

The image features a warm, orange-toned background. In the foreground, a hand is shown holding a pencil, poised to write on a document. The document contains a table with several columns and rows of text, though the text is not legible. Overlaid on the right side of the image is a network diagram consisting of several overlapping circles connected by thin lines, with small 'x' marks at some of the intersection points. The overall composition suggests a professional or academic setting, possibly related to planning or data analysis.

# + AGENDA

The HNBA/VIA sought Continuing Legal Education (CLE) credits for eligible sessions in various states. Credit hours are estimated and are subject to each state's approval and credit rounding rules. There may be sessions that do not meet accreditation requirements in certain jurisdictions. All sessions submitted for CLE accreditation are indicated with a + after the session title.

Sessions with a 🗝 after the title require pre-selection and/or pre-registration; sessions may be presented on separate virtual platforms and are not open to all CCC-AC2020 registrants.

## CCC-AC2020: Early Program

All times listed are Eastern Time (ET)

### Thursday, September 3, 2020

#### 10:45 AM–5:45 PM

HNBA/VIA PODER25™ Pre-Conference Program (Pre-Registration Required) 🗝

#### 10:45 AM–12:15 PM

The Path to General Counsel:  
Upward and Lateral Moves

##### MODERATOR

**Jennifer Salinas**, Executive Director of Global Litigation, Lenovo, HNBA Immediate Past President, Morrisville, NC

##### PANELISTS

**Heather Fine**, Partner, Major, Lindsey & Africa, Chicago, IL  
**Debbie Tang**, Partner, Bridge Partners, Washington, DC  
**Jaime Massar**, Consultant, Russell Reynolds, San Francisco, CA

#### 1:00 PM–2:30 PM

Women in the C-Suite: Think like a GC—A Fireside Chat with Mary Ann Hynes; Co-hosted with the HNBA Latina Commission

##### MODERATOR

**Sonia A. Zeledon**, Associate General Counsel for Ethics, Compliance and Data Governance, The Hershey Company, HNBA Latina Commission & HNBA Corporate Counsel Division Vice-Chair, Miami, FL

##### PANELISTS

**Mary Ann Hynes**, First Fortune 500 Female General Counsel and Global C-Suite Leader, Chicago, IL

#### 3:00 PM–4:00 PM

Leveling Up Your In-House Career (GC Nexter-focused presentation; GC Ready class encouraged to join in listen-only mode)

##### PRESENTATIONS & PANELISTS

*Personal Boards of Advisors*

**Peter Muñiz**, Vice President, Deputy General Counsel and Assistant Secretary, The Home Depot, Atlanta, GA

*Executive Presence*

**Marta Carreira-Slabe**, Chief Compliance Officer Americas, Aon & HNBA International Law Section Chair, Chicago, IL

*Coordinating Your Career Strategy*

**Christopher Lalan**, SVP and Director of the Legal Division, Popular Bank, New York, NY

#### 4:15 PM–5:45 PM

Raise Your Hand for Leadership Roles

##### MODERATOR

**Alan Cardenas**, Head of Corporate Legal, Siemens Energy, Inc., New York City Area, NY

##### PANELISTS


**Marcela Kirberger**, General Counsel & Corporate Secretary, Roche Diagnostics Corporation, Indianapolis IN  
**Kimberly Banks MacKay**, SVP, General Counsel & Corporate Secretary, The Segal Group, Inc., New York, NY  
**Nicolas P. Stable**, SVP and Head of Aircraft Transactions, Wings Capital Partners, Newport Beach, CA  
**Anthony Sharett**, Chief Legal and Compliance Officer, Corporate Secretary, MetaBank and Meta Financial Group, Scottsdale, AZ



## Week 1: Tuesday, September 15, 2020– Friday, September 18, 2020

### Tuesday, September 15, 2020

#### 9:00 AM–3:00 PM

HNBA/VIA Latina Leadership Academy; Sponsored by Walmart (Pre-Registration Required) + 

The Latina Leadership Academy offers curriculum specifically developed for Latina attorneys and draws from a significant body of research from both the Commission and other leading organizations. The program addresses areas identified as key to shattering glass ceilings and securing the advancement and long-term success of Latina lawyers—the most underrepresented group in the legal profession. Currently, Latinas comprise 1.47% of all lawyers even though they represent one in four women in the United States. To help advance Latinas in the profession, the Latina Commission developed the Latina Leadership Academy. The Latina Leadership Academy is geared towards Latina lawyers from all areas of the profession who have been practicing less than 10 years. The Academy's curriculum builds off the successful programs on Grit and Growth Mindset and delves into concepts of executive presence, cultivating leadership skills, and what it means to be authentic in organizations where Latinas remain underrepresented at all levels. In addition, 2020 Latina Leadership Academy attendees will gain insights into the importance of mindfulness and resilience in their daily lives and how mindful practice will increase opportunities for advancement in the workplace.

#### 9:00 AM–9:30 AM

Introduction and Workshop on Executive Presence Introduction/Icebreaker

#### PANELISTS

**Sulema Medrano-Novak**, Partner, Faegre Drinker Biddle & Reath, HNBA Latina Commission Chair, Chicago, IL  
**Grissel Seijo**, Counsel, Employment, and Diversity and Inclusion Officer, Restaurant Brands International, HNBA Latina Commissioner & Latina Leadership Academy Committee Co-Chair, Miami, FL  
**Norma Garcia**, Vice President - Assistant General Counsel, Rent-a-Center, Inc., HNBA Latina Commissioner & Latina Leadership Academy Committee Co-Chair, Dallas, TX

#### 9:30 AM–10:45 AM

Executive Presence Group Presentation +

#### PANELIST

**Ellie Nieves**, Women's Leadership Speaker, Writer and Coach, Leadership Strategies for Women, New York, NY

#### 10:45 AM–11:00 AM

Break

#### 11:00 AM–12:00 PM

Professional Coaching for Latina Lawyers +

#### PANELIST

**Jill Lynch Cruz**, Executive Coach & Career Development Consultant, JLC Consulting, San Antonio, TX

#### 12:00 PM–12:30 PM

Breakout Sessions

#### PANELISTS

**Jill Lynch Cruz**, Executive Coach & Career Development Consultant, JLC Consulting, San Antonio, TX  
**Sulema Medrano-Novak**, Partner, Faegre Drinker Biddle & Reath, HNBA Latina Commission Chair, Chicago, IL  
**Grissel Seijo**, Counsel, Employment, and Diversity and Inclusion Officer, Restaurant Brands International, HNBA Latina Commissioner & Latina Leadership Academy Committee Co-Chair, Miami, FL  
**Norma Garcia**, Vice President - Assistant General Counsel, Rent-a-Center, Inc., HNBA Latina Commissioner & Latina Leadership Academy Committee Co-Chair, Dallas, TX  
**Sonia A. Zeledon**, Associate General Counsel for Ethics, Compliance and Data Governance, The Hershey Company, HNBA Latina Commission & HNBA Corporate Counsel Division Vice Chair, Miami, FL  
**Maritza Gomez**, Partner, Labor and Employment, and Diversity & Inclusion Committee Member, Kaufman, Dolowich, Voluck, HNBA Deputy VP of Membership & HNBA Latina Commissioner, Miami/Fort Lauderdale, FL  
**Adelaida Vasquez Mihu**, FCPA Compliance Shareholder, Greenberg Traurig, HNBA Latina Commissioner, Houston, TX  
**Neida Boniche Silcott**, Senior Associate Counsel, Walmart, HNBA Latina Commissioner, Bentonville, AR

