8:30 am–5:00 pm  
**HNBA Latina Leadership Academy**

Salon I • 5th Floor  
Presented by HNBA Latina Commission  
Sponsor: Walmart

8:30 am  
**Registration & Breakfast**

9:00 am–9:30 am  
**Introduction/Growth Mindset Review**  
Courtney Chavez, Associate Director, Office of Inclusion & Equity, University of Texas at Austin, Austin, TX

9:30 am–11:30 am  
**Executive Presence & Navigating Bias**  
Monica Parham, Diversity Inclusion & Talent Consultant, MG Parham Consulting, Washington, DC

12:00 pm–1:30 pm  
**Executive Coaching for Latina Attorneys**  
Jill Lynch Cruz, Executive Coach & Career Development Consultant, JLC Consulting, San Antonio, TX  
Ellen Ostrow, Founding Principal, Lawyers Life Coach, Washington, DC

1:45 pm–3:45 pm  
**Discover the Power of Mindfulness**  
Clarisa Romero, CEO, Mindful Consultants, New York, NY

4:30 pm  
**Closing Remarks**
Defining a National LGBTQ Agenda for Latino/as in the Legal Profession Through Advocacy & Leadership
The HNBA LGBT Division is proud to host its third Annual LGBT Leadership Summit. The Summit will focus on assessing the needs of the Latinx LGBTQ community, career and business development for the Latinx and LGBT attorneys, and the Division’s policy agenda at the national level.

11:30 am
Doors open. Lunch is provided.

Religious Freedom v. Anti-Discrimination Laws: Can Rights Be Reconciled?
Presented by the Commission on Latinas in the Profession

Increasingly, religious liberty claims seem in conflict with civil rights, including women’s rights, and the rights of the LGBT community. These conflicts are being litigated in courthouses, legislatures, and the public discourse. While courts have generally rejected religious liberty challenges to laws protecting civil rights, the Supreme Court’s decision in Masterpiece Cakeshop Ltd. v. Colorado Civil Rights Commission still has left this issue mostly unresolved. And, as Hobby Lobby illustrates, the Court has already accepted religious liberty challenges to laws protecting women’s rights. What are the contours of the asserted rights at stake, and can—or should—we attempt to reconcile them? If exemptions are to be available to those who object to marriage equality, or healthcare, on what principle would exemption claims based on beliefs about sexuality and about race be distinguished from claims about equality, or healthcare, on what principle available to those who object to marriage?

This panel will provide the current state of laws, policies, and initiatives affecting the LGBTQ community, with special focus on the Latinx LGBTQ community, as well as a report and discussion on the record number of LGBTQ people running for office in response to the attack on LGBTQ rights, the dearth of LGBTQ Latinx candidates in this group, and suggestions and strategies to increase the number of Latinx LGBTQ candidates running for public office.

Moderator
Jerry J. Ruiz, Shareholder, AlvaradoSmith, Los Angeles, CA

Panelists
Cristian Arango, Development Intern, CarrFour Supportive Housing & Co-Author: “LGBTQ Latinos/as in Elected Office: How Do we Increase the Numbers?” Miami, FL
Eduardo Juarez, Senior Trial Attorney, U.S. EEOC Commission, San Antonio, TX
Maribel Reynoso, Founder, Law Offices of Maribel Reynoso, Long Beach, CA
Victoria Rodriguez Roldan, Senior Policy Counsel, National LGBTQ Task Force, Washington, DC

12:00 pm–5:00 pm
HNBA LGBT Summit
Presented by HNBA LGBT Division | Sponsor: ReedSmith
Offsite: ReedSmith, Three Logan Square • 717 Arch Street, Suite 3100, Philadelphia, PA, 19103

12:20 pm–1:30pm
The Trump Administration’s Second Year and the Latinx LGBTQ Community: An Update and Call to Action
This panel will provide the current state of laws, policies, and initiatives affecting the LGBTQ community, with special focus on the Latinx LGBTQ community, as well as a report and discussion on the record number of LGBTQ people running for office in response to the attack on LGBTQ rights, the dearth of LGBTQ Latinx candidates in this group, and suggestions and strategies to increase the number of Latinx LGBTQ candidates running for public office.

Moderator
Jerry J. Ruiz, Shareholder, AlvaradoSmith, Los Angeles, CA

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Maribel Reynoso, Founder, Law Offices of Maribel Reynoso, Long Beach, CA
Victoria Rodriguez Roldan, Senior Policy Counsel, National LGBTQ Task Force, Washington, DC

1:35 pm–2:45 pm
Religious Freedom panel

2:45 pm–3:00 pm
Break

3:00 pm–4:00 pm
Advancing Your Career Through Service
This panel will address how involvement in non-profit boards, diversity bars, pro bono work, and LGBTQ specific advocacy work, can help advance a lawyer’s career by increasing visibility, creating and enhancing personal and professional relationships, and developing a “personal brand” that includes more than just the requisite lawyering skills. A panel of highly accomplished lawyers with distinguished records of service across many sectors, representing the private law firm practice, the corporate sector, and the public office, will provide advice, through personal stories and specific “how to,” on ways to get involved and then leverage that involvement towards career advancement.

