



WEDNESDAY, MARCH 18, 2020	
<p>8:30 AM – 5:00 PM</p> <p>Offsite - Snell & Wilmer LLP 400 E Van Buren St, Phoenix, AZ 85004</p>	<p>PODER25: GC-Nexter (By Invitation Only) – Sponsored and Hosted by Snell & Wilmer</p> <p>Organized by the <i>PODER25</i> Leadership Team: Anna María Tejada, Vice President of Programs Jessica Mendez, Deputy Vice President of Programs Carla Martin, HNBA Director of Programs Aida Rodriguez, HNBA VIA Fund, Independent Director Anne Marie Segal, <i>PODER25</i> Conference & Workshop Facilitator</p> <p><i>PODER25</i> is the Fortune 500 General Counsel talent pipeline initiative of the Hispanic National Bar Association and HNBA Via Fund. The goal of <i>PODER25</i> is to promote diversity among the top ranks by increasing the number of Latinx general counsel at Fortune 500 companies to 20 by 2025. <i>PODER25</i> is the first GC pipeline that specifically targets Latinx in-house counsel to provide the support they need to rise through the ranks.</p> <p>The <i>PODER25</i> program provides substantive skills training and access to a powerful network. We bring together Fortune 500 GCs and other executives to share their experience with our program participants, mentor them, and elevate them to the next level. The classes meet for in-person workshops, participate in webinars, and engage in networking opportunities throughout the year. Each component of the program is designed to develop the critical competencies required to be an effective general counsel and the strategic mindset required to elevate your career.</p> <p>The GC Ready class is a track of accomplished participants currently at the level of, or a level equivalent to, the Deputy General Counsel of a Fortune 500 Company, with a large law department and \$3B-\$5B in annual revenue. The GC Ready class is qualified to serve as general counsel. The <i>PODER25</i> program is designed to make that happen.</p>
THURSDAY, MARCH 19, 2020	
<p>8:00 AM – 5:00 PM</p> <p>Offsite - Snell & Wilmer LLP 400 E Van Buren St,</p>	<p>PODER25: GC Ready (By Invitation Only) – Sponsored and Hosted by Snell & Wilmer</p> <p>Organized by the <i>PODER25</i> Leadership Team: Anna María Tejada, Vice President of Programs Jessica Mendez, Deputy Vice President of Programs</p>

<p>Phoenix, AZ 85004</p>	<p>Carla Martin, HNBA Director of Programs Aida Rodriguez, HNBA VIA Fund, Independent Director Anne Marie Segal, <i>PODER25</i> Conference & Workshop Facilitator</p> <p><i>PODER25</i> is the Fortune 500 General Counsel talent pipeline initiative of the Hispanic National Bar Association and HNBA Via Fund. The goal of <i>PODER25</i> is to promote diversity among the top ranks by increasing the number of Latinx general counsel at Fortune 500 companies to 20 by 2025. <i>PODER25</i> is the first GC pipeline that specifically targets Latinx in-house counsel to provide the support they need to rise through the ranks.</p> <p>The <i>PODER25</i> program provides substantive skills training and access to a powerful network. We bring together Fortune 500 GCs and other executives to share their experience with our program participants, mentor them, and elevate them to the next level. The classes meet for in-person workshops, participate in webinars, and engage in networking opportunities throughout the year. Each component of the program is designed to develop the critical competencies required to be an effective general counsel and the strategic mindset required to elevate your career.</p> <p>The GC Next class is the next-generation, accomplished participants who will be ready to advance to a general counsel role within the next 5 to 10 years with the appropriate support. Generally speaking, a GC Next participant is two to three levels down from their general counsel, serving as an Assistant, Associate, or Director-Level General Counsel at a Fortune or Global 500 company (or large subsidiary, region, or business unit), or in an equivalent role, with five or more full-time attorney direct reports. Through participation in the <i>PODER25</i> program and other networking and career-building activities, the GC Next class will be positioned to advance to the GC Ready class and ultimately a GC role.</p> <p>Becoming General Counsel of a Fortune 500 company requires specific experience, skills, access, and exposure. <i>PODER25</i> aims to provide everything necessary through substantive programming, leadership training, coaching, networking events, and mentorship to elevate Latinx in-house counsel to the general counsel ranks.</p>