#### 12:30 PM–12:45 PM

Break

**12:45 PM–1:45 PM**

Power of Mindfulness for  
Latina Attorneys +

**PANELIST**

**Aracely Muñoz**, Director, Lawyers Network & Center for Reproductive Rights, HNBA Public Sector Lawyers' Initiative Special Committee Chair, Washington, DC

**1:45 PM–2:15 PM**

Breakout Sessions

**PANELISTS**

**Aracely Muñoz**, Director, Lawyers Network & Center for Reproductive Rights, HNBA Public Sector Lawyers' Initiative Special Committee Chair, Washington, DC

**Sulema Medrano-Novak**, Partner, Faegre Drinker Biddle & Reath, HNBA Latina Commission Chair, Chicago, IL

**Grissel Seijo**, Counsel, Employment, and Diversity and Inclusion Officer, Restaurant Brands International, HNBA Latina Commissioner & Latina Leadership Academy Committee Co-Chair, Miami, FL

**Norma Garcia**, Vice President - Assistant General Counsel, Rent-a-Center, Inc., HNBA Latina Commissioner & Latina Leadership Academy Committee Co-Chair, Dallas, TX

**Sonia A. Zeledon**, Associate General Counsel for Ethics, Compliance and Data Governance, The Hershey Company, HNBA Latina Commission & HNBA Corporate Counsel Division Vice Chair, Miami, FL

**Maritza Gomez**, Partner, Labor and Employment, and Diversity & Inclusion Committee Member, Kaufman, Dolowich, Voluck, HNBA Deputy VP of Membership & HNBA Latina Commissioner, Miami/Fort Lauderdale, FL

**Adelaida Vasquez Mihu**, FCPA Compliance Shareholder, Greenberg Traurig & HNBA Latina Commissioner, Houston, TX

**Eneida Boniche Silcott**, Senior Associate Counsel, Walmart, HNBA Latina Commissioner, Bentonville, AR

**2:15 PM–2:45 PM**

Grit & Mindset +

**PANELISTS**

**Grissel Seijo**, Counsel, Employment, and Diversity and Inclusion Officer, Restaurant Brands International, HNBA Latina Commissioner & Latina Leadership Academy Committee Co-Chair, Miami, FL

**2:45 PM–3:00 PM**

Closing Remarks

**PANELISTS**

**Sulema Medrano-Novak**, Partner, Faegre Drinker Biddle & Reath, HNBA Latina Commission Chair, Chicago, IL

**Sonia A. Zeledon**, Associate General Counsel for Ethics, Compliance and Data Governance, The Hershey Company, HNBA Latina Commission & HNBA Corporate Counsel Division Vice Chair, Miami, FL

**12:00 PM–1:30 PM**

HNBA/VIA Law Student &  
Young Lawyer Speed Mentoring  
Program—Sponsored by MetLife  
(Pre-Registration Required) 🔒

**HOW IT WORKS**

**Concept:** The 5th Annual Law Student and Young Lawyer Speed Mentoring Program is the HNBA's signature mentorship program. The goal is to provide law students and young lawyers an opportunity to meet with experienced attorneys to obtain career guidance and advice.

**Description:** The Mentoring program will strive to provide law students and young lawyers a unique opportunity to network with experienced attorneys in various fields.

**7:00 PM–9:00 PM**

HNBA/VIA Latina Executive  
Leadership Program—Welcome  
Reception and Virtual Wine Tasting  
(Pre-Registration Required) 🔒

**REMARKS**

**Sulema Medrano-Novak**, Partner, Faegre Drinker Biddle & Reath, HNBA Latina Commission Chair, Chicago, IL

**Sonia A. Zeledon**, Associate General Counsel for Ethics, Compliance and Data Governance, The Hershey Company, HNBA Latina Commission & HNBA Corporate Counsel Division Vice Chair, Miami, FL

**THROUGHOUT WEEK**

HNBA/VIA *PODER25*™ Program  
(Pre-Registration Required) 🔒

**Breakout Sessions and  
Individual Interviews**

From September 15–18, 2020, scheduled breakout sessions and individual interviews will take place for *PODER25* participants with recruiters from Bridge Partners; Heidrick & Struggles; Major, Lindsey & Africa; Russell Reynolds Associates; and Spencer Stuart.



## WEDNESDAY, SEPTEMBER 16, 2020

### 24 Hours

HNBA/VIA CCC-AC2020  
Partners Showcase

### 9:00 AM–12:00 PM

HNBA/VIA Latina Executive Leadership Program, Session 1  
(Pre-Registration Required)

#### FACULTY

**Angel Gomez**, Leadership Expert, Executive Coach & Consultant, AG Gomez Consulting, San Jose, CA

### 2:00 PM–4:00 PM

Corporate Diverse Recruiting Mixer—Sponsored by Amazon  
(Pre-Registration Required)

### 4:00 PM–5:00 PM

HNBA/VIA *Su Dinero*™—  
Powering Your Financial Legacy  
Sponsored by Prudential

Back by popular demand, Prudential is helping our HNBA network get a better grasp on financial concepts whether you are just starting out or further on the career continuum. As an industry leader, you know that income is only part of the financial legacy discussion. Creating your legacy takes intention and proper planning. Designed with corporate attorneys, partner/partner track and other senior level attorneys in mind, this session focuses on investing within your portfolio, tax planning, and risk management. Learn about creating, managing and protecting your assets as part of your financial wellness plan.

#### PANELIST

**Silvia Tergas**, Financial Planner, Prudential Advisors, Washington, DC

### 5:30 PM–7:00 PM

HNBA Corporate Counsel Division Cafecito—Sponsored by Day Pitney  
(Pre-Registration Required)

## THURSDAY, SEPTEMBER 17, 2020

### 24 Hours

HNBA/VIA CCC-AC2020  
Partners Showcase

### 10:00 AM–4:30 PM

HNBA/VIA *PODER25*™ Program  
(Pre-Registration Required)

### 10:00 AM–11:30 AM

Grow Your Emotional Intelligence (GC Nexter-focused presentation; GC Ready class encouraged to join in listen-only mode)

#### MODERATOR

**Anne Marie Segal**, Executive Coach, Segal Coaching LLC, Stamford, CT

#### SESSIONS & PANELISTS

*Leading Your Team through a Crisis*

**Willie Hernandez**, Director and Associate General Counsel, Product, Facebook & HNBA Region XVII President, Palo Alto, CA

*Making the Most of Career Feedback*

**Lucy M. Lopez**, Deputy General Counsel and Head of Legal for the Americas, McKinsey & Company, Inc., New York, NY

*Moving Outside of Your Comfort Zone*

**Jeannette Pina**, Senior Vice President and Head of U.S. and Latin America Compliance, MetLife, Inc., New York, NY

*Leveraging Passion as a Leadership Strength*

**Sonia A. Zeledon**, Associate General Counsel for Ethics, Compliance and Data Governance, The Hershey Company, HNBA Latina Commission & HNBA Corporate Counsel Division Vice Chair, Miami, FL

### 1:30 PM–4:30 PM

Mentoring of GC Nexters: Multiple Simultaneous Breakout Sessions

**Topics: Personal Boards of Advisors, Executive Presence, Career Blind Spots and Interview Prep**

#### PANELISTS

*PODER25* mentors include David Arroyo, Luis Avila, Ernest Ceberio, Rosa Estrella, Rudy Figueroa, Paul Garcia, Frank Marty, Carlos Pelayo, Karen Salas-Morales, Gelvina Stevenson, Elisa Veliz, James Villa and Larissa Zagustin.

