



WEDNESDAY, SEPTEMBER 25, 2019	
8:30 AM – 5:00 PM	<p>Poder25: GC-Nexter (By Invitation Only) – Sponsored and Hosted by Holland & Knight</p> <p>Poder25's Fall program will further develop the layers of complexity associated with the role of Fortune 500 general counsel including expertise, experience, executive communication, reputation, leading and managing large teams, managing stakeholders' expectations, and self-awareness. The GC Nexters group will participate in a similar program as the GC-Ready class, adapted for success 2-3 levels down from the general counsel role. In addition, the GC Nexters will work on sharpening their skills to attract the support of champions and mentors in their organization, increase their visibility, and manage external challenges to their professional development. Among other topics, the program addresses: 1) critical competencies for success; 2) executive compensation and severance; 3) managing difficult employees; 4) interview prep for GC roles; and 5) the importance of developing a strategic mindset to accelerate your career.</p>
6:30 PM – 9:00 PM	<p>HNBA/VIA Latina Executive Leadership Program (Day 1) – By Invitation Only – Sponsored by Reed Smith & Supported by Walmart</p> <p>Defining Distinguishing Value for the Future – A Legal Executive Leadership Boot Camp: Lectures with facilitated discussion is designed to offer a basic understanding of the executive leadership skills that will equip participants to lead a successful legal function into the future. That function might include a practice group, the entire firm or department, or a team that is tasked with a specified service delivery role. Our focus will be on leveraging the rapidly changing and highly competitive legal ecosystem we live and work in and understanding the challenges and opportunities it presents for lawyers who wish to re-define and ensure their increasing value in the future. Some of the theory and strategy for discussion include: 1) strategic planning and setting measurable and demonstrable goals; 2) fundamentals in creating agile, high performance teams; 3) and change and behavior management tactics to move legal teams forward toward their future higher purposes.</p>
THURSDAY, SEPTEMBER 26, 2019	
8:30 AM – 4:00 PM	<p>HNBA/VIA Latina Leadership Academy (By Invitation Only) – Sponsored by Walmart</p>
8:30 AM – 9:00 AM	<p>Breakfast</p>
9:00 AM – 10:00 AM	<p>Grit & Mindset: Latina lawyers make up less than 5% of the entire practicing profession in the United States. To succeed in the profession, Latina Lawyers need to develop a grit and growth mindset. This mindset focuses on experiencing new professional stressors as opportunities to grow and learn while simultaneously decreasing negative self-talk. By taking Angela Duckworth's Grit Test, participants will begin the process of self-evaluation and directive learning. Group activity will focus on putting grit and growth mindset into action.</p> <p>Panelists Norma L. Garcia, Associate General Counsel, International Affairs, Rent-A-Center, Inc., Plano, TX</p> <p>Grissel Seijo, Counsel, Employment and Diversity and Inclusion Officer, Restaurant Brands International US Services, Miami, FL</p>

<p>10:15 AM – 11:15 AM</p>	<p>Executive Presence: How important is executive presence? In a survey of C/Os, conducted by Gartner, it was second on the list of the top 20 leadership traits that make a difference. Developing executive presence is key for women leaders. Executive presence communicates power, consistency, and influence. It also supports a leader's credibility and inspires others to have confidence in their ability to lead.</p> <p>Panelist Ellie Nieves, Vice President and Counsel, Guardian Life and Leadership Strategies for Women, New York, NY</p>
<p>1:00 PM – 2:30 PM</p>	<p>Professional Coaching for Latina Lawyers: When it comes to realizing authentic career success and satisfaction, many Latina attorneys feel hindered by barriers they may not fully understand or know how to navigate as effectively as they should. Also, many Latina attorneys inadvertently hold themselves back in their careers due to negative mindsets and limiting behaviors that work together to undermine their beliefs in themselves and abilities, rob them of their power and passion, deplete their resources and energy and limit their opportunities to advance in their careers. This is why Latina attorneys should consider working with a certified professional coach to help them develop greater self-awareness so that they can "get out of their own way" and realize more successful and satisfying careers.</p> <p>Panelist Jill Lynch Cruz, Ph.D., Executive Coach & Career Development Consultant, JLC Consulting, San Antonio, TX</p>
<p>2:45 PM – 4:00 PM</p>	<p>Power of Mindfulness for Attorneys: Lawyers suffer from the highest level of alcoholism and addiction of any other profession. This interactive workshop is created to teach participants mindfulness techniques to assist in higher levels of concentration and decreased levels of stress and anxiety. Participants will also focus on increasing rational decision-making while decreasing impulse-based behavior.</p> <p>Panelist Miguelina German, Ph.D., Assistant Professor, Montefiore Medical Center, Bronx, NY</p>
<p>8:30 AM – 5:15 PM</p> <p>8:30 AM – 9:00 AM</p> <p>9:00 AM – 10:00 AM</p> <p>10:00 AM – 11:00 AM</p> <p>11:00 AM – 11:30 AM</p>	<p>Poder25: GC Ready (By Invitation Only) – Sponsored and Hosted by Holland & Knight</p> <p>Poder25's Fall program will further develop the layers of complexity associated with the role of Fortune 500 general counsel including expertise, experience, executive communication, reputation, leading and managing large teams, managing stakeholders' expectations, and self-awareness. Participants also will take part in breakout meetings and actively engage in role play to delve deeper into these topics. They will also share their experiences in a facilitated group debriefing.</p> <p>Faculty Lloyd Johnson, CEO Chief Legal Executive San Francisco, CA</p> <p>Poder25 Journey Update</p> <p>Interacting with the Board of Directors: This session explores interactions with the Board of Directors before, during, and after starting a new GC position, with the help of GC panelists across a range of industries.</p> <p>Executive Compensation & Severance: This session explores the elements of executive compensation and severance and the importance of short- and long-term compensation in maintaining independent judgment in your role as GC, with the help of panelists from the legal and executive search world.</p> <p>Break</p>