<p>8:30 AM – 1:00 PM</p> <p>Offsite - Littler Mendelson P.C., 2425 E. Camelback Rd #900, Phoenix, AZ</p>	<p>Latina Executive Leadership Program (By Invitation Only) – Sponsored by Littler; Supported by Walmart</p> <p>The Latina Executive Leadership Program is a new and exciting initiative of the HNBA's Commission on Latinas in the Profession. This two-part high-level leadership program is geared towards Latina lawyers who have been in the profession for more than 10 years and are high potential. The curriculum for this program focuses on executive legal management, soft skills leadership training and executive coaching. The executive programming will provide training on a variety of tactics to take their careers to the next professional level and improve their team leadership skills by leveraging: data, analytics, tech, knowledge systems, project management, process efficiency, improved pricing, procurement, and/or budget strategies, right-sourcing, staffing alternatives, and more.</p>
<p>12:00 PM – 5:00 PM</p> <p>Salon G</p>	<p>Latina Commission Retreat (For Appointed and Lifetime Commissioners Only) – Sponsored by DLA Piper</p> <p>The Latina Commission Retreat is a private meeting for appointed and lifetime members of the HNBA Latina Commission. The Retreat will include high-level leadership training and executive coaching presented by outside expert consultants for the Commissioners. The Commissions will explore the current status of Latinas in the legal profession, the strategy towards progression and development of the Latina Commission's regional programming.</p>

<p>12:00 PM – 5:00 PM</p> <p>FLW Prefunction</p>	<p>2020 Corporate Counsel Conference & Moot Court Competition Registration</p>
<p>6:00 PM – 9:00 PM</p> <p>Gold Room & Patio</p>	<p>HNBA Corporate Counsel Conference Welcome Reception</p> <p><u>WELCOME REMARKS</u> Kate Gallego, Mayor, City of Phoenix, AZ</p> <p><u>REMARKS</u> Doug Ducey, Governor, State of Arizona, Phoenix, AZ</p>
<p>9:30 PM – 12:00 AM</p> <p>Aztec</p>	<p>HNBA Young Lawyers & Law Students Divisions Reception – Sponsored by U.S. Army JAG Corps</p> <p><u>WELCOME REMARKS</u> Brigadier General Patrick Huston, Assistant Judge Advocate General, The Pentagon, Washington, DC</p> <p><u>REMARKS</u> Cristal Reyes Lambert, Legal Counsel, Bed Bath & Beyond, Inc., HNBA Young Lawyers Division Chair, Union City, NJ</p> <p>Jennifer Covarrubias, Southwestern Law School, HNBA Law Students Division Chair, Los Angeles, CA</p>
<p>FRIDAY, MARCH 20, 2020</p>	
<p>8:00 AM – 9:00 AM</p> <p>Papago</p>	<p>Friends of Bill W. Meeting</p>
<p>8:00 AM – 5:00 PM</p> <p>FLW Prefunction</p>	<p>2020 Corporate Counsel Conference & Moot Court Competition Registration</p>
<p>9:00 AM – 11:00 AM</p> <p>Offsite - South Mountain Community College Guadalupe Center, 9233 S Avenida del Yaqui, Guadalupe, AZ 85283</p>	<p>Latina Commission Pearls of Wisdom Program Series – Sponsored by Walmart; Supported by Faegre Drinker</p> <p>The Latina Commission's signature pipeline program features prominent Latina lawyers as panelists to engage in conversation with approximately 40 Latina high school students to emphasize the importance of higher education and provide guidance on potential careers in law.</p>

<p>9:00 AM – 9:30 AM</p> <p>Salon A-E</p>	<p>Plenary Breakfast</p>		
<p>9:30 AM – 10:45 AM</p> <p>Salon A-E</p>	<p>OPENING PLENARY: Defense of Diversity</p> <p>Diversity and inclusion (D&I) includes a company’s mission, strategies, and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage. Companies have become increasingly focused on improving D&I as a means of attracting top talent and improving overall performance. Our panelists will share their knowledge, experiences, and successful strategies for improving and increasing D&I, both within their legal department and through retention of outside counsel.</p> <p><u>MODERATOR</u> TBD</p> <p><u>PANELISTS</u> Nona M. Lee, Executive Vice President & Chief Legal Officer, Arizona Diamondbacks, Phoenix, AZ</p> <p>Estuardo R. Sierra, Managing Counsel – Downstream, Exxon Mobil Corporation, Houston, TX</p> <p>Hossein Nowbar, Corporate Vice President and Deputy General Counsel, Microsoft, Seattle, WA</p> <p>Alan Cardenas, Lead Counsel - Central Functions; Lead Lawyer - Global Business Services, Siemens, New York City Area, NY</p> <p>Don Chavez, Sector Vice President, Associate General Counsel, and Sector Counsel, Northrop Grumman Defense Systems, Herndon, VA</p>		
<p>10:00 AM – 4:00 PM</p> <p>FLW Prefunction</p>	<p>Exhibitor Showcase</p>		
<p>11:00 AM – 12:15 PM</p>	<p>CLE’S</p>		
<p>Corporate Counsel Track – Panel #1 Salon G</p>	<p>Litigation/Advocacy Track – Panel #1 Salon H</p>	<p>Attorney Wellness Track – Panel #1 Salon I</p>	<p>Solo Track – Panel #1 Salon J</p>