This panel is appropriate for lawyers in all stages of their careers, but younger lawyers starting their careers are especially positioned to benefit from this panel.

Moderator
Dan Mateo, Partner, Holland & Knight, Philadelphia, PA

Panelists
Romulo (“Romy”) L. Diaz, Jr., VP & General Counsel, PECO-Exelon Co., Philadelphia, PA
Laura J. Maechtlen, Partner and National Chair of the Labor and Employment Department, Seyfarth Shaw, San Francisco, CA
Brian Sims, Pennsylvania House of Representatives, District 182, Philadelphia, PA

4:00 pm–5:00 pm
Strategic Planning and Wrap Up
This session will bring together the themes discussed during the Summit, encouraging the participants to: (i) develop a list of concrete action items for the LGBT Division to focus on in the year ahead and as it embarks on its next decade of service to the HNBA and the LGBTQ community; and (ii) commit to undertake at least one effort to help advance the mission of the LGBT Division. The session will be led by LGBT Division Summit Co-chairs Gabriel Zorogastu, Shareholder at Polsinelli PC; and Daniel Hernandez, Managing Attorney at Walczak Hernandez.

5:00 pm
Cocktail Reception & Awards Presentation to Follow
Remarks
The Honorable Nitzia I. Quiñones Alejandro, U.S. District Court for the Eastern District of Pennsylvania
1:00 pm–5:00 pm

**HNBA Poder25 Program**

PODER25 is the Hispanic National Bar Association’s initiative to increase the number of Hispanic General Counsels in Fortune 500 companies to 20 by the year 2025.

**Led By**

Irene Oria, HNBA VP of Programs and Special Counsel, Stroock & Stroock & Lavan, Miami, FL
Luis Avila, HNBA General Counsel, Chicago, IL

1:00 pm–2:00 pm

**Strategy Session to Map Out Future of Poder25 Program**

2:00 pm–3:00 pm

**GC Panel: “What CEOs are Looking for in a GC”**

**Moderator**

Lloyd M. Johnson, Jr., Publisher & Community Leader, Summit Business Media, San Francisco, CA

**Panelists**

Brian Ellis, Senior Vice President & General Counsel, Danaher, Washington, DC
Kirkland Hicks, Executive Vice President & General Counsel, Lincoln Financial, Philadelphia, PA
Verona Dorch, Executive Vice President, Chief Legal Officer, Government Affairs and Corporate Secretary, Peabody Energy, Saint Louis, MO
A.B. Cruz, III, Senior Vice President, Enterprise Shared Services, Chief Legal Office, USAA, San Antonio, TX

3:00 pm–4:00 pm

**“Rock Your Profile,” Presented by LinkedIn for Poder25 GC Nexter Class**

**“Cyber War Games,” Presented by Berkeley Research Group for Poder25 GC Ready Class**

Adam I. Cohen, Managing Director, Berkeley Research Group, New York, NY
Pilar Ramos, Executive Vice President & General Counsel, MasterCard North America, Purchase, NY

4:00 pm–5:00 pm

**Poder25 GC Ready Class Members Meet one-on-one with GC Faculty & Recruiters**

12:00 pm–5:00 pm

**HNBA Registration**

Franklin A Foyer • 4th Floor

7:00 pm–9:30 pm

**HNBA Annual Convention Welcome Reception**

**Introductory Remarks**

Robert (Bob) Carlson, President, American Bar Association

**Welcome Remarks**

Philadelphia Mayor Jim Kenney

10:00 pm–12:00 am

**HNBA Young Lawyers & Law Students Divisions Reception**

Sponsored by U.S. Army JAG Corps

9:00 am–4:00 pm

**LinkedIN Headshot Booth**

LinkedIn’s most sought after photographer will be available to take your headshot... GRATIS! After your fabulous headshot, get one on one coaching on how to rock your LinkedIn profile.

9:30 am–11:00 am

**HNBA Latina Commission “Pearls of Wisdom” Pipeline Program**

Sponsored by Walmart

**Offsite:** Esperanza Charter Academy

301 W Hunting Park Ave

Philadelphia, PA 19140

In fulfillment of our mission, to strengthen the pipeline of Latinas in the legal profession...
profession, the Commission’s work not only focuses on practicing Latina attorneys, but on the future generation of Latina leaders. In 2012, the Commission launched its signature pipeline program, Pearls of Wisdom. Since then, this initiative has been replicated at least twice a year across the nation. During each Pearls of Wisdom event, distinguished Latinas across sectors in the law meet with students and discuss their path to success and recommended strategies for breaking the proverbial glass ceiling. Each program is followed by a Q&A and meet & greet sessions where participants can interact individually with Commissioners and the speakers. This important initiative ensures that we touch the lives of law students, as well as elementary, middle and high school students in every city the HNBA visits during its bi-annual conferences.