<p>11:30 AM – 12:30 PM</p> <p>12:30 PM – 1:30 PM</p> <p>1:30 PM – 3:15 PM</p> <p>3:15 PM – 3:30 PM</p> <p>3:30 PM – 4:30 PM</p> <p>4:30 PM – 5:15 PM</p>	<p>Navigating Explosive C-Suite Dynamics: This session will engage participants in role plays under the guidance of GC faculty from across a range of industries, followed by a panel discussion from the faculty.</p> <p>Working Lunch</p> <p>Speed Dating with Executive Recruiters: This session will allow participants to meet one on one with executive recruiters from six of the top legal search firms.</p> <p>Break</p> <p>Panel Discussion with Executive Recruiters: This session will allow participants to hear directly from executive recruiters from six of the top legal search firms, and to dive deeper into topic relevant to the group as a whole.</p> <p>Creating and Nourishing Unique Relationships to Accelerate Your Career Trajectory: This fireside chat will explore the importance of “shadow mentors” in the accelerating your career trajectory, featuring a recent success story within the cohort and the strong and powerful relationship behind it.</p>
<p>8:30 AM – 6:00 PM</p>	<p>HNBA/VIA Latina Executive Leadership Program (Day 2) (By Invitation Only) – Sponsored by Reed Smith & Supported by Walmart</p> <p>Defining Distinguishing Value for the Future – A Legal Executive Leadership Boot Camp: Lectures with facilitated discussion is designed to offer a basic understanding of the executive leadership skills that will equip participants to lead a successful legal function into the future. That function might include a practice group, the entire firm or department, or a team that is tasked with a specified service delivery role. Our focus will be on leveraging the rapidly changing and highly competitive legal ecosystem we live and work in and understanding the challenges and opportunities it presents for lawyers who wish to re-define and ensure their increasing value in the future. Some of the theory and strategy for discussion include: 1) strategic planning and setting measurable and demonstrable goals; 2) fundamentals in creating agile, high performance teams; 3) and change and behavior management tactics to move legal teams forward toward their future higher purposes.</p> <p>Faculty Susan Hackett, CEO Legal Executive Leadership LLC Chevy Chase, MD</p>
<p>9:00 AM – 3:00 PM</p> <p>9:00 AM – 9:30 AM</p> <p>9:45 AM – 10:45 AM</p> <p>10:45 AM – 11:00 AM</p> <p>11:00 AM – 12:00 PM</p> <p>12:00 PM – 12:15 PM</p> <p>12:15 PM – 12: 30 PM</p> <p>12:30 PM – 12:45 PM</p>	<p>HNBA/VIA Youth Symposium – Sponsored and Hosted by Fordham Law School (140 West 62nd Street, New York City, NY 10023)</p> <p>Registration & Breakfast</p> <p>College Admissions: Understanding the Process</p> <p>Break</p> <p>Why Law School May Be the Right Choice for You & How to Get There</p> <p>Break/Grab Lunch</p> <p>Keynote Address: Co-Dean David Lopez, Rutgers Law School</p> <p>Remarks by Irene Oria, HNBA President-Elect</p>

12:45 PM – 1:45 PM	Networking Session with Attorneys
1:45 PM – 2:45 PM	Stories Behind the Attorneys: If We Did It, You Can Too.
2:45 PM – 3:00 PM	Closing Remarks by Anna Maria Tejada
12:00 PM – 5:00 PM	AC2019 Registration
2:00 PM – 6:00 PM	2019 LGBT Leadership Summit: Empowering the Next Generation of LGBT and Latinx Leaders – Sponsored by Akerman
	<p>The HNBA LGBT Division is proud to host the 4th Annual HNBA LGBT Division Leadership Summit. The Summit is designed to advance the mission of the HNBA LGBT Division, which is to serve HNBA members and the profession by: 1) Advocating for and monitoring legal issues affecting the Hispanic LGBT community; 2) Educating the HNBA and others on the legal issues facing the Hispanic LGBT community; and 3) Promoting the expertise, advancement, and empowerment of Hispanic LGBT professionals.</p>
2:00 PM – 2:05 PM	Welcome and Opening Remarks: Jerry Ruiz, HNBA LGBT Division Chair
2:05 PM – 2:45 PM	<p>Update on the Current Administration's Policies Impacting the Latinx and LGBTQ Communities: This panel will discuss the current state of the Trump Administration's policies, initiatives, and recent regulations affecting the LGBTQ community, with special focus on the Latinx LGBTQ community, as well as pending legal challenges to several of those policies.</p>
	<p><u>Moderator</u> Richard Saenz, Senior Attorney, Lambda Legal, New York, NY</p>
	<p><u>Panelists</u> Cristian Arango, Development Intern, Carrfour Supportive Housing, Miami, FL</p>
	Rodrigo Heng-Lehtinen, Senior Director of Research and Training, Freedom for All Americans, Miami, FL
	Aracely Muñoz, HNBA Latina Commission Co-Chair, Director, Center for Reproductive Rights, Washington, D.C.
	Maribel Reynoso Blunt, Founder, Law Offices of Maribel Reynoso, Long Beach, CA
2:45 PM – 4:00 PM	<p>Judicial Developments on Protections for the LGBT Community: In three cases coming this term, the U.S. Supreme Court will decide whether Title VII bans job discrimination on the basis of sexual orientation and gender identity. This panel will cover these and other cases impacting the LGBT community involving bathroom restrictions, the recent healthcare religious refusal rule, and more. Learn about these and other cases that affect LGBT individuals from experts on LGBT law and employment law practitioners. The panelists will focus on how advocates of the LGBT community can navigate through these cases to empower practitioners who represent LGBT individuals and assist the LGBT community, regardless of the ultimate outcome of these cases before the U.S. Supreme Court. <i>***CLE accredited (depends on jurisdiction)</i></p>
	<p><u>Moderator</u> Marjorie Soto, Associate, McDermott Will & Emery, Los Angeles, CA</p>
	<u>Panelists</u>