<p><i>Handling Workplace Bullying and Practical Tips to Preparing for a Threat of Violence</i> Most Americans report that they spend more time at work than at home. With incidents of workplace violence on the rise, 1 out of 7 Americans reports they do not feel safe at work. Indeed, 60% of all active shooter incidents occur at a business and 44% occur in a private, non-public business environment.</p>	<p><i>Hot-Button Issues and Trends in State and Local Government Enforcement</i> State and local governments are increasingly investigating and responding to issues that were previously enforced and litigated on a national level, such as the opioid crisis, climate change, e-vapor products, DACA, and privacy and cybersecurity. This panel will provide insight</p>	<p><i>Ethics HQ Trivia for In-House Counsel</i> Put your ethics knowledge to the test in this fast-paced event where our presenters lead an interactive, web-based trivia contest where audience members must beat the clock to score big. A variety of ethics topics and rules are covered in scenario-based questions on real-world issues that in-house attorneys have confronted.</p>	<p><i>America: Immigration in the 21st Century</i> Immigration plays an outsized role in most of our lives. As immigrants or children of immigrants, a sensible immigration policy has tangible consequences on our businesses, industries, and family life. Fortunately, we can look back at our shared national history to see what worked and how our economy, culture and industries benefited. The IRCA of 1986 (Reagan Amnesty)</p>

<p>Workplace homicides account for 10% of all fatal occupational injuries and 77% of workplace homicides involve a firearm. Although the Occupational Safety and Health Act charges employers with a legal duty to provide a safe workplace, many companies do not have an effective program in place for handling workplace violence and preparing for an active shooter or threat of violence. The panel will discuss an employer's legal duties and practical steps for the prevention of and response to workplace violence incidents and how legal departments are/should be addressing these issues.</p> <p><u>MODERATOR</u> Kimberly Lopez Narbona, Partner, Akerman, Orlando, FL</p> <p><u>PANELISTS</u> Hon. Ariel E. Belen (Ret.), FCI Arb, JAMS, Mediator and Arbitrator, New York, NY</p> <p>Lillian Moon, Partner, Akerman, Orlando, FL</p> <p>Pedro Jaime Torres-Díaz, Principal, Jackson Lewis, HNBA Past President, San Juan, PR and Miami, FL</p> <p>Maritza Gomez, Partner, Kaufman Dolowich Voluck, Fort Lauderdale, FL</p>	<p>into the trends, best practices and pitfalls facing companies in the current regulatory climate.</p> <p><u>MODERATOR</u> Agustin E. Rodriguez, Counsel, Troutman Sanders, Richmond, VA</p> <p><u>PANELISTS</u> Stephen C. Piepgrass, Partner, Troutman Sanders, Richmond, VA</p> <p>Tania Maestas, Chief Deputy Attorney General, Office of the New Mexico Attorney General, Santa Fe, NM</p> <p>Javier Rodriguez, Chief Legal Officer, Indivior, Richmond, VA</p> <p>Romeo S. Quinto, Partner, Morgan, Lewis & Bockius, Chicago, IL</p>	<p><u>MODERATOR</u> Christina Guerola Sarchio, Partner, Dechert, Washington, DC</p> <p><u>PANELISTS</u> Norma Garcia, Vice President - Assistant General Counsel, Rent-a-Center, Inc., HNBA Latina Leadership Academy Committee Co-Chair, Dallas, TX</p> <p>Grissel Seijo, Counsel, Employment and Diversity and Inclusion Officer, Restaurant Brands International, HNBA Latina Leadership Academy Committee Co-Chair, Miami, FL</p> <p>Miguel Alexander Pozo, Member, Cozen O'Connor, HNBA Past President, Newark, NJ and Minneapolis, MN</p>	<p>has a multitude of benefits to numerous industries as well as generations of immigrants. Current proposed changes may well be the best decision for America (merit-based), but we should also be cognizant of the numerous benefits of past immigration laws.</p> <p><u>MODERATOR</u> Cesar Estela, Attorney, Law Offices of Cesar Martin Estela, Newark, NJ</p> <p><u>PANELISTS</u> Paulina Vera, Professorial Lecturer in Law, The George Washington University Law School, HNBA Immigrant Legal Defense Task Force Co-Chair, Washington, DC</p> <p>Christine M. Hernández, Shareholder, Hernández & Associates, HNBA Immigration Law Section Co-Chair, Denver, CO</p> <p>Janell N. Avila, Partner, Solorio & Avila Law Firm, Mission, KS</p>
<p>12:15 PM – 12:45 PM</p> <p>Salon A-E</p>	<p>Plenary Lunch</p> <p><u>KEYNOTE SPEAKER</u> Adrian Fontes, Recorder, Maricopa County Recorder's Office, Phoenix, AZ</p>		
<p>12:45 PM – 2:00 PM</p> <p>Salon A-E</p>	<p>AFTERNOON PLENARY: 2020s: The Decade Where Emerging Technology Changes Everything</p> <p>This panel will be a dynamic discussion of emerging technologies and related legal issues — including Artificial Intelligence (AI), big data, privacy, deepfakes and cybersecurity. Corporate counsel, law firm partners and government lawyers will provide deep insights into the latest trends in technology and the law. They will offer practical tips to prepare you for the future, including a plan for corporate clients to adopt AI and robotics responsibly.</p> <p><u>MODERATOR</u></p>		

		Brigadier General Patrick Huston, Assistant Judge Advocate General, The Pentagon, Washington, DC	