11:00 am–12:15
Room 410, 4th Floor
“Rock Your Profile” Workshop
Presented By LinkedIn
Did you know that there are over 1 million lawyers on LinkedIn? What does your LinkedIn profile say about you? How do you get your profile to stand out so that you land your next opportunity?

At this session, you’ll learn how to convey your professional brand on LinkedIn. Our experts will provide you with tips and simple steps to take your profile from meh to unforgettable. On Thursday, visit LinkedIn’s booth on the 4th floor to get a free professional headshot and receive personal coaching on how to rock your LinkedIn profile (available on a first come, first served basis).

2:15 pm–3:30 pm
5th Floor, Room
Prudential Workshop-Financial Challenges of the Sandwich Generation
Caring for children and looking out for parents at the same time can be challenging. At a time when your career is progressing or reaching a peak, you may find yourself in the position of having to help your children with college expenses or the financial challenges of young adulthood while at the same time looking after the needs of your aging parents, all while you are looking ahead to your own retirement. Squeezed in the middle, you’re in the “sandwich generation” a group loosely defined as people who are caring for children and parents all at the same time. How do you balance it all? This session will discuss not only the issues the sandwich generation faces but also potential solutions and tools for a more well-rounded financial strategy.

FRIDAY POP-UP WORKSHOPS
8:00 am–9:00 am
4th Floor, Room 412
Attorney Wellness Committee Presents: Pre-Breakfast Mini-Retreat: How to Stomp Out The A.N.T.s (Automatic Negative Thoughts)
Debra Norwood, co-Chair of the HNBA Attorney Wellness Committee, and Principal of Laughter Lawyer USA, will lead attorneys through nine quick techniques to stomp those gut wrenching, mind consuming thoughts that invade your brain and drive you crazy with worry and fear. Cognitive behavior techniques 101, made simple and fun!

8:00 am–9:00 am
4th Floor, Room 413
Friends of Bill W. Meeting
Attorney Raul Ayala, co-Chair of the HNBA Attorney Wellness Committee, will facilitate this open meeting for all fellowship participants (Al-Anon, AA, NA) and an invitation to everyone who has experienced addiction, either with a family member or loved one, through others in the workplace, or within themselves. Confidentiality and camaraderie are a hallmark of this uplifting twelve-step recovery program.

11:00 am–12:15pm
4th Floor, Room 406
Mass Mutual Workshop: Business Advice for Small/Solo Law Firm Owners
Do you own your own law firm? Law firm succession planning is one of the hottest management challenges facing attorneys whether they own a small law firm or are operating as a solo practitioner. Without careful planning, the investment and hard work you have put into building your firm could end up withering or dying on the vine. Failure to proactively manage your business, including succession planning often results in loss of senior legal talent and leadership, loss of key clients, unfunded retirement, failure to protect family wealth in the event of unexpected life events, and an inability to effectively capitalize on the goodwill built up over the years. Come learn the tricks of the trade to building a successful, and long-running firm as this panel discusses evaluating different aspects of the firm and identifying systems, processes and policies that are critical to protect and position your firm for long-term success.

2:15pm–3:30 pm
4th Floor, Room 407–409
“Run To Win” Political Candidate Training Workshop Presented by Voto Latino & EMILY’s List
Have you ever thought about running for political office? Now more than ever, it is important that Latinx candidates run for local, state, and federal office to ensure that our community’s voice is being heard. Attorneys are natural candidates for political office. If you’ve ever wondered what it takes to run for office, then join Voto Latino and EMILY’S List at our “Run To Win” Workshop which gives participants the basic tools they need to run for political office. You don’t need to be a declared candidate or even actively planning to run. We’ll guide you through the nuts and bolts of planning your run, teach you how to get your house in order, and get you ready to take the first steps toward running—and winning!
8:00 am–5:00 pm
HNBA Registration
Franklin A Foyer • 4th Floor

8:00 am–9:00 am
Attorney Wellness Committee Presents: Pre-Breakfast Mini-Retreat: Expressive Meditations Made Simple
Room 413 • 4th Floor

Presenter Debra Norwood, Co-Chair, HNBA Attorney Wellness Committee, and Principal of Laughter Lawyer USA will lead this fun-filled activity designed to teach you how to infuse your work day with laughter, movement, and mindfulness as you learn seven simple ways to re-charge daily, even in as short of a period as your lunch break. This is a must-have primer on expressive meditation. Participants are encouraged to bring a blindfold or bring scarves and ties to improvise!