### 1:30 PM–2:45 PM

Mentoring—Session 1

### 3:15 PM–4:30 PM

Mentoring—Session 2

### 10:00 AM–3:00 PM

HNBA/VIA LGBT Division Leadership Summit—Sponsored by Archer Law, Holland & Knight, and Seyfarth Shaw; Supported by Squire Patton Boggs, Polsinelli, and Severance Burko  
The HNBA LGBT Division will be hosting its 5<sup>th</sup> Annual HNBA/VIA 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.

### 10:00 AM–10:05 AM

Introduction/Welcome

#### REMARKS

**Gabe Zorogastua**, Shareholder, Polsinelli, HNBA LGBT Division Chair, Kansas City, MO

### 10:05 AM–11:05 AM

Current Legal Issues Affecting the LGBT Community

#### MODERATOR

**Omar Gonzalez-Pagan**, Senior Attorney & Health Care Strategist, Lambda Legal, New York, NY

#### PANELISTS

**Kyle Velte**, Associate Professor, University of Kansas School of Law, Lawrence, KS  
**Alejandra Carballo**, Staff Attorney, Transgender Legal Defense & Education Fund, New York, NY

**11:05 AM–11:20 AM**

Break

**11:20 AM–12:20 PM**

Judicial Developments on Employment Protections for the LGBT Community +

**MODERATOR**

**Marjorie Clara Soto**, Associate, McDermott Will & Emery, Los Angeles, CA

**PANELISTS**

**Laura J. Maechtlen**, Partner, Seyfarth Shaw & HNBA Human Resources Committee Chair, San Francisco, CA  
**Eduardo Juarez**, Supervisory Trial Attorney, U.S. Equal Employment Opportunity Commission, San Antonio, TX  
**Cody Yorke**, Associate, Outten & Golden, New York, NY

**12:20 PM–12:35 PM**

Break

**12:35 PM–1:35 PM**

Community and Bar Association Involvement in the Time of COVID-19

**MODERATOR**

**Jerry Ruiz**, Shareholder, AlvaradoSmith, Los Angeles, CA

**PANELISTS**

**Raquel Matas**, Associate Dean for Administration, Counsel to the Dean, Acting Director of the Robert Traurig-Greenberg Traurig L.L.M. in Real Property Development & Lecturer in Law & HNBA Law School Liaison, University of Miami School of Law, Miami, FL  
**Michael “Frank” Francis**, Senior Associate, Severance, Burko, Spalter, Masone & Laurette & HNBA Region II President, New York, NY

**1:35 PM–1:50 PM**

Break

**1:50 PM–2:50 PM**

Virtual Trivia Hour and Reception; Sponsored by Severance, Burko, Spalter, Masone & Laurette

**2:50 PM–3:00 PM**

Closing Remarks

**2:00 PM–3:00 PM**

Corporate Diverse Recruiting Mixer; Sponsored by Apple (Pre-Registration Required) 🔒

**5:00 PM–6:30 PM**

Young Lawyers & Law Students Divisions Reception—Sponsored by U.S. Army JAG Corps; Supported by Rutgers School of Law 🔒

**WELCOME REMARKS**

**Cristal Reyes Lambert**, Legal Counsel, Bed Bath & Beyond, Inc. & HNBA Young Lawyers Division Chair, Union City, NJ  
**Jennifer Covarrubias**, J.D. Candidate, Southwestern Law School & HNBA Law Students Division Chair, Los Angeles, CA

**SPECIAL REMARKS**

**Commanding General Pat Huston**, The Judge Advocate General’s Legal Center and School, Army Judge Advocate General’s Corps, Charlottesville, VA  
**David Lopez**, Co-Dean, Professor of Law and Professor Alfred Slocum Scholar, Rutgers Law School, Newark, NJ

**FRIDAY, SEPTEMBER 18, 2020**

**24 Hours**

HNBA/VIA CCC-AC2020 Partners Showcase

**9:00 AM–12:00 PM**

HNBA/VIA Latina Executive Leadership Program, Session 2 (Pre-Registration Required) 🔒  
**Leadership Priority Areas and Executive Presence**

**PANELISTS**

**Angel Gomez**, Leadership Expert, Executive Coach & Consultant, AG Gomez Consulting, San Jose, CA  
**Jill Lynch Cruz**, Executive Coach & Career Development Consultant, JLC Consulting, San Antonio, TX  
**Ellen Ostrow**, Founding Principal & Executive Life Coach, Lawyers Life Coach, Washington, DC

**10:00 AM–4:00 PM**

HNBA/VIA Solo/Small Law Firm Boot Camp

The HNBA/VIA Solo/Small Firm Bootcamp will provide practical information, tips and discussion for the solo or small firm attorney, or those seeking to establish their own law practice. Experienced solo and small firm attorneys will share their valuable trajectories, experiences and success tips. CLE attendees will have a better understanding of the ins and outs of owning your own firm and the small firm experience.

**10:00 AM–11:00 AM****I'm Not Just a Lawyer? The Many Hats We Wear & Maintaining a Productive Practice +**

Being a solo or small firm lawyer often entails wearing many “hats” and juggling many roles while still working on your caseload productively. We will discuss how to be a productive employer/team leader and provide time management and other tips such as business accounting for lawyers and human resources considerations.

**MODERATOR**

**Janell N. Avila**, Partner, Solorio & Avila Law Firm & HNBA Solo/Small Firm Boot Camp Special Committee Chair, Mission, KS

**PANELISTS**

**Richard Montes de Oca**, Managing Partner, MDO Partners, Miami, FL  
**Eneida M. Roman**, Founder, Roman Law, Boston, MA  
**Sean A. Andrade**, Partner, Andrade Gonzalez, Los Angeles, CA

**11:00 AM–11:15 AM**

Break

**11:15 AM–12:15 PM****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, etc. The panel will also discuss time-saving best practice tips from established practitioners as well as networking advice. Finally, the panel will address appropriate insurance types for various practices.

**MODERATOR**

**Maritza Rodriguez**, Owner, Rodriguez Law Firm, Newark, NJ

**PANELISTS**

**Andrés Acebo**, Partner, DeCotiis, Fitzpatrick, Cole & Giblin, Paramus, NJ  
**Maria Hall**, Attorney Development Director, Los Angeles Incubator Consortium (LAIC), Los Angeles, CA  
**Daniel Hernandez**, Principal and Managing Attorney, Next Level Law, Chicago, IL  
**Sean A. Andrade**, Partner, Andrade Gonzalez, Los Angeles, CA

**12:15 PM–12:30 PM**

Break

**12:30 PM–1:30 PM****HNBA/VIA *Su Negocio*™—Financial Literacy and the Business of Running a Law Firm Sponsored by MassMutual +**

Whether attorneys own a small law firm or are operating as a solo practitioner, the long-term success of the firm requires effective financial management. This program provides practical guidance to help the owners of law firms proactively manage the firm’s finances, including effective succession planning.