		<p><u>PANELISTS</u> Natalie Pierce, Shareholder, Littler, Co-Chair - Robotics, AI and Automation Practice Group, San Francisco, CA</p> <p>Thomas Tollison, Senior Counsel, Early Warning®/Zelle, Scottsdale, AZ</p> <p>Pedro Pavon, Director, Senior Corporate Counsel, Salesforce, Atlanta, GA</p>	
2:00 PM – 3:00 PM	McArthur 4	<p>HNBA Speed Networking and Corporate Connections Program The Speed Networking and Corporate Connections Program is one of the HNBA's signature professional and business development initiatives designed to promote meaningful business relationships between America's leading corporate law departments and HNBA's outside counsel members. In-house counsel with authority to hire or recommend legal counsel select up to four outside counsel applicants for one-on-one pitch sessions.</p>	
2:00 PM – 5:00 PM	Apple Diverse Recruiting Mixer (By Invitation Only)		
2:15 PM – 3:30 PM	McArthur 2	<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 peaking, you may find yourself 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>	
2:15 PM – 3:30 PM	CLE'S		
Corporate Counsel Track – Panel #2 Salon G		Litigation/Advocacy Track – Panel #2 Salon H	
Attorney Wellness Track – Panel #2 Salon I		Solo Track – Panel #2 Salon J	
<p><i>Policing the Digital Frontier: Emerging Trends and Cross Border Regulation of Online Commerce</i> The emergence of new technologies at the end of the 20th century allowed companies to serve customers across borders in ways that posed challenges to traditional notions of jurisdiction. This ambiguous legal environment created a space for companies to experiment with new and disruptive business models. In recent years, however, we have seen an</p>		<p><i>Hot Topics in #MeToo Movement and Simplifying the Patchwork of Pay Equity</i> This panel will discuss hot topics in the #MeToo movement and simplifying the patchwork of pay structure. The panel will review how to proactively create a culture that maximizes respect, understanding, core values and transparency, how to best conduct investigations, whether and how to implement arbitration agreements, publicity issues and trends and practical</p>	
<p><i>Mindfulness: Practical Strategies for the Busy Attorney</i> This panel will discuss mindfulness and self-care for attorneys and law students. The panel will cover basic skills, as well as underlying theory, and include engagement exercises.</p> <p><u>MODERATOR</u> Charles Calleros, Professor, Sandra Day O'Connor College of Law at Arizona State</p>		<p><i>Legal Operations in the New Normal: Working with Outside Counsel to Develop Innovative Technology, Control Legal Spend and Increase Efficiency</i> Dramatic and rapid changes in the legal world are causing law firms and their clients to enter new and potentially uncharted frontiers, one of which is legal operations. This panel will discuss the benefits and best practices involved in developing innovative technology, increasing</p>	

<p>acceleration of extraterritorial legislation aimed at regulating online transactions, behaviors, and even content of the Internet itself. Examples of the legislation include cross-border VAT regulations and efforts in Europe to extend consumer protection, privacy, and product compliance regulation to anyone transacting with their citizens. We have also seen novel enforcement tactics from arresting officers of local affiliates for conduct of their foreign parents to outright blocking access to foreign websites. A panel of representatives from leading tech companies, as well as subject matter experts in related practice areas, will discuss these trends, how to navigate them, and assess what they mean for the future of cross-border online commerce.</p> <p><u>MODERATOR</u> Antonio Martinez, Senior Corporate Counsel for Global Programs, Amazon, Seattle, WA</p> <p><u>PANELISTS</u> Dave Green, Assistant General Counsel, Open Innovation Counseling, Microsoft, Seattle, WA</p> <p>Eva M. Spahn, Shareholder, Greenberg, Traurig, Miami, Florida</p> <p>James Wall, Principal, International Tax Services Practice Leader, CohnReznick, New York, New York</p> <p>Delma Locke, Associate General Counsel New Mobility, Uber, San Francisco, CA</p>	<p>issues involving confidentiality agreements. The panel will also review the landscape of pay equity. Between well-established federal legislation, the ever expanding state and local pay equity regimes, shareholder proposals and private litigation, keeping up with all the requirements is harder than ever before. This session will cover the key considerations in the pay equity space and discuss tips and best practices for structure and analyzing your organization's compensation, including key differences in which employees may be compared under various pay equity laws, going beyond the initial results and how to investigate preliminary outliers and considerations for how to implement remediation.