<p>4:00 PM – 5:00 PM</p>	<p>Laura Maechtlen, Partner, Seyfarth Shaw, San Francisco, CA</p> <p>Omar Gonzalez-Pagan, Senior Attorney, Lambda Legal, New York, NY</p> <p>Cody Yorke, Associate, Outten Golden, New York, NY</p> <p>How to Be Part of the Next Generation of LGBT Leaders for the HNBA, the LGBT Division, and Other Bar Associations: This panel will address how involvement in the HNBA, the LGBT Division, and similar organizations 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 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.</p> <p><u>Moderator</u> Chezare Palacios, Associate, The Tickin Law Group, Miami, FL</p> <p><u>Panelists</u> Robert Maldonado, Partner, Cooper & Dunham, New York, NY</p> <p>Raquel Matas, Associate Dean for Administration, University of Miami School of Law, Miami, FL</p> <p>Jerry Ruiz, Attorney, AlvaradoSmith, Los Angeles, CA</p> <p>Frank Francis, Senior Associate, Severance Burko Spalter Masone & Laurette, New York, NY</p> <p>Jamie Francesca Rodriguez, Senior Counsel, Holland & Knight, Washington DC</p>
<p>5:00 PM – 6:00 PM</p>	<p>Closing & Reception</p> <p><u>Keynote Speaker</u> Ivan Espinoza-Madrigal, Executive Director, Lawyers Committee for Civil Rights and Economic Justice, Boston, MA</p>
<p>6:00 PM – 8:30 PM</p>	<p>AC2019 Welcome Reception (Offsite at Rock Center Café @Rockefeller Center) – Sponsored by Weil, Gotshal & Manges LLP Speaker: <i>Judy Martinez, American Bar Association President</i></p>
<p>9:00 PM – 11:30 PM</p>	<p>HNBA Young Lawyers & Law Students Divisions Reception – Sponsored by U.S. Army JAG Corps.</p>

FRIDAY, SEPTEMBER 27, 2019	
<p>8:00 AM – 9:00 AM</p>	<p>Wellness Meeting</p>
<p>8:00 AM – 5:00 PM</p>	<p>AC2019 Registration</p>

9:00 AM – 9:30 AM	Networking Breakfast		
9:30 AM – 10:45 AM	Opening Plenary: Latino Trailblazers Lessons from Latino Trailblazers on how they navigated being first in their respective roles and professions.		
10:00 AM – 4:00 PM	AC2019 Exhibitor Showcase		
11:00 AM – 12:15 PM	Workshop: “Rock Your Profile” Presented by LinkedIn		
11:00 AM – 12:15 PM	CLE’S		
The Successful Art of Lawyering – Panel #1	Litigation/Advocacy – Panel #1	Specialties – Panel #1	Young Lawyers/Law Student Career Development – Panel #1
<p>Latinx Lawyer Wellness: Leaders or Laggards? The legal profession is facing a significant paradigm shift in how law students, lawyers and judges are affected by the inherent stress and constant demands of clients, colleagues and our private and public employers. The mind, body and soul of each one of us may be unduly compromised if we are not mindful of our life-style choices and their consequences. Perhaps more importantly, what does the future hold for Latinx legal professionals and, to what extent might our cultural influences help or hinder a healthier blend of personal, family, employment and other societal obligations?</p> <p><u>MODERATOR</u> Raul Ayala, HNBA Attorney Wellness Committee Co-Chair, Federal Public Defenders Office, Los Angeles, CA</p> <p><u>PANELISTS</u> Debra Norwood, Attorney, Laughter Lawyer, Memphis TN</p> <p>Samer Kottiech, MD, Associate Clinical Professor, Mount Sinai Hospitals, New York, NY</p>	<p>Breaking Up Is So Hard to Do: Can the Antitrust Laws Be Used to Bust Up “Big Tech” Companies? In recent years, the American public and government have grown uneasy with the economic power and large databases of personal information that “Big Tech” companies such as Amazon, Facebook, and Google have amassed. Both Democratic and Republican lawmakers – including some running for President – have called on the Department of Justice and Federal Trade Commission to file lawsuits seeking to breakup these companies and/or restrict their business practices, including their use of the data they collect on customers and users. Some politicians have also proposed new laws that would make it easier for antitrust enforcers to bring and win these lawsuits. This panel will discuss the policy reasons supporting both sides of this debate. This panel will also discuss recent enforcement actions that U.S. and foreign antitrust enforcers have brought against “Big Tech” companies under the antitrust and consumer protection laws. Lastly, this panel will discuss what antitrust enforcers would need to prove if they ever sought to break up any “Big Tech” companies.</p>	<p>Artificial Intelligence and the Future of Law Artificial Intelligence (AI) enabled systems and technologies are rapidly transforming business practices across the globe, from logistics and education to finance, medicine, and warfare. AI capabilities are advancing exponentially, resulting in complex issues of liability, accountability, ethics, and workplace policy. This panel will explore these issues and how to best navigate the legal challenges in this ever-changing field.</p> <p><u>MODERATOR</u> Mauricio Paez, Partner, Jones Day, New York, NY</p> <p><u>PANELISTS</u> Natalie Pierce, Shareholder & Co-Chair Robotics, AI and Automation Practice Group, Littler, San Francisco, CA</p> <p>Commanding General Pat Huston, The Judge Advocate General's Legal Center and School, Army Judge Advocate General's Corps., Charlottesville, VA</p> <p>Pedro Pavon, Senior Counsel, Salesforce, Atlanta GA</p>	<p>Pathways to the Judiciary This panel gives attendees an idea of the different paths that current judicial officers have taken which ultimately led to a position on the bench. This could be through election, appointment, life terms, retentions vote terms, Federal, State, and local.</p> <p><u>MODERATOR</u> Hon. Javier E. Vargas, Family Court Judge, Family Court of the State of New York, Kings County, Brooklyn, NY</p> <p><u>PANELISTS</u> Hon. Jose Linares, Former U.S. Chief District Court Judge, District of New Jersey, Newark, NJ</p> <p>Hon. Analisa Torres, U.S. District Court Judge, Southern District of New York, New York, NY</p> <p>Hon. Ramon Reyes, U.S. Magistrate of Eastern District of New York, U.S. District Court, Eastern District, Brooklyn, NY</p> <p>Hon. Jesse G. Reyes, Appellate Justice, Illinois Appellate Court, First District, Fourth Division, Chicago, IL</p> <p>Hon. Catherine Torres-Stahl, Judge, 175th District Court, San Antonio, TX</p>