**MODERATOR**

**Tracy Shaw**, Director, Business Market Development, MassMutual Financial Group, Hartford, CT

**PANELISTS**

**Brian Trzcinski**, Director, Business Market Development, MassMutual Financial Group, Hartford, CT  
**Greg Matalon**, Partner, Capell Barnett Matalon & Schoenfeld, New York, NY  
**Leslie Marenco**, Partner, Trust Counsel, Coral Gables, FL

**1:30 PM–1:45 PM**

Break

**1:45 PM–2:45 PM****Where's My Cloud? Virtual Law Office Considerations & Best Ethical Practices +**

What are the best practices for cloud storage, apps & other online tools for solo and small firms? What are the ethical considerations when selecting the best fit for your practice? We will discuss these concerns and address legal tech tips relevant to solo or small firm lawyers during this time of remote working and beyond.

**MODERATOR**

**Freddy Saavedra**, Owner, Saavedra Law Firm, Phoenix, AZ

**PANELISTS**

**Luis Salazar**, Founder/Partner, Salazar Law, HNBA Law Practice Management Section Chair, Miami, FL  
**Leyla Galmarini-McMullen**, Business Immigration Attorney, Mdivani Corporate Immigration Law Firm, Overland Park, KS

**2:45 PM–3:00 PM**

Break

**3:00 PM–4:00 PM****Business Development on a Daily Basis: Tips to Maximize Your Return on Investment; Sponsored by The Castro Firm, Inc. +**

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.

**MODERATOR**

**Katherine Coba**, Partner, Boyd Richards Parker Colonnelli, HNBA Latina Commissioner & HNBA Litigation and Dispute Resolution Section Co-Chair, Miami, FL

**PANELISTS**

**Benjamin Sigel**, HNBA Region I President, Boston, MA  
**Tabatha Castro**, Managing Attorney, The Castro Firm, Inc., HNBA Region IV President, NJ, DE, PA  
**Dolly Hernandez**, Partner, Boyd Richards Parker Colonnelli, HNBA Latina Commissioner & HNBA Deputy VP of Divisions, Sections & Committees, Miami, FL  
**Michael “Frank” Francis**, Senior Associate, Severance, Burko, Spalter, Masone & Laurette, HNBA Region II President, New York, NY

**2:00 PM–5:00 PM**

HNBA Public Sector Lawyers' Initiative (PSLI) (Pre-Registration Required) 

We invite public sector lawyers currently working in legal aid, civil rights organization and prosecutorial/public defender offices to join this introductory program to professional goal setting and development. During this program, participants will work with lawyers serving as leaders in public interest organizations on how to identify and set professional goals to promote the next generation of public interest legal leaders.

This session will consist of three parts:

**Part 1—Full Group Discussion:**

What does a successful public interest career look like?

**Part 2—Breakout Groups:**

Identifying professional goals and what is needed to achieve your goals.

**Part 3—Full Group Closing Session:**

Action items for the next 6 months.

**MODERATOR**

**Aracely Muñoz**, Director, Lawyers Network & Center for Reproductive Rights, HNBA Public Sector Lawyers' Initiative Special Committee Chair, Washington, DC

**6:30 PM–7:30 PM**

HNBA Latina Commission Virtual Reception (By Invitation Only) 

**MONDAY, SEPTEMBER 21, 2020****10:00 AM–6:30 PM**

HNBA/VIA PODER25™ Program (Pre-Registration Required) 

**10:00 AM–10:45 AM**

Virtual Breakfast Meeting

**KEYNOTE SPEAKER**

**José Ramón González**, Executive Vice President and General Counsel, CNA Financial, Chicago, IL

**11:00 AM–12:30 PM**

Cultivating “GC Readiness” for Fortune 500 General Counsel Roles (GC Ready-focused presentation; GC Nexter class encouraged to join in listen-only mode)

**MODERATOR**

**Lucy M. Lopez**, Deputy General Counsel and Head of Legal for the Americas, McKinsey & Company, Inc., New York, NY

**PANELISTS**

**JoAnn Chavez**, Senior Vice President and Chief Legal Officer, DTE Energy, Detroit, MI

**Lisa Iglesias**, Executive Vice President and General Counsel, Unum Group, Chattanooga, TN

**Wendy Hufford**, Former SVP, General Counsel & Corporate Secretary, Ascena Retail Group; currently Founder & President, Effective Dispute Management, New York City Area, NY

**Gary Wexler**, Chief Business Development Officer, IBM Cloud, Armonk, NY

**1:30 PM–3:00 PM**

Role-Playing: Director Dynamics Inside the Boardroom (GC Ready-focused presentation; GC Nexter class encouraged to join in listen-only mode)

**MODERATORS**

**Pedro DeJesus**, Head of International Business and EVP, General Counsel & Corporate Secretary, Tampico Beverages, Chicago, IL

**Andrew Diaz-Matos**, SVP, General Counsel and Secretary, CapSpecialty, Hartford, CT

**PANELISTS**

**JoAnn Chavez**, Senior Vice President and Chief Legal Officer, DTE Energy, Detroit, MI

**Ignacio Cortina**, General Counsel, Oshkosh Corporation, Oshkosh, WI

**Sonny Cave**, General Counsel and Corporate Secretary, ON Semiconductor, Phoenix, AZ

**Catherine Smith**, General Counsel and Corporate Secretary, Brightstar Corp., Miami, FL

**Cesar Gonzalez**, Board Chair, Bonterra Resources (and other P/E boards), Fairway, KS

**Stephen Yslas**, Former Corporate Vice President and General Counsel, Northrop Grumman and currently Senior Advisor, Spilman, Thomas & Battle, Pittsburgh, PA





**3:30 PM–5:00 PM**

The Role of Diversity at Public Companies

**MODERATOR**

**Peter Muñoz**, Vice President, Deputy General Counsel and Assistant Secretary, The Home Depot, Atlanta, GA

**PANELISTS**

**Teresa Roseborough**, Executive Vice President, General Counsel and Corporate Secretary, The Home Depot, Atlanta, GA

**Timothy Murphy**, General Counsel, Mastercard, Purchase, NY

**Ricardo Anzaldua**, Executive Vice President and General Counsel, Freddie Mac, McLean, VA

**Hannah Kim**, Chief Legal Officer, Chief Compliance Officer and Corporate Secretary, Energizer Holdings, Inc., St. Louis, MO

**5:15 PM–6:30 PM**

Crisis Management and the Evolving Role of the General Counsel

**MODERATOR**

**Jennifer Salinas**, Executive Director of Global Litigation, Lenovo & HNBA Immediate Past President, Morrisville, NC

**PANELISTS**

**Rachel Gonzalez**, Executive Vice President, General Counsel and Secretary, Starbucks, Seattle, WA

**Horacio Gutierrez**, Head of Global Affairs and Chief Legal Officer, Spotify, New York, NY

**Scott Moore**, SVP, Corporate Relations and Chief Administrative Officer, Union Pacific Railroad, Omaha, NE

**WEEK 2: TUESDAY, SEPTEMBER 22, 2020–THURSDAY, SEPTEMBER 24, 2020**

**Tuesday, September 22, 2020**

Sponsored by Google

**24 Hours**

HNBA/VIA CCC-AC2020 Partners Showcase

**8:30 AM–9:30 AM**

**Attorney Wellness Program: Stress is a Laughing Matter—Presented by the HNBA Attorney Wellness Committee**  
When we're stressed out or burned out, people often say, "you need to laugh it off" or "have a sense of humor about it". That's great, but nobody ever tells us HOW to do that. Our speaker will provide evidence-based strategies for how you can develop your sense of humor into an intentional tool to reduce your stress and boost your overall well-being & performance. Using a combination of proven strategies & research from positive psychology, neuroscience, and improv & stand-up comedy, you'll leave with numerous actionable ways to start using your own sense of humor as a mindfulness tool.