</p> <p><u>MODERATOR</u> John G. Yslas, Partner, Seyfarth Shaw, Los Angeles, CA</p> <p><u>PANELISTS</u> Annette Tyman, Partner, Seyfarth Shaw, Chicago, IL</p> <p>Hon. Carlos R. Moreno (Ret.), JAMS Mediator and Arbitrator, Los Angeles, CA</p> <p>Melissa C. Rodriguez, Partner, Morgan, Lewis & Bockius, New York, NY</p> <p>Tommy Shi, Director of Diversity & Inclusion, Day Pitney, Parsippany, NJ</p>	<p>University, HNBA Mentoring and Pipeline Committee Co-Chair, Phoenix, AZ</p> <p><u>PANELISTS</u> Tiara Cash, Program Manager, University Engagement at Center: Mindfulness, Compassion and Resilience, Arizona State University, Phoenix, AZ</p> <p>Charles Price, Partner, Dickinson Wright, Phoenix, AZ</p> <p>Chelsea Sage Gaberdiel, Associate General Counsel, Arizona State University, Phoenix, AZ</p>	<p>efficiency and different ways to control your legal spend.</p> <p><u>MODERATOR</u> Abran Vigil, Partner, Ballard Spahr, Las Vegas, NV</p> <p><u>PANELISTS</u> Melissa Prince, Chief Client Value and Innovation Officer, Ballard Spahr, Philadelphia, PA</p> <p>Thomas Tollison, Senior Counsel, Early Warning®/Zelle, Scottsdale, AZ</p> <p>Mario B. Rego, Of Counsel, DLA Piper, Houston, TX</p> <p>Grissel Seijo, Counsel, Employment and Diversity and Inclusion Officer, Restaurant Brands International, HNBA Latina Leadership Academy Committee Co-Chair, Miami, FL</p> <p>Sonia A. Zeledon, Associate General Counsel for Ethics, Compliance and Data Governance, HNBA Latina Commission Vice Chair, The Hershey Company, Miami, FL</p>
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3:00 PM – 4:00 PM
McArthur 5

HNBA Speed Networking and Corporate Connections Reception (Open to Participants ONLY)

3:45 PM – 5:00 PM	CLE'S		
Corporate Counsel Track – Panel #3 Salon G	Litigation/Advocacy Track – Panel #3 Salon H	Attorney Wellness Track – Panel #3 Salon I	Solo Track – Panel #3 Salon J
<p>FCPA Trends: Perspectives from the Regulatory and Compliance Bar Joining the perspectives of compliance, finance, and in-house counsel professionals, this panel will discuss the evolving trends in FCPA enforcement, focusing on the strategies your company can follow to stay protected. Panelists will explain how to put DOJ guidance into practice with your company's compliance programs.</p> <p><u>MODERATOR</u> Adelaida Vasquez Mihu, FCPA Compliance Shareholder, Greenberg Traurig, Houston, TX</p> <p><u>PANELISTS</u> Jane Shvets, Partner, Debevoise & Plimpton, New York, NY</p> <p>Eduardo A. Santiago-Acevedo, Vice President and Senior Regulatory Counsel, Prudential Financial, Inc., Newark, NJ</p> <p>Monica MacGregor, Senior Global Risk Management, Compliance & Investigations Expert, Managing Director, Berkeley Research Group, Washington, DC</p> <p>Sandra Gonzalez, FCPA Compliance Shareholder, Greenberg Traurig, Austin, TX</p>	<p>Keeping Secrets: Best Practices for Maintaining Privilege and Confidentiality When Working with Consultants and Experts This panel will offer best practices for working effectively with experts to maintain applicable privilege or confidentiality while preventing inadvertent waivers or disclosures. Panelists will address how to hire a consulting expert under direction of counsel, subject to work-product protections, and discuss rules for working with testifying experts in litigation and potential discoverability of their files—and how they differ from consulting experts. Practical advice will be provided for in-house counsel when working with experts, especially related to conducting internal investigations or government enforcement actions. The panel will conclude by relating those topics to working with government agencies and how to protect confidential information in submissions to the government considering new Supreme Court precedent.</p> <p><u>MODERATOR</u> Marshall Morales, Associate Attorney, Sidley Austin, Washington, DC</p> <p><u>PANELISTS</u> Nikki Adame Winningham, Environmental Corporate Counsel, Pfizer, New York, NY</p> <p>Jessica Gonzalez, Senior Counsel, BP America, Chicago, IL</p> <p>Yesenia Villasenor, Associate General Counsel EHS, Tesla, Fremont, CA</p>	<p>Developing Executive Presence As lawyers progress in their careers, they will have increased interactions with C-level executives and client boards of directors. Lawyers must have executive presence when presenting recommendations to such an audience. This panel will discuss executive presence concepts and how to develop your own style.