8:00 am–9:00 am
Friends of Bill W. Meeting
Room 412 4th Floor

Attorney Raul Ayala, Co-Chair of the HNBA Attorney Wellness Committee, will facilitate this open meeting for all fellowship participants (Al-Anon, AA, NA) and an invitation to everyone who has experienced addiction, either with a family member or loved one, through others in the workplace, or within themselves. Confidentiality and camaraderie are a hallmark of this uplifting twelve-step recovery program.

8:30 am–9:30 am
Networking Breakfast
Salon H • 5th Floor

11:00 am–12:00 pm
HNBA Law Student Division Meeting
Room 406

10:00 am–4:00 pm
HNBA Networking Break & Exhibitor Showcase
Salon H Foyer • 5th Floor

11:00 am–12:15 pm
CLE Sessions

Hot Button Issues in Transactional & Corporate Compliance

Panel #1
Salon 1 • 5th Floor

General Data Protection Regulation (GDPR) Bootcamp

It's time for American companies to get serious about GDPR compliance. This panel will offer key information and answers to common GDPR questions, offer insight into practical next steps companies should take before upcoming regulatory deadlines, as well as review real-world scenarios that will help companies right-size their GDPR compliance programs.

Moderator
Gail Gottehrer, Partner, Akerman, New York, NY

Panelists
Effie Silva, VP & AG Counsel, Tyson Foods, Miami, FL
Keikoh Park, SVP and Global Compliance Counsel, JLL, Chicago, IL
Sonia Zeledon, Regional Counsel—Americas ECI, Nokia, Miami, FL
Debbie Reynolds, Director, Eimer Stahl Discovery Solutions, Chicago, IL
Richard M. Martinez, Partner, Jones Day, Minneapolis, MN

Specialties Track

Panel #1
Salon J • 5th Floor

Rainbow Relations 101: Building Better Bonds with LGBT+ Clients and Coworkers

This panel is designed to assist lawyers at all levels of experience in building and strengthening effective, and trusting relationships with their LGBT+ clients and coworkers. This panel will introduce terminology and definitions used to communicate one’s sexual orientation, gender identity, gender expression, etc, as well as provide lawyers with strategies that they can utilize in initial interviews and all interactions with LGBT clients, which will assist the lawyer in connecting
with the client and making them feel at ease. Historically, LGBT issues are under discussed in the Latin community. In fact, there has not been an LGBT basics CLE at the HNBA in over 10 years. However, with shifting policies and mindsets, LGBT issues are at the forefront of social cognition. This panel aims to educate Latin lawyers on the LGBT community so that they can build stronger bonds, have more effective communication, and zealously advocate on behalf of their LGBT clients.

**Moderator**
Chezare Palacios, Litigation Attorney, The Ticktin Law Group, PLLC, Deerfield Beach, FL

**Panelists**
Laura Maechtlen, Partner, Seyfarth Shaw, San Francisco, CA
Daniel Mateo, Partner, Reed Smith, Princeton, NJ
Raquel Matas, Associate Dean, University of Miami School of Law, Miami, FL
Seth Smiley-Humphries, Director of Global Diversity & Inclusion, Lenovo, Morrisville, NC

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**Achieving Breakthrough Professional Development**

**PANEL #1**
Salon L • 5th Floor

**In-House Politics 101: Navigating Internal and External Relationships to Avoid Landmines & Flourish in Your In-House Career**

In-house counsel play in crucial role in managing internal clients and outside counsel. A major part of the role is effectively navigating the internal politics that are at play between legal and business partners as they work to resolve issues and push the business forward. The opportunities to advance within an organization may also be impacted by your ability, or lack thereof, to manage relationships amongst in-house colleagues and clients, as well as making the best out of your outside counsel relationships. The CLE will provide tips on managing these relationships from experienced members of the HNBA’s Corporate Counsel Division.

**Moderator**
Jennifer Muñoz, Assistant General Counsel, Bank of America, New York, NY

**Panelists**
John Rosero, Vice President, Chief Legal Officer, Secretary, Prudential, Newark, NJ
Christina Sarchio, Partner, Dechert, Washington, DC
Arlene Zalayet, SVP & General Atty, Liberty Mutual Group, Boston, MA
Jose Sierra, Partner, Holland & Knight, Boston, MA
Adriana Maestas, Senior Counsel, Lloyds Bank, New York, NY

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**12:15 pm–12:45 pm**
Lunch & Distinguished Ohtli Award
Salon H • 5th Floor

**12:45 pm–2:00 pm**
GC Roundtable: “Latina Allyship in the #MeToo Era”
Salon H • 5th Floor

**Keynote Speaker**
Dorian Daley, General Counsel, Oracle, Redwood Shores, CA

Latino/as remain amongst the most statistically underrepresented demographic in the legal profession—at approximately 4% of all attorneys practicing in the U.S.—as compared to our total U.S. population size, approximately 18%. One in five women in the United States are Latina, but Latinas comprise less than 2% of U.S. attorneys. Moreover, Latina attorneys are amongst the most marginalized in our profession with the lowest demographic representation rates, highest wage gaps, and lowest advancement rates of any population in the profession. While the reasons for the multi-layered glass ceiling Latinas face are many, these trends are unlikely to change without a coalition of strong male allies. This esteemed panel of industry leaders will discuss how male attorneys can be better allies and help effectuate real change for our Latina colleagues.

