbury Winthrop Shaw Pittman LLP New York, NY</p>	<p>U.S. Department of Health and Human Services Washington, DC</p> <p><b>Panelists</b></p> <p>Mara Kaplan Senior Corporate Counsel Target Corporation Minneapolis, MN</p> <p>Michael A. Naranjo Senior Counsel Foley &amp; Lardner LLP</p> <p>Todd A. Rodriguez Partner Fox Rothschild LLP Los Angeles, CA</p> <p>Karen L. Davila, Senior Associate General Counsel Walmart Bentonville, AR</p>	<p>Harrisburg, PA</p> <p><b>Panelists</b></p> <p>Arlene Zalayet Senior Vice President Liberty Mutual Boston, MA</p> <p>Maria Matos Chief Counsel, Committee on Character &amp; Fitness New York State Supreme Court New York, NY</p>	<p>Pedro Torres-Diaz Managing Shareholder Jackson Lewis P.C. San Juan, PR</p> <p><b>Panelists</b></p> <p>Erica Mason Partner Constangy, Brooks, Smith &amp; Prophete, LLP Atlanta, GA</p> <p>Jack Chen Senior Attorney, Labor, Employment &amp; Immigration Policy Microsoft. Seattle, WA</p> <p>Alix Apollon Vice-President &amp; Regional Counsel UPS Americas Region Miami, FL</p>
--	---	--	---

3:30 pm – 5:00 pm

**Judicial Counsel Reception – Judges ONLY**

6:00 pm – 8:30 pm

**HNBA Ohtli Award Reception – Offsite**

9:30 pm

**Afterhours Champagne Reception – Presented by the HNBA LGBT Division and Sponsored by Reed Smith LLP**

**Friday, September 4, 2015**

7:30 am – 5:00 pm

**HNBA Registration**

7:30 am – 8:30 am

**Friends of Bill meeting**

8:00 am – 8:30 am

**Networking Breakfast**

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 and New Mexico, 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

10:00 am – 4:00 pm

**HNBA Exhibitor Showcase**

10:15 am – 11:30 am

**CLE Sessions**

<b>Public Interest &amp; Litigation Track Panel # 4</b>	<b>Corporate &amp; Business Law Track Panel # 4</b>	<b>Business Development Institute Track # 1</b>	<b>Solo/Small Firm Track Panel #1</b>
---	---	---	---

<p><b><i>El Voto – Protecting Voting Rights</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Cynthia Mares President Hispanic National; Bar Association Denver, CO</p> <p><b>Panelists</b></p> <p>Thomas Saenz President &amp; General Counsel MALDEF Los Angeles, CA</p> <p>Katherine Culliton-González Senior Attorney &amp; Director of Voter Protection Advancement Project Washington, DC</p> <p>Iván Espinoza-Madrigal Executive Director</p>	<p><b><i>It's So Hard To Say Goodbye - Enforcing Restrictive Covenants Against Former Employees</i></b></p> <p>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 corporations 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.</p> <p><b>Moderator</b></p> <p>Miguel Pozo Deputy General Counsel Mercedes-Benz USA Atlanta, GA</p> <p><b>Panelists</b></p> <p>Anna María Tejada Partner , Director of NJ Labor &amp; Employment Group. Kaufman Dolowich &amp; Voluck, LLP Hackensack, NJ</p> <p>Abad Lopez Associate Seyfarth Shaw Chicago, IL</p>	<p><b><i>RFQ: Keys to Effectively Responding</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Meshach Y. Rhoades Of Counsel Greenberg Traurig Denver, CO</p> <p><b>Panelists</b></p> <p>Cristal DeHerrera Deputy City Attorney City of Denver Denver, CO</p> <p>Rafael Medina Managing Counsel, Litigation Global Labor and Employment Law McDonald's Corporation Chicago, IL</p> <p>Gina Casias Assistant General Counsel Gates Corporation Denver, CO</p> <p>Karen Davila Senior Associate General Counsel Walmart Fayetteville, AK</p>	<p><b><i>How to Compete With the Big Dogs! Effective Small Firm Practice Management</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Lillian Ser Partner Ser &amp; Associates PLLC Coral Gables, FL</p> <p><b>Panelists</b></p> <p>Paula Black Partner Paula Black &amp; Associates Denver, CO</p> <p>Sean Andrade Partner Andrade Gonzalez LLP Los Angeles, CA</p> <p>Phillip Sanchez Partner Sanchez &amp; Polovetsky New York, NY</p>
---	---	---	--

Employer Lawyers' Committee for Civil Rights and Economic Justice (LCCR) of Massachusetts Boston, MA			
---	--	--	--

11:30 am – 12:00 pm

**Lunch**

12:00 pm – 1:30 pm

**HNBA Latina Commission Plenary Session – Sponsored by Walmart**

**Keynote Speaker: Anna Maria Chavez, CEO of Girl Scouts USA**

**How to Leverage your JD into a New Career Path.** 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, politics and media. 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, Opportunity Finance Network, Washington, DC

Panelists

Lobbyist: Ana Navarro, Political Consultant, Washington, DC. (Invited)

Elected Official: State Senator Melisa Lopez Franzen, Minneapolis, MN. (Invited)

Appointed Official: Alejandra Castillo, Director, Minority Business Development Agency (Invited)