</p> <p><u>MODERATOR</u> George Chen, Partner, Bryan Cave Leighton Paisner, Phoenix, AZ</p> <p><u>PANELISTS</u> Mari Valenzuela, Director, Assistant General Counsel, Microchip Technology, Inc., Chandler, AZ</p> <p>Margot M. Jackson-Bermudez, Director, Major, Lindsey & Africa, Orange County, CA</p> <p>JoAnn Chavez, Senior Vice President and Chief Legal Officer, DTE Energy, Detroit, MI</p> <p>Katherine Amador, Partner, Berger Singerman, Miami, FL</p>	<p>Taking the Big Jump Into Solo Practice - Hanging Your Own Shingle This panel will focus on the major issues encountered when taking the big leap into solo practice: where will you practice, virtual office/brick and mortar or shared space, setting up a personal professional marketing plan to attract clients, time-saving best practice tips from established practitioners. and networking advice. This panel will also address appropriate insurance types for various practices.</p> <p><u>MODERATOR</u> Maritza Rodriguez, Owner, Rodriguez Law Firm, Newark, NJ</p> <p><u>PANELISTS</u> Andrés Acebo, Partner, DeCotiis, Fitzpatrick, Cole & Gibling, Paramus, NJ</p> <p>Maria Hall, Attorney Development Director, Los Angeles Incubator Consortium (LAIC), Los Angeles, CA</p> <p>Daniel Hernandez, Principal and Managing Attorney, Next Level Law, Chicago, IL</p> <p>Sean A. Andrade, Partner, Andrade Gonzalez, Los Angeles, CA</p>

	Lis Castillo Nelis, Ph.D., Managing Consultant, Ramboll, Certified Ecologist, Ecological Society of America, Seattle, WA		
5:00 PM – 6:30 PM Mystery Room	HNBA Judicial Council Reception (By Invitation Only)		
7:00 PM – 9:30 PM Offsite - Heard Museum 2301 N Central Ave, Phoenix, AZ 85004	HNBA Top Lawyers Under 40 Awards Reception <u>REMARKS</u> Patricia Lee "Trish" Refo, Partner, Snell & Wilmer, American Bar Association President-Elect, Phoenix, AZ		
10:00 PM – 12:00 AM Grand Ballroom	HNBA LGBTQ Division Soirée – Sponsored by Archer & Greiner, Holland & Knight and Polsinelli <u>REMARKS</u> Gabe Zorogastua, Shareholder, Polsinelli, HNBA LGBTQ Division Chair, Kansas City, MO		
SATURDAY, MARCH 21, 2020			
8:00 AM – 9:30 AM McArthur 5	HNBA Corporate Counsel Division Cafecito Hour - Sponsored by Day Pitney		
8:00 AM – 9:00 AM Papago	Friends of Bill W. Meeting		
8:00 AM – 4:00 PM FLW Prefunction	2020 Corporate Counsel Conference & Moot Court Competition Registration		
8:30 AM – 9:00 AM Salon A-E	Plenary Breakfast <u>KEYNOTE SPEAKER</u> Monica Villalobos, President & CEO at Arizona Hispanic Chamber of Commerce		
9:00 AM – 10:45 AM Salon A-E	Latina Commission Plenary: The State of the Latin@ Vote: Battleground to the Polls This panel will focus on the ways Latino voting rights have been diluted through inadequate federal protections and disenfranchisement, including discriminatory redistricting and manipulations of Census data. This panel is composed of the leading national experts who will discuss current voting rights issues and their recommendations on how HNBA members can help protect Latino voting rights at the state and national level.		

		<p><u>MODERATOR</u> Katherine Culliton-Gonzalez, Director, Office of Civil Rights Evaluation (OCRE) at U.S. Commission on Civil Rights, HNBA Civil Rights Law Section Chair, Washington, DC</p> <p><u>PANELISTS</u> Lydia Camarillo, Vice President, Southwest Voter Registration Education Project, San Antonio, TX</p> <p>Myrna Perez, Director, Voting Rights and Elections Program, Brennan Center for Justice, Brooklyn, NY</p> <p>Alex Gomez, Executive Director, Living United for Change in Arizona, Phoenix, AZ</p> <p>Jorge Vazquez, Associate Counsel, LatinoJustice PRLDEF, New York, NY</p>	
<p>10:00 AM – 3:00 PM</p> <p>FLW Prefunction</p>		<p>Exhibitor Showcase</p>	
<p>11:00 AM – 12:15 PM</p>		<p>CLE'S</p>	
<p>Corporate Counsel Track – Panel #4 Salon G</p>	<p>Litigation/Advocacy Track – Panel #4 Salon H</p>	<p>Attorney Wellness Track – Panel #4 Salon I</p>	<p>Solo Track – Panel #4 Salon J</p>
<p><i>Privacy - A Fundamental Human Right or Roadblock to Progress?</i> With the emergence and prevalence of new technologies requiring vast amounts of data, important legal, regulatory and ethical issues arise regarding data privacy and the protection. There is a constant pull between protecting privacy, promoting innovation and striking a balance that allows for co-existence. Join this panel as they examine the latest legal, regulatory and ethical issues raised by the need to protect consumer/patient data and the desire for innovation, including the controversial topic of data privacy as a fundamental right.</p> <p><u>MODERATOR</u> Julia A. Lopez, Partner, Reed Smith, HNBA Region III President, Princeton, NJ</p> <p><u>PANELISTS</u></p>	<p><i>From Anuel to Zion: Latin Artists and Their Music</i> Touted as the fastest growing music market in the world, Latin music has exploded in recent years and has gained more popularity than country music and EDM in the United States. Legal issues facing the music industry are likewise growing in popularity. Copyright licensing, the Music Modernization Act, and increasing royalty rates are some of the issues facing the industry. This panel will explore legal issues and trends in the music industry impacting Latino artists and media providers.