<p>Ramon Ortiz, Senior Attorney Counselor, New Jersey Lawyer Assistance Program, New Brunswick, New Jersey</p>	<p><u>MODERATOR</u> Juan Arteaga, Partner, Crowell Moring, New York, NY</p> <p><u>PANELISTS</u> Anant Raut, Senior Counsel to Ranking Member of Senate Judiciary Committee, U.S. Senate, Washington, DC</p> <p>Anna T. Pletcher, Partner, O'Melveny, San Francisco, CA</p> <p>Krishna Cerilli, Deputy Assistant Director of the Technology Task Force, Federal Trade Commission, Washington, DC</p>	<p>Sachin Kothari, Managing Director, Global Privacy and Compliance, AT&T Inc., Glenview IL</p> <p>Jonathan F. Harris, Acting Assistant Professor, NYU School of Law, New York, NY</p>	<p>Hon. Carmen Velasquez, NYS Supreme Court Justice, Queens County Supreme Court, Queens, NY</p>
<p>12:15 PM – 12:45 PM</p>	<p>Ohtli Award Ceremony & Luncheon</p>		
<p>12:45 PM – 2:00 PM</p>	<p>Afternoon Plenary: Changing the Latino Narrative - What is Our Community Elevator Speech/Pitch? Hear about the positive impact the Latino community has had on our country and what the future is going to look like (zone of influence, financial impact, etc.) and how we as lawyers can help shape it.</p> <p><u>PLENARY SPEAKER:</u> <i>Executive from U.S. Census Bureau</i></p> <p><u>MODERATOR</u> Estuardo Rodriguez, President & CEO, Friends of the American Latino Group, Raben Group, Washington, DC</p> <p><u>PANELISTS</u> Liliana Gil Valletta, Co-Founder/CEO, CulturIntel, New York, NY</p> <p>Raquel Tamez, CEO, Society of Hispanic Professional Engineers, Los Angeles, CA</p> <p>Steven Lucero, President/CEO, LatinGroup, Co-Founder/General Partner, Perpetual Partners, San Francisco, CA</p>		
<p>2:15 PM – 3:30 PM</p>	<p>Workshop: HNBA VIA/Prudential Su Dinero – Todo Queda en Familia – Future Proof Your Finances for a Lasting Impact Be a force for the future of your family by living a life of financial legacy now. This interactive session will help you map out a plan to future proof your finances. At a time when your career is progressing or reaching a peak, you may find yourself in the position of helping your children with college expenses or the financial challenges of young adulthood, and perhaps looking after the needs of your aging parents, all while trying to save for your own retirement. How do you balance it all? Learn how to assess your financial situation, set smart goals, manage debt, explore investment options, save for retirement and more. Determine if your financial house is in order and prioritize what's most important to you. Because in the end, family is everything.</p> <p><u>SPEAKER</u> Silvia Tergas, Financial Planner, Prudential Advisors, Washington, DC</p>		

<p>2:15 PM – 5:15 PM</p>	<p>Workshop: Interactive Negotiation Workshop and Six Golden Rules of Negotiation – OPEN TO ALL MEMBERS <i>[Same as Young Lawyers/Law Student Track]</i></p> <p>The workshop will focus on a transactional based negotiation and offer participants the opportunity to engage in a hands-on negotiation involving a “real life” transaction where a lawyer must balance both its client’s business needs and the customer’s need to feel valued and heard. Also, learn Kennedy’s Six Golden Rules of Negotiation.</p> <p><u>INSTRUCTOR</u> Prof. Joseph Kennedy Martha Brandis Professor of Law, University of North Carolina School of Law Chapel Hill, NC</p>		
<p>2:15 PM – 3:30 PM</p>	<p>CLE’S</p>		
<p>The Successful Art of Lawyering – Panel #2</p>	<p>Litigation/Advocacy – Panel #2</p>	<p>Specialties – Panel #2</p>	<p>Young Lawyers/Law Student Career Development – Panel #2 & 3</p>
<p><i>Hustle & Dough: How to Build a Business Pipeline, Create a Powerful Network, and Dominate Your Market</i> Developing business and creating a powerful network are the rocket fuel of a successful legal career. Lawyers who master these skills kick open doors to partnership, general counsel positions, government appointments, and even the CEO’s office. They are essential skills to being in control of your future. Join this panel of experts as they reveal the fundamental keys to supercharging your hustle and bringing the dough!</p> <p><u>MODERATOR</u> Luis Salazar, Founder, Salazar Law, Miami, FL</p> <p><u>PANELISTS</u> Katherine Amador, Equity Partner, Berger Singerman, Miami, FL</p> <p>Aida Rodriguez, Division Director, Beacon Hill Staffing, Coral Gables, FL</p> <p>Lindsay Holloman, HNBA VP of Membership, Counsel, Perkins Coie, Los Angeles, CA</p>	<p><i>Three’s Company? Navigating A Liability Insurer’s Duty to Defend, Settle, and Indemnify and Conflicts Arising in Tri-Partite Relationships</i> This panel is designed for in-house counsel at both corporate policyholders and insurance companies, as well as litigators (both plaintiff’s and insurance defense counsel), and insurance coverage practitioners (on both policyholder and insurer sides). The panelists will discuss the contours of insurers’ duties under general liability, directors and officers liability, and errors and omissions liability policies as well as conflicts of interest issues that arise while an insurer is defending its insured in bet-the-company litigation. The panelists will also focus on the duty of good faith in both claims handling and settlement considerations and how those issues often play out in practice.</p> <p><u>MODERATOR</u> Mariana Bravo, HNBA VP of External Affairs, Partner, Carr Maloney, Washington, DC</p> <p><u>PANELISTS</u></p>	<p><i>2019 - #MeToo in the Workplace and Beyond</i> It’s been 18 months since the Weinstein scandal appeared in the NY Times. This panel will the discuss what has transpired in the workplace since the #MeToo movement began. In particular the panel will discuss:</p> <ul style="list-style-type: none"> - best practices in conducting investigations of workplace claims; - sexual harassment training that works; - the interplay of sexual harassment claims with Employment Practices Liability Insurance; - confidentiality agreements and new local laws banning them; and - sexual harassment claims affecting the board room and inciting shareholder lawsuits. <p><u>MODERATOR</u> Jose Jara, Partner, Archer & Greiner, New York, NY</p> <p><u>PANELISTS</u></p>	<p><u>2:15-5:15 OPEN TO ALL MEMBERS</u> <i>Interactive Negotiation Workshop and Six Golden Rules of Negotiation</i> The workshop will focus on a transactional based negotiation and offer participants the opportunity to engage in a hands-on negotiation involving a “real life” transaction where a lawyer must balance both its client’s business needs and the customer’s need to feel valued and heard. Also, learn Kennedy’s Six Golden Rules of Negotiation.</p> <p><u>INSTRUCTOR</u> Prof. Joseph Kennedy Martha Brandis Professor of Law, University of North Carolina School of Law, Chapel Hill, NC</p>