**Moderator**
Luis Avila, HNBA General Counsel, Chicago, IL

**Panelists**
Lloyd M. Johnson, Jr., Executive Director, Women’s In-House Counsel Leader Institute, San Francisco, CA
Sharyn Tejani, Director, Times Up Legal Defense Fund, Washington, DC
Ramona Romero (Invited), General Counsel, Princeton University, Princeton, NJ

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**2:00 pm–2:15 pm**
Networking Break & Exhibit Hall Visits
Salon H Foyer • 5th Floor

**2:15 pm–3:30 pm**
Prudential Financial Wellness Workshop

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**www.hnba.com**
stated in our amicus brief in the Evenwel case decided by the Supreme Court case in 2016, the failure to count immigrants as residents in Congressional districts would be unconstitutional and it would severely decrease access to political power and resources for Latinos. That case was won, but the looming issue of the citizenship question on the 2020 Census brings the same issues forward again. Given the ongoing context of other voting rights issues impacting Latinos as well as the loss of the full power of the Voting Rights Act since the Supreme Court’s 2013 decision in Shelby, on this panel, the Chair of the HNBA Voting Rights Section, and nationally-known experts in relevant voting rights law will discuss what the Latino community can expect in the next redistricting cycle, and how HNBA lawyers can get involved in defending equal access to political power.

**Moderator**
Katherine Culliton-Gonzalez, Chair, HNBA, Voting Rights Section, Washington, DC

**Panelists**
Myrna Perez, Deputy Director, Brennan Center, New York, NY, Mauro Morales, Staff Director, U.S. Commission on Civil Rights, Washington, DC
Debo Adegbile, Partner, Co-Chair, Anti-Discrimination Practice, WilmerHale, New York, NY
Jorge Vasquez, Associate Counsel, LatinoJustice PRLDEF, New York, NY

**Specialties Track**
**GENERAL SESSIONS**
**PANEL #2**
Salon I • 5th Floor

**The Census, Redistricting and Latino Vote Dilution?**
For the first time since 1950, the 2020 U.S. Decennial Census may be including a question on citizenship, posing a number of challenges to equal access to political power for the Latino community. In the past, this type of Census data was used for the shameful purpose of sending Japanese Americans to internment camps, and in the present, many Latino groups have denounced the proposed addition of the citizenship question because they fear it will dramatically decrease participation and result in an undercount of Latino citizens and immigrants alike. If the citizenship question remains in the 2020 Census (which is likely), there will be dramatic consequences for redistricting: as HNBA
2:45 pm–3:45pm
HNBA Law Student & Young Lawyer Speed Mentoring Program
Sponsored by MetLife
Mentors Sign Up HERE & Mentees Sign Up HERE
Join us for the 3rd HNBA National Speed Mentoring Program. Speed mentoring is a series of short, focused conversations about specific career questions. Each Young Lawyer and Law Student has the opportunity of meeting with experienced attorney mentors, who will provide guidance and advice on various educational and professional development topics.

3:30 pm–3:45 pm
Networking Break & Exhibit Hall Visits
Salon H Foyer • 5th Floor

3:45 pm–5:00 pm
CLE Sessions
Hot Button Issues in Transactional & Corporate Compliance

PANEL #3
Salon J • 5th Floor
Leave your Wallets at Home! Legal Trends Surrounding the Emergence and Regulation of Cryptocurrencies, Initial Coin Offerings (ICOs) & Distributed Ledger Technologies (DLTs)
Cryptocurrency and Distributed Ledger Technology are here to stay. This panel will provide a deep dive into the legal and regulatory issues surrounding cryptocurrencies, ICOs and DLTs, their emergence and potential uses in highly regulated industries, existing laws and regulations in the U.S. and abroad, what those laws suggest about how this field will be regulated in the future and other legal issues, including disputes relating to governing laws and jurisdiction, and the benefits, costs and risks associated with the use of smart contracts in this field. Attendees will leave this presentation with a framework for considering the legal and regulatory risks faced by issuers, investors and other market participants.