1:45 pm – 3:00 pm

**CLE Sessions**

<b>Public Interest &amp; Litigation Track Panel # 5</b>	<b>Corporate &amp; Business Law Track Panel # 5</b>	<b>Business Development Institute Track # 2</b>	<b>International Law Track Panel # 3</b>
<p><b><i>Police Excessive Force Policies: Have US Latinos Become the Invisible Majority?</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Professor Lupe S. Salinas Author, <i>US Latinos and Criminal Injustice</i> (MSU Press 2015) Texas Southern University School of Law Houston, TX</p> <p><b>Panelists</b></p> <p>Martin Castro Commissioner US Commission on Civil Rights Washington, DC</p> <p>Denise Maes</p>	<p><b><i>Protecting your Client from Emerging Trends in Cyber Security</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Mauricio F. Paez Partner Jones Day New York, NY</p> <p><b>Panelists</b></p> <p>Pedro Pavon Corporate Attorney Oracle Reston, VA</p> <p>Andrea Arias Attorney, Division of Privacy and Identity Protection Federal Trade Commission Washington, DC</p> <p>Vicente Martinez Chief, Office of Market Intelligence in Division of Enforcement U.S. Securities and Exchange Commission Washington, DC</p>	<p><b><i>Closing the Deal: Part 2</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Barrett Avigdor Managing Director—Latin America Major, Lindsey &amp; Africa San Diego, CA</p> <p><b>Panelists</b></p> <p>Regina Rodriguez Partner Faegre Baker Daniels Denver, CO</p> <p>Greg Hidalgo Partner McDermott Will &amp; Emery Dallas, TX</p> <p>Fernando Bohroquez Partner Baker Hostetler New York, NY</p>	<p><b><i>New Developments in International Arbitration</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Raul R. Herrera Partner Arnold and Porter Washington, DC</p> <p><b>Panelists</b></p> <p>Luis Martinez Vice President International Centre for Dispute Resolution New York, NY 10271</p> <p>Judd Kessler, Partner Porter Wright Morris &amp; Arthur Washington, D.C.</p> <p>Ian Laird Partner Crowell &amp; Morning Washington, D.C.</p>

<p>Policy Director ACLU of Colorado Denver, CO</p> <p>D. Scott Martinez Denver City Attorney City of Denver Denver, CO</p> <p>Steven Chavez Attorney at Law CEO, Chavez ADR Services Denver, CO</p>			
---	--	--	--

3:00 pm – 3:15 pm

**Networking Break & Exhibit Hall Visits**

3:15 pm – 4:30 pm

**CLE Sessions**

Public Interest & Litigation Track Panel # 6	Corporate & Business Law Track Panel # 6	Business Development Institute Track # 3	International Law Track Panel # 4
<p><b><i>Emerging Issues in LGBT Legal Advocacy After <u>Obergefell v. Hodges</u></i></b></p> <p>The U.S. Supreme Court is currently considering <i>Obergefell v. Hodges</i>, a case that will determine whether same-sex couples have a right to marry. The Court is expected to reach a decision this summer. The panel would evaluate the decision's impact on marriage, adoptions, and religious freedom. The panel will also discuss the decision's impact on the transgender community.</p> <p><b>Moderator</b></p> <p>Gonzalo Martinez Partner Carroll, Burdick &amp; McDonough LLP San Francisco, CA</p> <p><b>Panelists</b></p>	<p><b><i>The Changing Landscape Of Patent Litigation</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Jennifer A. Trusso Partner Sheppard Mullin Richter &amp; Hampton LLP Costa Mesa, CA</p> <p><b>Panelists</b></p> <p>Circuit Judge Jimmie V Reyna</p>	<p><b><i>The Holy Grail: Pay Gap Increases and Negotiating to Decrease Inequity</i></b></p> <p>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.</p> <p><b>Moderator:</b></p> <p>Christine Poleski Gaona President Oakstone Human Capital, LLC Houston, TX</p> <p><b>Panelists</b></p> <p>Rosana Gutierrez Special Counsel Foley &amp; Lardner LLP</p>	<p><b><i>Foreign Corruption Practices Act: Where is Enforcement Heading and Where Has It Been?</i></b></p> <p>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.</p> <p><b>Moderator</b></p> <p>Daniel Mena Partner Avila Rodriguez Hernandez Mena &amp; Ferri LLP. Miami, FL</p> <p><b>Panelists</b></p>

<p>Enrique Monagas Associate Attorney Gibson Dunn &amp; Crutcher LLP Los Angeles, CA</p> <p>Laura Maechtlen Partner Seyfarth Shaw LLP San Francisco, CA</p> <p>Paul D. Castillo Staff Attorney Lambda Legal Defense and Education Fund, Inc. Dallas, TX</p>	<p>US Court of Appeals for the Federal Circuit Washington, DC</p> <p>Isabella Fu Associate General Counsel Microsoft Seattle, WA</p> <p>Antony Pfeffer Partner Kenyon &amp; Kenyon LLP. New York, NY</p> <p>Dalila Argaez Wendlandt Partner Ropes &amp; Gray LLP Boston, MA</p>	<p>Miami, FL</p>	<p>William H. Crosby, Jr. Associate General Counsel, Interpublic Group New York, NY</p> <p>Ernesto Palacios Senior Counsel, FCPA Unit US Securities &amp; Exchange Commission Miami, FL</p> <p>Angelika Hunnefeld Partner Greenberf Traurig Miami, FL</p>
---	---	------------------	---

3:30 pm – 5:00 pm      **HNBA Legal Education Fund (LEF) Reception**

6:00 pm – 7:00 pm      **Gala Reception**

7:00 pm – 12:00 am      **Gala Awards Dinner**

**Saturday, September 5, 2015**

7:30 am – 8:30 am      **Friends of Bill meeting**

9:30 am – 5:00 pm      **HNBA Board of Governors Meeting**

10:30 am – 3:00 pm      **HNBA Committee, Commission, Division, Section, and Taskforce Meetings**