	<p>Sulema Medrano, Partner, SmithAmundsen, Chicago, IL</p> <p>Sergio Oehninger, Partner, Hunton Andrews Kurth, Washington, DC</p> <p>Arlene Zalayet, Senior Vice President and General Attorney & Field Legal Operations Head, Liberty Mutual Group, Boston, MA</p> <p>Hon. Ariel Belen (Ret.), FCI Arb, Arbitrator and Mediator, JAMS, New York, NY</p>	<p>Jahaira Zagarell, Associate General Counsel, Transdev Services, Inc., Garden City, NY</p> <p>Jessenia Vazcones-Yagual, Claims Examiner, One Beacon Insurance Group, New York, NY</p> <p>Stephanie Robayo, Associate, Fragomen, Del Rey, Bernsen & Loewy, New York, NY</p> <p>Gloria M. Portela, Senior Counsel, Seyfarth Shaw, Houston, TX</p> <p>Michael W. Massiatte, Of Counsel, DLA Piper, Dallas, TX</p>	
2:00 PM – 5:00 PM	Diverse Recruiting Meet-and-Greet (By Invitation Only) – Sponsored by Facebook		
3:45 PM – 5:00 PM	CLE'S		
The Successful Art of Lawyering – Panel #3	Litigation/Advocacy – Panel #3	Specialties – Panel #3	Young Lawyers/Law Student Career Development – Panel #3
<p><i>Creating Your Brand: How to Brand Yourself Internally and Externally</i></p> <p>Creating and increasing one's personal brand internally in your place of employment and externally in the marketplace to create job and other opportunities, develop substantive skills, and increase your production, salary, visibility and marketability is an important soft skill all attorneys, whether in-house, in government or public interest, or working in a law firm should constantly be working and focusing on. Your personal brand is not a class or skill taught in Law School. But it should be. This panel will help teach you the basics around creating, building and expanding a personal brand. This group of panelists from diverse employment backgrounds will share examples of ways they have created a brand for themselves and how they have expanded that brand internally at their places of employment and externally in the</p>	<p><i>Global Trade Sanction Wars</i></p> <p>As global trade compliance and sanctions hit the front page of the press and political agendas, how are U.S. and non-U.S. companies working to respond to this quickly changing landscape? The Treasury Department's Office of Foreign Assets Control (OFAC) has recently outlined its high expectations for sanctions compliance programs and has signaled a more aggressive approach to sanctions enforcement. We will discuss U.S. Sanctions, Export Controls, the Committee on Foreign Investment in the United States (CFIUS), and suggestions for strengthening compliance.</p> <p><u>MODERATOR</u> Adrian Sierra, Principal, Sierra Forensic Group, Chicago, IL</p>	<p><i>Helping Our Community: Immigration Removal Cases in Immigration Court</i></p> <p>The CLE will discuss the basic skills in removal proceedings, the process for Immigration Bond & the process of a removal hearing. The non-Immigration lawyer will learn the most commonly seen cases in Immigration Court including voluntary departure, cancellation of removal, and asylum & withholding of removal. The non-Immigration lawyer will learn the basic & tools to be able to properly represent an immigrant before Immigration court pro bono and help those who do not have access or means for counsel.</p> <p><u>MODERATOR</u> Janell Avila, Principal, Solorio & Avila, Mission, KA</p> <p><u>PANELISTS</u></p>	<p><u>NEGOTIATION WORKSHOP CONTINUED-SEE ABOVE</u></p>