Moderator
Joshua Garcia, Cryptolawyer, Self-Employed, Brooklyn, NY

Panelists
Adrienne Garcia, Blockchain & Technology Lawyer at IBM, IBM, New York, NY
Marija Pecar, Associate, Stroock & Stroock & Lavan, New York, NY
Mayling Blanco, Partner, Blank Rome, New York, NY

Specialties Track
PANEL #3
Salon J • 5th Floor
Criminal Law Reentry Courts: Leveraging our Courts to Fight the “Pull of Gravity”
This panel will discuss the establishment and efficacy of the federal reentry program in the Eastern District of Pennsylvania (EDPA), a heightened supervision program for citizens returning to the community from federal prison. The EDPA program’s objectives include preventing recidivism, reducing the high rate of violent crime in the City of Philadelphia, and assisting high-risk returning citizens with the multiple social, family, and logistical issues they confront upon their return to society after years in prison. Intensive judicial oversight supplements the Probation Office’s supervisory regime, with ongoing input from the Federal Public Defender and the U.S. Attorney. This panel will be sure to attract lawyers interested in learning about federal prosecution, prison reform, and alternative supervision programs. The discussion will be enhanced with clips from the movie “Pull of Gravity,” which was partially funded by the U.S. Attorney’s Office, EDPA.

Moderator
Juan Arteaga, Partner, Crowell & Moring, New York, NY

Panelists
Elliot Williams, Principal, The Raben Group, Washington, DC
Carlos Lopez, Senior Counsel, FINRA, Department of Enforcement, New York, NY
Sara Ricciardi, Counsel, Simpson Thacher & Bartlett, New York, NY
Wilfredo Ferrer, Partner, Holland & Knight, Miami, FL

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The Latinx Advantage: Building an International Practice Utilizing Your Cultural Competency in The Global Economy

In an increasingly global economy, Latinx attorneys are at a competitive advantage for legal work that requires a global mindset. Hear from an all-star group of attorneys whose practices require them to operate on the international stage and how they have leveraged their cultural background to succeed in those roles.

Moderator
Raul Herrera, Chair of HNBA International Law Section, Partner, Arnold & Porter, Washington, DC

Panelists
Marta Carreira-Slabe, Chief Counsel for Latin America, AON, Chicago, IL
Rudy Figueroa, General Counsel & Corporate Secretary, Mitsui Rail Capital, Chicago, IL
Alan B. Cardenas, Lead Counsel–Central Functions, Siemens Corporation, New York, NY
Barrett Avigdor, Managing Director for Latin America, Major, Lindsey & Africa, San Diego, CA
time, the number of female and minority judicial nominees has dropped dramatically when compared to previous Administrations. Together, these developments signal a disturbing trend towards a federal judiciary that is not in tune with the struggles of an increasingly diverse U.S. population. Panelists will discuss strategies and solutions to move the needle backwards greater federal judicial diversity.

Moderator
Robert Raben, Founder & President, The Raben Group, Washington, DC

Panelists
The Honorable Eduardo C. Robreno, Senior U.S. District Judge, U.S. District Court for the Eastern District of Pennsylvania, Philadelphia, PA
Jacqueline Romero, President, Hispanic Bar Association of Pennsylvania, Philadelphia, PA
Arnulfo D. Hernández, Region XIII President, Hispanic National Bar Association, Denver, CO
Jeyben Castro, Outreach Director, U.S. Senate Republican Task Force on Hispanic Affairs, Washington, DC

10:00 am–3:00 pm
HNBA Networking Break & Exhibitor Showcase
Salon H Foyer • 5th Floor

11:00 am–12:00 pm
HNBA Corporate Counsel Division Cafecito Hour
Salon H • 5th Floor

11:00 am–12:15 pm
Mass Mutual Workshop: Business Advice for Small/Solo Law Firm Owners
Room 406 • 4th Floor

Do you own your own law firm? Law firm succession planning is one of the hottest management challenges facing attorneys whether they own a small law firm or are operating as a solo practitioner. Without careful planning, the investment and hard work you have put into building your firm could end up wilting or dying on the vine. Failure to proactively manage your business, including succession planning often results in loss of senior legal talent and leadership, loss of key clients, unfunded retirement, failure to protect family wealth in the event of unexpected life events, and an inability to effectively capitalize on the goodwill built up over the years. Come learn the tricks of the trade to building a successful, and long-running firm as this panel discusses evaluating different aspects of the firm and identifying systems, processes and policies that are critical to protect and position your firm for long-term success.

Moderator
Wandaly Fernandez, Associate, Sidley Austin, Washington, DC

Panelists
Karen Davila, Senior Associate General Counsel, Walmart Stores, Fayetteville, AK
William Rivera, Senior Vice President, Litigation, AARP Foundation, Washington, DC
Jacqueline Romero, Assistant U.S. Attorney, Department of Justice, Philadelphia, PA
Anthony M. Pozos, Partner, Drinker Biddle, Philadelphia, PA
Carrie Valladares, Attorney, Microsoft, Seattle, WA

11:00 am–12:15 pm
CLE Sessions

Hot Button Issues in Transactional & Corporate Compliance

Obstacles, Innovation & Disruption in Health Care Law
A diverse panel with representatives from different industries will address the latest legal trends in the health care industry and what these recent developments mean for a variety of stakeholders. From legal obstacles to innovation such as state licensure, corporate practice of medicine, and HIPAA, to recent initiatives in the insurance and pharma industries, to the impact of the opioid crisis, telehealth and the recent announcement by Amazon, Berkshire, and JPMorgan to form an independent health care company for their US-employees, this panel will touch on a number of hot topics that are quickly changing the health care landscape as we know it.