**REMARKS**

**Debra Norwood**, Attorney at Law and Certified Brain Health Coach, Norwood Law Firm, HNBA Attorney Wellness Committee Co-Chair, Memphis, TN

**PANELIST**

**Paul Osincup**, Positivity Strategist, TEDx Speaker, Consultant & Humorist, Delivering Happiness, San Francisco Bay Area, CA

**9:30 AM–11:00 AM**

**OPENING PLENARY: 2020s: The Decade Where Emerging Technology Changes Everything +**  
—Sponsored by Google

This panel is 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.

**KEYNOTE SPEAKER**

**Adrian Fontes**, Recorder, Maricopa County Recorder's Office, Phoenix, AZ

**MODERATORS**

**Brigadier General Patrick Huston**, Assistant Judge Advocate General, The Pentagon, Washington, DC

**Natalie Pierce**, Partner & Chair, Labor & Employment Practice, Gunderson Dettmer, San Francisco, CA

**PANELISTS**

**Pedro Pavon**, Director & Senior Corporate Counsel, Salesforce, Atlanta, GA

**Mauricio Paez**, Partner & Legal Counselor, Jones Day, New York, NY

**Thomas Tollison**, Senior Counsel, Early Warning®/Zelle, Scottsdale, AZ

**11:00 AM–12:00 PM****CLEs****Hot Button Issues for 2020 and Beyond Track—Panel #1 +****Post-Floyd: Law Enforcement Reform and Restoring the Public Trust**

Four prominent stakeholders from the judicial, executive, and legislative branches discuss post-Floyd law enforcement reform, opportunities for advocacy, and ways to restore public trust.

**MODERATOR**

**Camelia M. Valdes**, Passaic County Prosecutor & HNBA Government and Public Interest Law Section and HNBA Law Enforcement Reform and Racial Justice Special Committee Chair, Passaic, NJ

**PANELISTS**

**Hon. Ariel E. Belen (Ret.)**, FCI Arb, CCA, Mediator and Arbitrator, JAMS, New York, NY

**Melisa Lopez Franzen**, Minnesota State Senator, Senate District 49, Minneapolis, MN

**Peter C. Harvey**, Partner, Patterson Belknap, Former Attorney General of New Jersey, New York, NY

**Litigation Track—Panel #1 +****Hot Button Issues and Trends in State and Local Government Enforcement**

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 into the trends, best practices and pitfalls facing companies in the current regulatory climate.

**MODERATOR**

**Agustin E. Rodriguez**, Counsel, Troutman Pepper, Richmond, VA

**PANELISTS**

**Stephen C. Piepgrass**, Partner, Troutman Pepper, Richmond, VA

**Tania Maestas**, Chief Deputy Attorney General, Office of the New Mexico Attorney General, Santa Fe, NM

**Javier Rodriguez**, Chief Legal Officer, Indivior, Richmond, VA

**Romeo S. Quinto**, Partner, Morgan, Lewis & Bockius, Chicago, IL

**The Art of Successful Lawyering Track—Panel #1 +****Ethics Trivia for In-House Counsel**

Put your ethics knowledge to the test in this fast-paced event where our presenters lead an interactive, web-based trivia contest. 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.

**MODERATOR**

**Christina Guerola Sarchio**, Partner, Dechert, Washington, DC

**PANELISTS**

**Grissel Seijo**, Counsel, Employment and Diversity and Inclusion Officer, Restaurant Brands International & HNBA Latina Leadership Academy Committee Co-Chair, Miami, FL

**Law Firm Practice: Roadmap for Success Track—Panel #1 +****Legal Operations in the New Normal: Working with Outside Counsel to Leverage Innovative Technology, Control Legal Spend and Increase Efficiency**

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 and leveraging innovative technology, increasing efficiency and finding different ways to control your legal spend.

**MODERATOR**

**Abran Vigil**, Partner, Ballard Spahr, Las Vegas, NV

**PANELISTS**

**Melissa Prince**, Chief Client Value and Innovation Officer, Ballard Spahr, Philadelphia, PA

**Mario B. Rego**, Of Counsel, DLA Piper, Houston, TX

**Sonia A. Zeledon**, Associate General Counsel for Ethics, Compliance and Data Governance, The Hershey Company & HNBA Latina Commission Vice Chair and HNBA Corporate Counsel Division Vice Chair, Miami, FL

**12:00 PM–12:30 PM**

Lunch Break

**12:30 PM–2:00 PM****AFTERNOON PLENARY:****Defense of Diversity +**

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, with a particular emphasis on how D&I has helped and will continue to help companies before, during and after the pandemic.

**KEYNOTE SPEAKER**

**Michelle Fang**, Chief Legal Officer, Turo, San Francisco, CA

**MODERATOR**

**Javier Flores**, Partner, Dinsmore & Shohl LLP, Boston, MA

**PANELISTS**

**Hossein Nowbar**, Corporate Vice President and Deputy General Counsel, Microsoft, Seattle, WA

**Estuardo R. Sierra**, Managing Counsel—Downstream, Exxon Mobil Corporation, Houston, TX

**Don Chavez**, Sector Vice President, Associate General Counsel, and Sector Counsel, Northrop Grumman Defense Systems, Herndon, VA

**Ann Anaya**, Chief Diversity Officer, 3M, Minneapolis, MN

**2:00 PM–3:00 PM****CLEs****Hot Button Issues for 2020 and Beyond Track—Panel #2 +****Privacy—A Fundamental Human Right or Roadblock to Progress?**

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 their 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.

**MODERATOR**

**Julia A. Lopez**, Partner, Reed Smith & HNBA Deputy National Finance Director and HNBA Region III President, Princeton, NJ

**PANELISTS**

**Catherine Romero**, Senior Managing Attorney, Microsoft, Seattle, WA  
**Sarina Rivera**, Senior Counsel, Genentech, Inc./Hoffman-La Roche, Little Falls, NJ  
**Mildred Segura**, Partner, Reed Smith, Los Angeles, CA

**Litigation Track—Panel #2 +—****Sponsored by Morgan Lewis & Bockius Hot Topics in #MeToo Movement and Simplifying the Patchwork of Pay Equity**

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, where and how to implement arbitration agreements, publicity issues and trends and practical 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 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 structuring and analyzing your organization's compensation, including key differences relating to how 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.

**MODERATOR**

**John G. Yslas**, Partner & Chair of Hispanic Affinity Group, Seyfarth Shaw & HNBA Communications Special Committee Chair, Los Angeles, CA

**PANELISTS**

**Annette Tyman**, Partner, Seyfarth Shaw, Chicago, IL  
**Melissa C. Rodriguez**, Partner, Morgan, Lewis & Bockius, New York, NY  
**Tommy Shi**, Director of Diversity & Inclusion, Day Pitney, Parsippany, NJ  
**Helena Almeida**, Senior Counsel, ADP, Los Angeles, CA

**The Art of Successful Lawyering Track—Panel #2 +****Building Leadership Skills Through Service**

This panel will address workload management, community service, leadership and relationship-building through board service. Topics will include effective leadership and business development skills, fiduciary management obligations and conflict management, along with service as a wellness tool.