<p>marketplace. The panelists will also share tips for you to create, expand and improve your own personal brand.</p> <p><u>MODERATOR</u> Benjamin Sigel, HNBA Region I President, Director of Client and Community Relations – Special Counsel, Mintz, Boston, MA</p> <p><u>PANELISTS</u> Catherine Romero, HNBA General Counsel, Senior Managing Attorney, Microsoft, Mercer Island, WA</p> <p>Christina Guerola Sarchio, Partner, Dechert, Boston, MA</p> <p>Allen Lo, Vice President and Deputy General Counsel, Head of Intellectual Property, Facebook, San Francisco, CA</p> <p>Pedro Torres-Díaz, Principal, Jackson Lewis P.C., Miami, FL</p> <p>John G. Yslas, Partner, Seyfarth Shaw, Los Angeles, CA</p>	<p><u>PANELISTS</u> Elsa Manzanares, Partner, Stinson, Dallas, TX</p> <p>Roberto J. Gonzalez, Partner, Paul Weiss Law Firm, Washington DC</p> <p>Jorge Vera, Attorney, Pillsbury Winthrop, Washington, DC</p> <p>Eric Ubias, Attorney, Ubias Law, Washington, DC</p>	<p>Tamara Caban-Ramirez, Principal, Caban Ramirez, Edina, MN</p> <p>Hon. Javier Vargas, Family Court Judge, Kings County Family Court, Brooklyn NY</p> <p>Emil Delgado, Immigration Attorney, Emil Delgado Law Office, New York, NY</p> <p>Patricia Garcia Pantaleon, Attorney, Garcia Pantaleon & Associates, Astoria, NY</p> <p>Beth A. T. Krause, Supervising Attorney, Immigrant Youth Project, Legal Aid Society of New York, Brooklyn, NY</p>	
<p>5:00 PM – 6:30 PM</p>	<p>HNBA Puerto Rican Task Force Reception – Sponsored by Beacon Hill</p> <p><u>SPEAKER</u> Rubén Díaz, Jr., Bronx Borough President, New York, NY</p>		
<p>5:30 PM – 7:00 PM</p>	<p>HNBA President’s VIP Reception – Sponsored by JAMS (Offsite) By Invitation Only</p>		
<p>7:00 PM – 9:30 PM</p>	<p>HNBA/VIA National Awards Reception (Offsite at Carolines on Broadway) Speaker: Salene Hitchcock-Gear, President, Individual Life Insurance & Prudential Advisors, Prudential</p>		
<p>10:00 PM – 11:30 PM</p>	<p>LGBTQ Champagne Reception – Sponsored by Crowell & Moring Supported by Abercrombie & Fitch; AlvaradoSmith; Bricker & Eckler; Columbus Bar Association; Detcher; Holland & Knight; Honda North America; Jerry Ruiz; Lambda Legal; LGBT Bar Association & Foundation of Greater NY; Polsinelli; Severance Burko; Seyfarth Shaw; and Vorys Sater</p>		

SATURDAY, SEPTEMBER 28, 2019

8:00 AM – 9:00 AM	Wellness Meeting
8:00 AM – 4:00 PM	AC2019 Registration
8:30 AM – 9:30 AM	Corporate Counsel Division Cafecito Meeting – Sponsored by Day Pitney
9:00 AM – 9:30 AM	Networking Breakfast
9:30 AM – 10:45 AM	Latina Commission Plenary
9:30 AM – 9:35 AM	Welcome & Program Introduction
9:35 AM – 10:30 AM	<p>The Wise Latina Judge: Maintaining the Rule of Law in Troubling Times Whether due to a lack of diversity, who is appointing judges, or because of the judge's race and ethnicity, the impartiality and integrity of our courts is being called into question. The crisis of funding and diversity on the bench at the state and federal level has challenged the legitimacy of a court's ability to dole out justice for people of color and women. State courts hear 95% of all cases filed in this country and state high-courts make decisions that must be followed by over 23,000 lower court judges. Yet, nearly half of all states do not have a single justice who is Hispanic, Asian, or Native American. Although our nation's highest court has the first Latina and only woman of color on the bench, Latina judges in the federal judiciary are also few and far between. Of the 3,247 Article III judges currently on the bench, only 29 are Latinas. In these troubling times how are these judges working to maintain the rule of law, leverage their unique life experiences to bring integrity to the court, and foster a belief that our courts bring access and justice for all.</p> <p><u>MODERATOR</u> Aracely Muñoz, HNBA Latina Commission Chair, Director of the Lawyers Network, Center for Reproductive Rights, Washington, DC</p> <p><u>PANELISTS</u> Hon. Jenny Rivera, Associate Judge, New York Court of Appeals (State's Highest Court), New York, NY</p> <p>Hon. Cecilia Altonaga, US District Court Judge for the Southern District of Florida, Miami, FL</p> <p>Hon. Dora L. Irizarry, Chief Judge for the Eastern District of New York, New York, NY</p>
10:30 AM – 10:35 AM	<p>Presentation of the 2018 Primera Abogadas Award Sulema Medrano, HNBA Latina Commission Vice-Chair, Partner, Smith Amundsen, Chicago, IL</p>
10:35 AM – 10:45 AM	Remarks - 2019 Primera Abogadas Award Recipient
10:00 AM – 11:00 AM	Attorney Wellness Committee Meeting
10:00 AM – 2:00 PM	Immigration Pro Bono Clinic (Offsite) Clinic for I-90 residency card renewal applications; N400 naturalization applications; & general immigration consultations.
10:00 AM – 3:00 PM	AC2019 Exhibitor Showcase