Moderator
Susan Brooks, Coordinator of Wellness, Philadelphia, PA

Panelists
Wendy Crowe, Director, LCL, Lawyers Concerned for Addiction, New York, NY
Karen Davila, Senior Associate General Counsel, Walmart Stores, Fayetteville, AK
Karen Davila, Senior Vice President, Litigation, AARP Foundation, Washington, DC
Jacqueline Romero, Assistant U.S. Attorney, Department of Justice, Philadelphia, PA
Anthony M. Pozos, Partner, Drinker Biddle, Philadelphia, PA
Carrie Valladares, Attorney, Microsoft, Seattle, WA

11:00 am–12:15 pm
Mass Mutual Workshop: Business Advice for Small/Solo Law Firm Owners
Room 406 • 4th Floor

Do you own your own law firm? Law firm succession planning is one of the hottest management challenges facing attorneys whether they own a small law firm or are operating as a solo practitioner. Without careful planning, the investment and hard work you have put into building your firm could end up wilting or dying on the vine. Failure to proactively manage your business, including succession planning often results in loss of senior legal talent and leadership, loss of key clients, unfunded retirement, failure to protect family wealth in the event of unexpected life events, and an inability to effectively capitalize on the goodwill built up over the years. Come learn the tricks of the trade to building a successful, and long-running firm as this panel discusses evaluating different aspects of the firm and identifying systems, processes and policies that are critical to protect and position your firm for long-term success.

Specialties Track

Panel #4
Salon J • 5th Floor

Attorney Work-Life Balance: Fact or Fiction?
Is your life zen or zany?! While we all may know that the legal profession is stressful and demanding, recent studies reflect an alarming rate of substance use and mental health issues. This distinguished panel will discuss how to better identify the issues that may bring a disruption to your work-life balance and, perhaps more importantly, how you might engage in cultivating a healthy harmony within your own mind, body and soul.

Moderator
Raul Ayala, Co-Chair, HNBA Attorney Wellness Committee, Federal Public Defenders Office, Central District of California, Los Angeles, CA

Panelists
Debra Norwood, Co-Chair, HNBA Attorney Wellness Committee Lexington, TN
Laurie J. Besden, Attorney, Executive Director, LCL, Lawyers Concerned for Addiction, Philadelphia, PA
The Honorable Felipe Restrepo, Judge, United States Court of Appeals for the Third Circuit, Philadelphia, PA
Link Christin, Executive Director, Caron Treatment Center, Philadelphia, PA
Susan Brooks, Dean, Thomas R. Kline Law School, Philadelphia, PA

Hot Button Litigation Issues

Masterclass: The Art of Legal Storytelling
The art of persuasion is a core skill that every litigator should perfect. This interactive workshop is designed to teach you the art of storytelling, one of the most powerful forms of persuasion! This workshop will include a discussion on story theory and review different types of storytelling including a presentation on two story forms (vision and hero’s). Attendees will also have the chance to test their storytelling chops by completing...
a six-word-story exercise as well as more advanced storytelling exercises.

**Presenters**
Christopher Kriesen, Principal & Founder, Kalon Law Firm, Hartford, CT
Geraldine Macaisa, Fellow, The Kalon Law Firm, Hartford, CT

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**Achieving Breakthrough Professional Development**

**PANEL #4**

**Salon L • 5th Floor**

**Career Advice to my Younger Self: “What I Know Now That I Wish I Knew Then...”**

Hear from a panel of General Counsel, Comcast’s EVP of HR, and a Brigadier General as they reflect on their paths to success and when and how they achieved “breakthrough moments” in their careers, advice that they would give to their younger selves to avoid missteps, take advantage of missed opportunities, and achieve their career and personal goals faster.

**Moderator**
Angel Gomez, Leadership Expert & Executive Coach, AG Gomez Consulting, Chicago, IL

**Panelists**
Bill Strahan, Executive Vice President, Human Resources, Comcast, Philadelphia, PA
Marianela Peralta, General Counsel & Corporate Secretary, Allegis Global Solutions, Washington, DC
Patrick Huston, Brigadier General, Judge Advocate General Corps, Washington, DC
Thomas Morehim, General Counsel, National Geospatial-Intelligence Agency, Washington, DC

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**12:15 pm–12:45 pm**

**Networking Lunch & Presentation of the HNBA Latina Commission Primeras Abogadas Award**

**Salon H • 5th Floor**

The Latina Commission is proudly hosting its 10th annual Awards Luncheon & Plenary during the 2018 HNBA Annual Convention. The inaugural Awards Luncheon was launched at the 2009 HNBA Annual Convention in Albuquerque, New Mexico. During the luncheon, the Commission recognizes the contributions of inspiring Latina trailblazers in the United States by presenting them with the distinguished Latina Commission Award. The recipient of the 2018 HNBA Latina Commission Las Primeras Abogadas Award is Dolores Atencio, former HNBA President & Inaugural Co-chair of the Commission on Latinas in the Profession.