</p> <p><u>MODERATOR</u> Jorge F. Gonzalez, Law Clerk to Judge Jimmie Reyna, U.S. Court of Appeals, HNBA IP Law Section Co-Chair, Washington, DC</p> <p><u>PANELISTS</u></p>	<p><i>Building Leadership Skills Through Service</i> This panel will address workload management, community service, leadership and relationship-building through board service, effective leadership and business development skills, fiduciary management obligations and conflicts, along with service as a wellness tool.</p> <p><u>MODERATOR</u> Steve Flores, Partner, Winston & Strawn, Chicago, IL</p> <p><u>PANELISTS</u> Juan Morado, Jr., Of Counsel, Benesch Law, Chicago, IL</p> <p>Lori A. Higuera, Assistant General Counsel-Employment, Freeport-McMoRan Inc., Phoenix, AZ</p>	<p><i>Herding Tigers: Creating and Leading High-Performing Winning Legal Teams</i> Effective teamwork is a fundamental component of any law practice. Lawyers are constantly tasked to collaborate with partners, associates, staff, experts, and clients to deliver winning results, but many lack even basic understanding of team dynamics and management. Join a panel of experienced leaders and experts to learn how to create high-performing legal teams and develop team-leading strategies to deliver outsized results.</p> <p><u>MODERATOR</u> Luis Salazar, Founder/Partner, Salazar Law, Miami, FL</p> <p><u>PANELISTS</u> Arlene Zalayet, Senior Vice President and General Attorney & Field Legal Operations Head, Liberty Mutual Group, Boston, MA</p>

<p>Sarina Rivera, Senior Counsel, Genentech, Inc./Hoffman-La Roche, Little Falls, NJ</p> <p>Mildred Segura, Partner, Reed Smith, Los Angeles, CA</p> <p>David Martinez, Partner, Robins Kaplan, Los Angeles, CA</p>	<p>Elizabeth Miles, Legal Director, iTunes, Apple Music, Apple TV, and Apple Media Products International, Apple, San Francisco, CA</p> <p>Suzana Carlos, Corporate Counsel, Music, Google, Brooklyn, NY</p> <p>Oswaldo Rossi, Partner, Hertz, Lichenstein & Young, Los Angeles, CA</p> <p>Hans H. Hertell, Partner, Pryor Cashman, Miami, Florida</p>	<p>Javier F. Flores, Partner, Dinsmore & Shohl, Boston, MA</p> <p>Aracely Muñoz, Director, Lawyers Network & Director, Center for Reproductive Rights, Washington, DC</p>	<p>Keri McKeone, Global VP, Legal, Emailage, Phoenix, AZ</p> <p>William A. Delgado, Partner, Delgado Tarango O'Neill, Los Angeles/San Francisco, CA</p> <p>Victoria E. Beckman, Member, Co-Chair Privacy & Data Security, Chair, Latin America Desk, Frost Brown Todd, Columbus, OH</p>
<p>12:15 PM – 12:45 PM</p> <p>Salon A-E</p>	<p>Plenary Lunch</p>		
<p>12:45 PM – 2:00 PM</p> <p>Salon A-E</p>	<p>AFTERNOON PLENARY: Corporate Social Responsibility</p> <p>Corporate citizenship is the recognition that companies have social, cultural, economic and environmental responsibilities. As an outgrowth of the corporate social responsibility movement, stakeholders—including employees of corporations—expect businesses to create strategies that define corporate identity in response to serious societal issues, such as the current state of immigration policy. Recently, corporations have demonstrated an increased willingness to dedicate their resources, both economic and intellectual, to shaping United States' laws and values. Specifically, numerous corporations filed friend-of-the-court briefs with the U.S. Supreme Court, advocating for the continuation of the Deferred Action for Childhood Arrivals (DACA) program. Panelists will examine whether corporations are obligated to actively advocate for a humanitarian solution to the U.S. immigration crisis, and discuss circumstances surrounding their company's recent intervention in support of DACA.</p> <p><u>MODERATOR</u></p> <p>María Peña, Digital Reporter, NBCUniversal Telemundo, Washington, DC</p> <p><u>PANELISTS</u></p> <p>Ramona Romero, VP and General Counsel, Princeton University, HNBA Past President, New York, NY</p> <p>María Perales Sánchez, Communications Coordinator, Centro de los Derechos del Migrante, Baltimore, MD</p> <p>Dev Stahlkopf, Corporate Vice President, General Counsel and Corporate Secretary, Microsoft, Redmond, WA</p> <p>Noreen Krall, VP and Chief Litigation Counsel, Apple, Cupertino, CA</p>		
<p>1:00 PM – 2:00 PM</p> <p>Prescott</p>	<p>HNBA Young Lawyers Division Meeting</p>		

2:15 PM – 3:30 PM	CLE'S		
Corporate Counsel Track – Panel #5 Salon G	Litigation/Advocacy Track – Panel #5 Salon H	Attorney Wellness Track – Panel #5 Salon I	Solo Track – Panel #5 Salon J