11:00 AM – 12:00 PM	Young Lawyers & Law Students Speed Mentoring Program – Sponsored by MetLife		
11:00 AM – 12:15 PM	<p>Workshop: HNBA VIA/MassMutual Su Negocio <i>***CLE accredited (depends on jurisdiction)</i></p> <p>Do you own your own law firm? Whether you own a small law firm or are operating as a solo practitioner, long-term success requires effective financial management. This program will provide practical guidance to help you assess where your finances stand today and accurately project income and expenses in the future. 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 the loss of senior legal talent and leadership, loss of key clients, unfunded retirement, failure to protect assets in the event of unexpected life events, and an inability to effectively capitalize on the goodwill you have built up over the years. As you plan for your future, law firm succession planning is one of the biggest management challenges facing attorneys. Come learn the tricks of the trade to building a successful, and long-running firm as this panel evaluates different aspects of law firm management, identifying systems, processes, and policies that are critical to protect and position your firm for long-term success. This session will cover Financial Management and Succession Planning.</p> <p><u>MODERATOR</u> Brian Trzcinski, Director, Business Market Development, MassMutual, Hartford, CT</p> <p><u>PANELISTS</u> Freddy Saavedra, Owner, Saavedra Law Firm, Phoenix, AZ</p> <p>Greg Matalon, Partner, Capell, Barnett, Matalon, & Schoenfeld, New York, NY</p> <p>Bill Horan, Agency Director of Education & Training, Fortis Lux Financial, New York, NY</p>		
11:00 AM – 12:15 PM	CLE'S		
The Successful Art of Lawyering – Panel #4	Litigation/Advocacy – Panel #4	Specialties – Panel #4	Young Lawyers/Law Student Career Development – Panel #4
<p>Becoming a Culturally Competent Lawyer in a Global Society Presenting on tips to successfully navigate diverse clients and cultures for a thriving law practice in our global society. This panel will give an overview of how implicit bias works, practical solutions to ensure that you can respond professionally, respectfully and ethically to the needs of your clients and fellow attorneys. Additionally, this panel will focus on how to become a more effective advocate and colleague within a globally diverse environment. Participants may obtain NYC CLE credits for Diversity, Inclusion and Elimination of Bias required credits.</p>	<p>Data Privacy: Good Counseling and Good Advocacy Data privacy is a legal space in dizzying flux. The European Union's data privacy regulation (GDPR) is still being interpreted as it is applied in what is now its second year in existence, and has quickly spurred a global movement toward greater regulation and an expansion of the idea of personal data privacy rights. In turn, the GDPR has inspired other countries (like Brazil) and U.S. states (like California) to borrow from the law's framework. But this rapid set of changes leaves organizations with the task of trying to figure out how to measure risks, develop workable</p>	<p>Deal or No Deal? Ask Compliance Mergers and acquisitions are frequently used by global companies as a vehicle to expand and grow their business and services. However, when acquiring or merging with a company, you are not only acquiring the company but also any compliance issues it may have. This panel will discuss the importance of conducting due diligence for the acquiring company and the importance of being compliant before the sale for the acquired company. We will analyze the issues that can arise, the preventative steps that should be taken, and the efficient ways to integrate compliance post-acquisition. We will also</p>	<p>There Are No Motions for Reconsideration When it Comes to Your Reputation From your first interview handshake to your first appearance before a judge, successfully practicing law requires a careful navigation of the pitfalls in the legal profession. This frank and direct panel will remind young lawyers what they should be doing and highlight the themes through at times humorous war stories.</p> <p><u>MODERATOR</u> Victor Afanador, Member, Lite DePalma Greenberg, Newark, NJ</p> <p><u>PANELISTS</u></p>

<p><u>MODERATOR</u> Joseph Linares, HNBA Region III President, Associate, Walsh Pizzi O'Reilly Falanga, Newark, NJ</p> <p><u>PANELISTS</u> Dara Govan, Assistant United States Attorney, United States Attorney's Office District of New Jersey, Newark, NJ</p> <p>Miguel Pozo, Member, Cozen O'Connor, Minneapolis MN</p> <p>Mariel Mercado-Guevara, Staff Attorney, Northeast New Jersey Legal Services, Inc., Paterson, NJ</p> <p>Maritza Gomez, Partner, Kaufman Dolowich Voluck, Fort Lauderdale, FL</p> <p>Mick Konowal, Senior Attorney, Microsoft, Redmond, WA</p>	<p>compliance programs, and test how effective those programs are. This panel is intended to help you think through what it means to provide good counsel, and how to be a good advocate, in such a complex and dynamic space.</p> <p><u>MODERATOR</u> Christopher Hart, Counsel, Foley Hoag, Boston, MA</p> <p><u>PANELISTS</u> Victoria Beckman, Co-Chair, Privacy and Data Security Team, Frost Brown, Columbus, OH</p> <p>Sonia Zeledon, Regional Counsel of Ethics and Compliance Investigations, Nokia, Miami, FL</p> <p>Dana Post, Sr. Legal Editor, Thomson Reuters, Practical Law, New York, NY</p>	<p>analyze how these issues and benefits would play out in a technology driven deal and how cyber-security breaches and compliance have growingly become more important and impactful.</p> <p><u>MODERATOR</u> Richard Montes de Oca, Moderator, MDO Partners, Miami, FL</p> <p><u>PANELISTS</u> Orlando Flores, Ethics and Compliance Officer, Medtronics, Minneapolis, MN</p> <p>Mónica M. MacGregor, Managing Director, Berkeley Research Group, LLC, Washington, DC</p> <p>Arturo Banegas Masia, Partner Corporate Law, Akerman, New York, NY</p> <p>Dara Fernandez Perez, Global Head of Financial Crime, Bupa International Markets, London, United Kingdom</p>	<p>Hon. Esther Salas, District Judge, U.S. District Court for the District of New Jersey; United States District Court, Camden, NJ</p> <p>Rachel Honig, First Assistant United States Attorney for the District of New Jersey, United States District Attorney's Office for the District of New Jersey, Newark, NJ</p> <p>Zach Intrater, Executive Assistant to the United States Attorney for the District of New Jersey, United States District Attorney's Office for the District of New Jersey, Camden, NJ</p> <p>Mildred Segura, Partner, Reed Smith, Los Angeles, CA</p>
<p>12:15 PM – 12:45 PM</p>	<p>Networking Lunch Speaker: Don Liu, Executive Vice-president and Chief Legal & Risk Officer, Target</p>		
<p>12:45 PM – 2:00 PM</p>	<p>Afternoon Plenary: Fireside Chat with Spotify General Counsel Horacio Gutierrez and Starbucks General Counsel Rachel Gonzalez</p>		
<p>2:15 PM – 3:30 PM</p>	<p>Workshop: In-House Counsel Roundtable Discussion Regarding Increasing Diversity Among Outside Counsel (By Invitation: IN-HOUSE COUNSEL ONLY) This interactive and engaging workshop is an open discussion for in-house counsel to share their knowledge, experiences, and successful strategies for improving and increasing diversity amongst outside counsel. Join us for an honest and open conversation about best practices and a spirited discussion of "carrot" vs. "stick" approaches to increasing diversity.</p> <p><u>MODERATOR</u> Bryan Browning, HNBA VP of Programs, Sr. Legal Counsel, Lenovo, Chicago, IL</p>		
<p>2:15 PM – 3:30 PM</p>	<p>CLE'S</p>		
<p>The Successful Art of Lawyering – Panel #5</p>	<p>Litigation/Advocacy – Panel #5</p>	<p>Specialties – Panel #5</p>	<p>Young Lawyers/Law Students Career Development – Panel #5</p>