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**2:15 pm–3:30 pm**

**CLE Sessions**

**Hot Button Issues in Transactional & Corporate Compliance**

**PANEL #5**

**Salon I • 5th Floor**

**Considerations in Joint Development Agreements**

The panel will discuss challenges in negotiating and drafting joint development agreements, and strategies for protecting the various participants’ interests in the developed technologies. The panel will analyze issues impacting ownership, prosecution, exploitation, and enforcement of jointly developed IP; protection of confidential information and background IP; joint ventures for technology development; and issues to consider when developing technology with universities or start-ups.

**Moderator**
Natalie Alfaro Gonzales, Senior Associate, Baker Botts, Houston, TX

**Panelists**
Ruben Muñoz, Partner, Akin Group, Philadelphia, PA
Adrienne Garcia, Counsel, IBM, New York, NY

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**Specialties Track**

**PANEL #5**

**Salon J • 5th Floor**

**Rebuilding Puerto Rico Post-Hurricane Maria & Amid the Ongoing Financial Crisis**

Just shy of one year since Hurricane Maria devastated Puerto Rico and amidst the Island’s ongoing financial crisis, much work still needs to be done to help our brothers and sisters in Puerto Rico. This panel will feature members of Puerto Rico’s business and legal communities, both on the Island and those now working from the mainland, who will discuss the legal and business challenges of ongoing efforts to rebuild Puerto Rico, how individuals, law firms and corporations can play a part in the recovery and rebuild, and the unique opportunities available to those seeking to do business in Puerto Rico.
Hot Button Litigation Issues

PANEL #5
Salon K • 5th Floor

Protecting Attorney Client Privilege: Investigations and Beyond

Today’s challenging political and legal times have shined a new light on the attorney client privilege. One of the many challenges facing attorneys, individuals, clients, and companies is how to protect the privilege from being pierced as a collateral conduct to other legal proceedings. For companies conducting internal investigations there is often a tension between how to gather information in a timely and effective manner while encouraging employee candor and preserving as much privilege as possible. Recent court decisions both in the U.S. and abroad have shifted the privilege playing field, leaving many questioning how they can best protect their companies. The panel will focus on strategies for protecting privilege in the wake of these recent shifts particularly when balancing parallel criminal investigations and civil proceedings.

Moderator
Jessica Ortiz, Partner, Mololamken, New York, NY

Panelists
Carmen Ortiz, Counsel, Anderson Kreiger, Boston, MA
Monica MacGregor, Managing Director, Berkeley Research Group, Washington, DC
Gabriel Fuentes, Partner, Jenner & Block, Chicago, IL
Steve Lee, Deputy General Counsel, Government Investigations, Comcast, Philadelphia, PA
Miguel Pozo, Member, Cozen O'Connor, Minneapolis, MN

Achieving Breakthrough Professional Development

PANEL #5
Salon L • 5th Floor

How to be a Heavy Hitter

Hear this heavy-hitting panel share their top business development secrets, personal best practices, tried-but-failed techniques, and other key insights to help you move to equity partnership and beyond!

Moderator
Anjanette Cabrera, Managing Partner, Constangy, Brooks, Smith & Prophete, New York, NY

Panelists
Cyndie Chang, Managing Partner, Duane Morris, Los Angeles, CA
Patty Menendez-Cambo, Vice Chair, Greenberg Traurig, Miami, FL
Natalie Pierce, Shareholder, Littler Mendelson, San Francisco, CA
Louis Mercedes, Partner, Jones Day, Boston, MA

9:00 am–1:00 pm
HNBA Youth Symposium

10:00 am–2:00 pm
HNBA Immigrant Legal Defense Committee/Mexican Consulate: Do you Want to Become a United States Citizen or are you Interested in Renewing Your Permanent Resident Card?

Offsite: 111 South Independence Mall East
The Bourse Building, Suite 310
Philadelphia, PA, 19106

We will have FREE legal advice for Lawful Permanent Residents who want to apply for U.S. Citizenship and/or renew their permanent resident card.

We will have immigration attorneys who will be available to help you fill out your application to become a Citizen. If you are not yet eligible to apply for U.S. citizenship they can assist you with renewing your permanent resident card!

10:30 am–5:30 pm
HNBA Board of Governors Meeting