**MODERATOR**

**Steve Flores**, Partner, Winston & Strawn, Chicago, IL

**PANELISTS**

**Juan Morado**, Jr., Of Counsel, Benesch Law, Chicago, IL  
**Javier F. Flores**, Partner, Dinsmore & Shohl, Boston, MA  
**Aracely Muñoz**, Director, Lawyers Network & Center for Reproductive Rights & HNBA Public Sector Lawyers' Initiative Special Committee Chair, Washington, DC  
**Lori Higuera**, Assistant General Counsel, Freeport-McMoRan, Phoenix, AZ

**Law Firm Practice: Roadmap for Success Track—Panel #2 +****“Delivery” in Real Estate Transactions in the Age of COVID-19**

The panel will discuss how delivery assurances in real estate contracts may be affected by force majeure in the age of COVID-19.

**MODERATOR**

**Joe Nuñez**, Partner, Vantage Law Group & HNBA Region XI President, Minneapolis, MN

**PANELISTS**

**Maryvel De Castro Valdes**, Shareholder, Siegfried Rivera, Coral Gables, FL  
**Karen DaCosta Perzan**, Of Counsel, Ballard Spahr, Phoenix, AZ

**3:00 PM–3:15 PM**

Break

**3:15 PM–4:15 PM****CLEs****Hot Button Issues for 2020 and Beyond Track—Panel #3 + 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:

- 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.

**MODERATOR**

**Laura Nava**, Special Counsel/Registered Foreign Legal Consultant, Sheppard Mullin Richter & Hampton, San Diego, CA

**PANELISTS**

**Christopher M. Pardo**, Partner, Hunton Andrews Kurth, Boston, MA  
**Morgan Forsey**, Partner, Sheppard Mullin Richter & Hampton, San Francisco, CA  
**Tom Nolasco**, General Counsel/Attorney, National Association of Cannabis Businesses, Attorney, Dickinson Wright, Phoenix, AZ  
**Grissel Seijo**, Counsel, Employment and Diversity and Inclusion Officer, Restaurant Brands International & HNBA Latina Leadership Academy Committee Co-Chair, Miami, FL  
**Phillip Neiman**, Arbitrator and Mediator, JAMS, San Francisco, CA

**Litigation Track—Panel #3 +**

**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.

**MODERATOR**

**Marshall Morales**, Associate Attorney, Sidley Austin, Washington, DC

**PANELISTS**

**Nikki Adame Winningham**, Environmental Corporate Counsel, Pfizer & HNBA Latina Commissioner, New York, NY  
**Jessica Gonzalez**, Senior Counsel, BP America, Chicago, IL  
**Lis Castillo Nelis**, Ph.D., Managing Consultant, Ramboll & Certified Ecologist, Ecological Society of America, Seattle, WA

**The Art of Successful Lawyering Track—Panel #3 +****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.

**MODERATOR**

**George Chen**, Partner, Bryan Cave Leighton Paisner, Phoenix, AZ

**PANELISTS**

**Katherine Amador**, Partner, Berger Singerman, Miami, FL  
**Margot M. Jackson-Bermudez**, Director, Major, Lindsey & Africa, Orange County, CA  
**JoAnn Chavez**, Senior Vice President and Chief Legal Officer, DTE Energy, Detroit, MI  
**Mari Valenzuela**, Director, Assistant General Counsel, Microchip Technology Inc., Chandler, AZ

**Law Firm Practice: Roadmap for Success Track—Panel #3 +****Herding Tigers: Creating and Leading High-Performing Winning Legal Teams**

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.

**MODERATOR**

**Luis Salazar**, Founder/Partner, Salazar Law & HNBA Law Practice Management Section Chair, Miami, FL

**PANELISTS**

**Arlene Zalayet**, Senior Vice President and General Attorney & Field Legal Operations Head, Liberty Mutual Group, Boston, MA  
**Keri McKeone**, Global VP, Legal, Emailage, Phoenix, AZ  
**William A. Delgado**, Partner, Delgado Tarango O'Neill, Los Angeles/San Francisco, CA  
**Victoria E. Beckman**, Member, Co-Chair Privacy & Data Security & Chair, Latin America Desk, Frost Brown Todd, Columbus, OH

**4:15 PM–5:30 PM**

Break

**6:00 PM–7:30 PM**

CCC-AC2020 Welcome Reception & Top Lawyers Under 40 Awards

**SPECIAL REMARKS**

**Hon. Doug Ducey**, Governor, State of Arizona, Phoenix, AZ  
**Hon. Tim Walz**, Governor, State of Minnesota, St. Paul, MN  
**Hon. Peggy Flanagan**, Lt. Governor, State of Minnesota, St. Paul, MN  
**Patricia Lee “Trish” Refo**, Partner, Snell & Wilmer, President, American Bar Association, Phoenix, AZ

**ENTERTAINMENT**

**Gabriel Mata** (virtual dance performance)

**KEYNOTE SPEAKER**

**Alicia Menendez**, Anchor and Correspondent, MSNBC & Author of *The Likeability Trap: How to Break Free and Succeed as You Are*, Miami, FL

**TOP LAWYERS UNDER 40 AWARDS RECIPIENTS RECOGNITION**



## Wednesday, September 23, 2020

### Ongoing/24 Hours

HNBA/VIA CCC-AC2020

Partners Showcase

#### 9:30 AM–11:00 AM

##### MORNING PLENARY: Law Firm of the Future—Sponsored by Ropes & Gray

The legal industry has changed dramatically over the past 10 years because of technology advancements, economic conditions, and, most recently, a global pandemic. This panel will discuss the impact that these changes have required from law firms and forecast how they will adapt going forward, including addressing: whether the proliferation of remote learning will lead to more firms employing a cloud based model; how firms build and maintain culture without sharing a physical space; and the future of business development and the transfer market.

##### KEYNOTE SPEAKER

**Ken Crutchfeld**, Vice President & General Manager of Legal Markets, Wolters Kluwer, New York, NY

##### MODERATOR

**Louis Ramos**, Managing Director, Major Lindsey Africa, Washington, DC

##### PANELISTS

**James M. Fisher**, Founding & Managing Partner, FisherBroyles, Dallas, TX

**Elliot Portnoy**, Global Chief Executive Officer, Dentons, Washington, DC

**Elena Deutsch**, founder and CEO of WILL (Women Interested in Leaving (big) Law), New York, NY

**Judy Perry Martinez**, Of Counsel at Simon, Peragine, Smith & Redfearn, Immediate Past President, American Bar Association, New Orleans, LA

#### 11:00 AM–12:00 PM

##### CLEs

##### Hot Button Issues for 2020 and Beyond Track—Panel #4 +

##### Import/Export in the Time of COVID-19 and Future Pandemics

*Hosted by the HNBA Compliance & Ethics Section*

This panel proposes to discuss the state of affairs in import and export law during the COVID-19 pandemic and the “Trade War with China,” with a focus on how companies overcame challenges and what they can do to mitigate any future trade barriers that may arise from future pandemics. It will be useful to those companies in the medical and pharmaceutical industries, and any that imports or exports.