<p>Make the Law! Careers in State and Federal Public Policy Lawyers fulfill a crucial role in advocating for, drafting, implementing, or analyzing laws or policies at the federal and state level. Attorneys can work in positions such as legislative staffers, regulatory analysts, and program managers, as well as in non-legal positions involving communications. Panelists will discuss paths to these types of roles and the best way to utilize a professional network.</p> <p><u>MODERATOR</u> Juan Sempertegui, Assistant General Counsel and Vice President, Bank of America, Washington, DC</p> <p><u>PANELISTS</u> Liz Lopez, Senior Director, Social Impact Investing and External Affairs, YWCA, Washington, DC Miguel Martinez Jr., Director, Government, Regulatory Affairs, and Public Policy, PricewaterhouseCoopers, Washington, DC Hasan Ibrahim, Chief Legal Officer and Vice President, Prudential, Newark, NJ Jaime Areizaga Soto, Chief, Army National Guard Trial Defense Service, Richmond, VA</p>	<p>The Do's and Don'ts of Effective Oral Advocacy Oral advocacy is one of the most important tools in a lawyer's belt. This panel will use personal stories and examples to help suggest what lawyers tasked with oral advocacy should and should not do to be most effective, whether a hearing before a judge or a presentation to a client or boss. How should you prepare for the presentation? What should you do during the presentation? What if the presentation is clearly not going your way? And how should you counsel clients leading up to and after such presentations? These questions and more will be answered by attorneys with significant oral advocacy experiences, both good and not so good!</p> <p><u>MODERATOR</u> Ricardo Bonilla, Associate, Fish & Richardson, Dallas, TX</p> <p><u>PANELISTS</u> Jean Vidal, Attorney, Ferraiuoli, San Juan, PR Frank Porcelli, Co-Chair of Appellate Practice Division and Senior Principal, Fish & Richardson, Boston, MA Marco Molina, Partner at BakerHostetler, New York, NY</p>	<p>Let's Talk About Sex: LGBT Employment Discrimination at the Supreme Court Scores of federal courts have found that sexual orientation discrimination and gender identity discrimination are forms of sex discrimination prohibited by the federal Civil Rights Act of 1964. Now, the U.S. Supreme Court has decided to hear three cases involving these questions in the October 2019 term. The Supreme Court's review of these cases will have a profound impact on the rights of LGBTQ people in employment and other contexts across the country, as well as large implications regarding the meaning of sex discrimination in employment. In this session, attendees will learn about these momentous cases and the jurisprudence regarding SO/GI discrimination as forms of sex discrimination from practitioners deeply immersed in these issues.</p> <p><u>MODERATOR</u> Omar Gonzalez-Pagan, Senior Attorney, Lambda Legal Defense and Education Fund, Inc., New York, NY</p> <p><u>PANELISTS</u> Laura Maechtlen, Partner/National Chair, Labor & Employment Department, Seyfarth Shaw, San Francisco, CA Robin H. Gise, Mediator & Arbitrator, JAMS, New York, NY Dean David Lopez, Co-Dean & Professor of Law, Rutgers Law School, Newark, NJ</p>	<p>We Need to Chat: Essential Feedback from In-House Counsel A panel of Poder 25 GC Ready and Nexters discuss everything outside counsel needs in order to be successful, earn trust and build a relationship.</p> <p><u>MODERATOR</u> Javier Flores, Partner, Manion Gaynor & Manning</p> <p><u>PANELISTS</u> Paul Garcia, Associate General Counsel - IP & Litigation, Frontier Communications, Norwalk, CT Lucy Lopez, Deputy General Counsel, McKinsey & Company, New York, NY Willie Hernandez; VP and Deputy General Counsel, Hewlett Packard Enterprise, Palo Alto, CA Gelvina Stevenson, Associate General Counsel, Office of General Counsel Roberts Center for Pediatric Research, Philadelphia, PA</p>
3:30 PM – 5:00 PM	HNBA Corporate Counsel Division and Compliance & Ethics Section Reception – Sponsored by Wilson Elser and Zeichner Ellman & Krause; Supported by Akerman		
3:30 PM – 5:00 PM	HNBA Judicial Division Reception – By Invitation Only		
3:45 PM – 4:45 PM	LGBT Division Meeting		
3:45 PM – 4:45 PM	HNBA Law Student Division Meeting		

3:45 PM – 4:45 PM	HNBA Young Lawyers Division Meeting
3:45 PM – 4:45 PM	HNBA Health & Life Sciences Law Section Meeting
6:00 PM – 7:00 PM	HNBA Gala Reception Speaker: Hon. Adriano Espaillat, U.S. House of Representatives
7:00 PM – 11:00 PM	HNBA Gala Dinner & Celebration Speaker: Hon. Nydia Velázquez, U.S. House of Representatives