<p>Labor & Employment Issues Regarding Cannabis As an increasing number of states legalize cannabis, employers are faced with the new challenge of incorporating legal cannabis use into the workplace. Employers in states where recreational and/or medical cannabis is legal may struggle to adjust their policies and workforce expectations to rapidly changing state requirements, particularly where those requirements conflict with federal law. This presentation summarizes the relevant legal landscape for employers in states where cannabis is legal in some form and provides information regarding best practices for the workplace, covering:</p> <ul style="list-style-type: none"> • applicable federal and local laws; • methods for managing medical cannabis in the workplace; • tips for regulating recreational cannabis in the workplace; and • best practices for cannabis testing. <p><u>MODERATOR</u> Laura Nava, Special Counsel/Registered Foreign Legal Consultant, Sheppard Mullin Richter & Hampton, San Diego, CA</p> <p><u>PANELISTS</u> Christopher M. Pardo, Partner, Hunton Andrews Kurth, Boston, MA</p> <p>Morgan Forsey, Partner, Sheppard Mullin Richter & Hampton, San Francisco, CA</p> <p>Tom Nolasco, General Counsel/Attorney, National Association of Cannabis Businesses, Attorney, Dickinson Wright, Phoenix, AZ</p>	<p>Background Checks: Protecting the Workplace Without Landing in Court Background checks involve two competing issues: an individual's right to privacy and an employer's right to know relevant information about potential employees. To maintain this balance, laws governing employment screening are frequently updated and heavily litigated, at great cost to employers. This can lead to a confusing legal landscape for employers, who must comply with the latest federal, state and local regulations. This panel will help clarify processes by discussing the legal landscape for obtaining and using information from a background check, best practices for avoiding protracted and costly litigation, and action items to consider when revisiting your background screening practices.</p> <p><u>MODERATOR</u> Rossana S. Eltanal, Senior Legal Counsel, ASML, Phoenix, AZ</p> <p><u>PANELISTS</u> Erin Oglesbay, Director ER Counsel, Target Corporation, Minneapolis, MN</p> <p>Jennifer Mora, Senior Counsel, Seyfarth Shaw, Los Angeles, CA</p> <p>Mary O'Neill, Regional Attorney, Equal Employment Opportunity Commission, Phoenix, AZ</p> <p>Anjanette Cabrera, Partner, Constangy, Brooks, Smith & Prophete, New York, NY</p>	<p>Rising to the Occasion: Practical Tips for Ensuring a Successful Relationship with In-house Counsel Creating and preserving relationships is a critical component to successfully serving in the role of trusted advisor to in-house counsel. How responsive should outside counsel be in the mind of their in-house client? How can outside counsel exhibit creativity in overcoming challenging legal issues? In addition to learning the importance of regular communication and strategies for adding value to the attorney-client relationship, hear top tips from a panel of senior in-house counsel regarding best practices for establishing and maintaining an effective relationship with corporate counsel.</p> <p><u>MODERATOR</u> Michael W. Massiatte, Of Counsel, DLA Piper, Dallas, TX</p> <p><u>PANELISTS</u> Effie Silva, Counsel, Cargill, Chicago, IL</p> <p>Alan Dorantes, Assistant Vice President - Senior Legal Counsel, AT&T, Dallas, TX</p> <p>Juan M. Sempertegui, Assistant General Counsel & VP, Bank of America, HNBA Corporate Counsel Division Chair, Washington, DC</p> <p>Ignacio Sandoval, Partner, Morgan, Lewis & Bockius, Washington, DC</p> <p>Brianna Hinojosa-Smith, Senior Patent Attorney, Microsoft, Intellectual Property</p>	<p>Business Development on a Daily Basis: Tips to Maximize Your Return on Investment To ensure the longevity of a small firm, carving out time for business development is not a luxury, but a necessity. Panelists will present a road map that provides solo and small firm lawyers with tips to implement a plan of action and maximize return on investment.</p> <p><u>MODERATOR</u> Katherine Coba, Partner, Boyd Richards Parker Colonnelli, Miami, FL</p> <p><u>PANELISTS</u> Benjamin Sigel, HNBA Region I President, Boston, MA</p> <p>Tabatha Castro, Managing Attorney, The Castro Firm, NJ, DE, PA</p> <p>Dolly Hernandez, Counsel, Day Pitney, Miami, FL</p> <p>Michael 'Frank' Francis, Senior Associate, Severance, Burko, Spalter, Masone & Laurette, New York, NY</p>

<p>Grissel Seijo, Counsel, Employment and Diversity and Inclusion Officer, Restaurant Brands International, HNBA Latina Leadership Academy Committee Co-Chair, Miami, FL</p> <p>Phillip Neiman, Arbitrator and Mediator, JAMS, San Francisco, CA</p>		<p>Group, HNBA IP Law Section Co-Chair, Dallas, TX</p>	
<p>3:30 PM – 4:30 PM</p> <p>Papago</p>	<p>HNBA Special Committee on Puerto Rico Meeting</p>		
<p>3:30 PM – 4:30 PM</p> <p>Prescott</p>	<p>HNBA LGBT Division Meeting</p>		
<p>4:30 PM – 5:00 PM</p> <p>Cameron</p>	<p>HNBA Law Student Division Meeting</p>		
<p>6:30 PM – 7:30 PM</p> <p>McArthur Patio</p>	<p>HNBA Gala Reception</p> <p><u>WELCOME REMARKS</u> Martin Quezada, Senator, Legislative District #29, State of Arizona, Phoenix, AZ</p>		
<p>7:30 PM – 12:00 AM</p> <p>McArthur Ballroom</p>	<p>HNBA Gala Dinner & Celebration – Sponsored by Google</p>		