##### MODERATOR

**Thomas Reynolds**, Associate, DLA Piper, Washington, DC

##### PANELISTS

**Elsa Manzanaras**, Partner, Stinson & HNBA Region XII President and HNBA Compliance & Ethics Section Co-Chair, Dallas, TX

**Claudia Hartleben**, Associate, Arent Fox, Washington, DC

**Nicolas Guzman**, Partner, Faegre Drinker Biddle & Reath, Chicago, IL

**Neena Shenai**, Chief Global Trade Legal Director, Medtronic, Washington, DC

##### Litigation Track—Panel #4 +

##### Supreme Court Watch: Latino Civil Rights Issues before the U.S. Supreme Court

This panel will provide cutting-edge information about current Supreme Court cases, some of which HNBA has participated in, and highlight litigation strategies and trends impacting Latino civil rights issues. These include major cases touching on the issue of belonging, for both Latino immigrants and citizens. Issues of discrimination are another emerging trend that recent cases raise and address in unprecedented ways. The panel will discuss these trends and how Latino lawyers can influence cases before the Court to better include and protect the community.

##### MODERATOR

**Katherine Culliton-Gonzalez**, Director, Office of Civil Rights Evaluation (OCRE) at U.S. Commission on Civil Rights & HNBA Civil Rights Law Section Chair and HNBA 2020 Election Initiatives Special Committee Co-Chair, Washington, DC

##### PANELISTS

**Elizabeth Iglesias**, Professor of Law, University of Miami School of Law & HNBA Constitutional Law Section Co-Chair, Coral Gables, FL

**Mauro Morales**, Staff Director, U.S. Commission on Civil Rights, Washington, DC

**Jorge Luis Vasquez, Jr.**, Director, Power and Democracy Program, Advancement Project National Office, New York, NY

##### The Art of Successful Lawyering Track—Panel #4—Sponsored by Amazon +

##### 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.

##### MODERATOR

**Michael W. Massiatte**, Of Counsel, DLA Piper, Dallas, TX

##### PANELISTS

**Effie Silva**, Director, Ethics and Compliance Leader, Protein and Salt, Cargill, Wichita, KS

**Alan Dorantes**, Chief of Staff and General Counsel, Feeding America, Dallas, TX

**Juan M. Sempertegui**, Assistant General Counsel & VP, Bank of America & HNBA Corporate Counsel Division Chair, Washington, DC

**Ignacio Sandoval**, Partner, Morgan, Lewis & Bockius, Washington, DC

**Brianna Hinojosa-Smith**, HNBA IP Law Section Co-Chair, Dallas, TX

### Law Firm Practice: Roadmap for Success Track—Panel #4 +

#### Career Mapping: Creating and Maintaining a Business Development Plan while Social Distancing

This panel is aimed at junior to mid-level associates and will discuss creating and developing an individual business plan through strategic planning and practice in an age of “social distancing.” General topics of discussion will include mining your existing relationships, establishing internal deadlines and how to use today’s technology to follow through, and creating and promoting your own brand and marketing your brand within and outside of the firm.

#### MODERATORS

**Jessica Velez**, Associate Attorney, Johnson & Bell, Ltd. & HNBA Latina Commissioner, Chicago, IL

**Norma Manjarrez**, Associate, Ogletree, Deakins, Nash, Smoak & Stewart & HNBA Latina Commissioner, Chicago, IL

#### PANELISTS

**Sulema Medrano-Novak**, Partner, Faegre Drinker Biddle & Reath & HNBA Latina Commission Chair, Chicago, IL

**Pedro DeJesus**, Head of International Business and EVP, General Counsel & Corporate Secretary, Tampico Beverages, Chicago, IL

**Stephen J. Quezada**, Shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, Houston, TX

### 12:00 PM–12:30 PM

Lunch Break

### 12:30 PM–2:00 PM

#### AFTERNOON PLENARY: Black Lives Matter: Examining and Challenging Anti-Blackness Among Latinos—Sponsored by Apple

Join us for an insightful panel of experts discussing the pervasive problem of anti-Blackness within the Latino community, the marginalization of Afro-Latinos, and the ways in which this form of prejudice has limited our collective ability to do justice. Come prepared to learn about the history of anti-Blackness in our community and what we can do to transform ourselves, our culture, and the legal community for the better.

#### KEYNOTE SPEAKER

**Brenda Castillo**, President & CEO, National Hispanic Media Coalition, Los Angeles, CA

#### MODERATOR

**Melissa Muro LaMere**, Business Litigation & Employment Partner, Maslon & HNBA Latina Commissioner, Minneapolis, MN

#### PANELISTS

**Maja Hazell**, Global Head of Diversity & Inclusion, White & Case, New York, NY

**Lucy M. Lopez**, Deputy General Counsel and Head of Legal for the Americas, McKinsey & Company, Inc., New York,

**Janet Murguia**, President and CEO, UnidosUS, Washington, DC

**Pedro DeJesus**, Head of International Business and EVP, General Counsel & Corporate Secretary, Tampico Beverages, Chicago, IL

### 2:00 PM–3:00 PM

#### CLEs

#### Hot Button Issues for 2020 and Beyond Track—Panel #5 +

##### What Every Lawyer Should Know About Electronic Payments

Evolving payments technology is impacting how business and consumers engage in commerce. The industry that once relied on physical payment card transactions now includes a host of online, mobile, connected-device and blockchain-based payment solutions. This presentation will help lawyers to understand the electronic payments ecosystem, explain the latest developments and discuss the regulatory landscape.

#### MODERATOR

**Stephen Aschettino**, Partner and Chair, Loeb & Loeb, New York, NY

#### PANELISTS

**Mercedes Tunstall**, Partner and Chair, Loeb & Loeb, Washington, DC

**Frank Moran**, Consumer Financing Attorney, Ford Motor Company, Dearborn, MI

#### Litigation Track—Panel #5 +

##### Do's & Don'ts of Videoconferencing at the Trial and Appellate Level

This CLE will address the different approaches of various courthouses in conducting hearings and trials over video conferencing. The panelists will further discuss the proper etiquette when participating in a courtroom video conference along with helpful practical tips and anecdotes. The program will also touch upon potential issues with courtroom video conferencing such as confrontation clause concerns.

#### MODERATOR

**Veronica Canton**, Professor/Lecturer—Trial Advocacy, Notre Dame Law School, Co-Founder, Impowerus, Inc., HNBA Litigation and Dispute Resolution Section Co-Chair, Chicago, IL

#### PANELISTS

**Justice Jesse Reyes**, Illinois Appellate Court, Chicago, IL

**Alana De Leon**, Principal, Law Offices of Alana De Leon, Chicago, IL

**Octavio Duran, Jr.**, Principal, Duran Law Offices, Chicago, IL



### The Art of Successful Lawyering Track— Panel #5 +

#### What I Wish Candidates Knew

Hear directly from top legal recruiters about the most common mistakes lawyers make when interacting with recruiters. This panel will also address how to make the most of opportunities, shine as a candidate, and develop a long-term relationship with recruiters that will serve you over the life of your career.

#### MODERATOR

**Jame Ortiz**, Former Sr. Corporate Counsel and Strategic Business Partner, Amazon, Seattle, WA

#### PANELISTS

**Heather Fine**, Partner, Major, Lindsey & Africa, Chicago, IL  
**Debbie Tang**, Partner, Bridge Partners, Washington, DC  
**Jennifer Gerney**, Consultant, Spencer Stuart, Philadelphia, PA  
**Selena LaCroix**, Vice Chair, Korn Ferry, Dallas, TX

### Law Firm Practice: Roadmap for Success Track—Panel #5 +

#### The Post-COVID-19/Pre-Election State of Immigration

This panel will discuss new and upcoming changes in the field of immigration law in response to the COVID-19 epidemic and in advance of the 2020 Presidential Election. Panelists will come from various fields of immigration practice.

#### MODERATOR

**Eric Dominguez**, Partner, David Hirson & Partners & HNBA Region XVIII President and HNBA Immigration Law Section Co-Chair, Costa Mesa, CA

#### PANELISTS

**Iris Franco**, Sr. Attorney, Kids in Need of Defense (KIND), Los Angeles, CA  
**Janell N. Avila**, Partner, Solorio & Avila Law Firm & HNBA Solo/Small Firm Boot Camp Special Committee Chair, Mission, KS  
**John Amaya**, Counsel, Harris, Wiltshire & Grannis, Washington, DC  
**Christine M. Hernandez**, Shareholder, Hernandez & Associates, PC, Denver, CO

### 3:00 PM–3:15 PM

#### Break

### 3:15 PM–4:15 PM

#### CLEs

### Hot Button Issues for 2020 and Beyond Track—Panel #6 +

#### Emerging IP Legal Issues During COVID-19

This session will explore and discuss general IP legal issues related to the current COVID-19 pandemic.

#### MODERATOR

**Ted Lopez**, Chief Patent Counsel, Medtronic, Santa Rosa, CA

#### PANELISTS

**Tiffany Parcher**, Principal Legal Counsel, Medtronic, Boulder, CO  
**Jeff Myers**, Chief IP Counsel, Apple, Sunnyvale, CA  
**Victoria Lee**, Partner, Global Co-Chair, Technology Sector, DLA Piper, East Palo Alto, CA

### Litigation Track—Panel #6 +

#### Navigating in Stormy Economic Seas: A Commercial Lawyer's Primer on Bankruptcy and Protecting and Maximizing Your Rights in Dealing with Financially Troubled Customers and Suppliers and Distressed Mergers & Acquisitions

Amid the largest financial crisis since the Great Recession (perhaps even the Great Depression), financial distress is rapidly spreading through multiple sectors and a tidal wave of chapter 11 filings looks likely. Lawyers representing commercial clients should therefore be prepared to advise their clients to assert their rights as creditors or, in the event of clients' financial distress, to prepare to preserve their going-concern value through out-of-court workouts with creditors or through bankruptcy.

For practical insight on issues arising in the shadow of a looming bankruptcy, during bankruptcy proceedings, re-emergence from bankruptcy, and more, attend this CLE.

#### MODERATOR

**Christian Pereyda**, Of Counsel, Maynard, Cooper & Gale, Birmingham, AL

#### PANELISTS

**John Simon**, Partner, Foley & Lardner, Detroit, MI  
**Luis Salazar**, Founder/Partner, Salazar Law & HNBA Law Practice Management Section Chair, Miami, FL  
**Rafael X. Zahralddin**, Shareholder, Elliott Greenleaf, Wilmington, DE

### The Art of Successful Lawyering Track— Panel #6 +

#### Breaking the Stigma: Wellness Strategies to Survive and Thrive in Challenging Times

*Sponsored by Prudential*

During challenging times, our professional and personal lives may seem out of control and this can affect our work and relationships. This program will examine the role of stigma and bias in preventing us from asking for and accessing help for mental health issues, with emphasis on Hispanic and other diverse legal professionals. The panel will provide innovative tools and tactics for legal practitioners to excel in effectively managing responsibilities at home and in the office. Wellness strategies for success will be presented to take your personal and business relationships to the next level.

#### MODERATOR

**Kamille Dean**, Director of Diversity & Inclusion, St. John's University School of Law, Queens, NY

#### PANELISTS

**Patty Beck**, Claim Attorney, Minnesota Lawyers Mutual Insurance Company, Minneapolis, MN  
**Joan Bibelhausen**, Executive Director, Attorney at Law, Lawyers Concerned for Lawyers, St. Paul, MN  
**Rafael Art. Javier**, Professor of Psychology, St. John's University, Queens, NY  
**Madeline Maldonado**, Licensed Clinical Social Worker, Madeline Maldonado, LCSW Consulting, Bronxville, NY  
**Debra Norwood**, Attorney at Law and Certified Brain Health Coach, Norwood Law Firm, HNBA Attorney Wellness Committee Co-Chair, Memphis, TN

### Law Firm Practice: Roadmap for Success Track—Panel #6 +

#### The Impact of COVID-19 on Family Law Practices, Running a Firm and Handling a Trial

This program will discuss the impact on a family law practice, from running an office, to marketing to obtain new clients, to handling appearances and trials in court, as a result of the COVID-19 pandemic. Front line discussions with a New York family law judge handling conferences and trials with pro se litigants and counsel via teleconferencing. The panelists will share tips on how to embrace and utilize new technology as we, as a nation, navigate through the new "normal" until the virus is contained and life as we knew it returns.

**MODERATOR**

**Albertina “Abby” Webb**, Partner, Hill Wallack & HNBA Family Law Section Chair, Red Bank, NJ

**PANELISTS**

**Judge Javier E. Vargas**, State of New York, Family Court, Brooklyn, NY  
**Dolly Hernandez**, Partner, Boyd Richards Parker Colonnelli & HNBA Latina Commissioner and HNBA Deputy VP of Divisions, Sections & Committees, Miami, FL  
**Maritza Rodriguez**, Owner, Rodriguez Law Firm, Newark, NJ

**6:00 PM–7:30 PM**

**2020 Ohtli Award & HNBA President’s Award Virtual Ceremonies**

**SPECIAL REMARKS—**

**OHTLI AWARD PRESENTATION**

**Her Excellency Martha Bárcena Coqui**, Ambassador of Mexico in Washington, D.C.

**REMARKS—OHTLI AWARD RECIPIENT**

**Raquel Tamez**, CEO, Society of Hispanic Professional Engineers, City of Industry, CA

**REMARKS—HNBA PRESIDENT’S AWARD RECIPIENT**

**Ramona Romero**, VP and General Counsel, Princeton University & HNBA Past President, Princeton, NJ

**KEYNOTE REMARKS**

**Claudia Romo Edelman**, Founder & CEO, We Are All Human Foundation, New York, NY

**SPECIAL PRESENTATION/FIRESIDE CHAT—NATIONAL MUSEUM OF THE AMERICAN LATINO**

**Estuardo V. Rodríguez, Jr.**, Principal & Founder, The Raben Group, Washington, DC  
**Hon. Ileana Ros-Lehtinen**, Former U.S. House Rep Representatives (R-FL), Senior Advisor at Akin Gump Strauss Haier & Feld, Washington, D.C.

**THURSDAY, SEPTEMBER 24, 2020**

**Ongoing**

**HNBA/VIA CCC-AC2020 Sponsor & Exhibitor Showcase**

**8:30 AM–9:30 AM**

**Attorney Wellness Program: Creative Problem Solving for Creative Communication—Presented by the HNBA Attorney Wellness Committee**

Creativity is the number one leadership competency in business, but how does one learn how to develop new ideas, solve complex problems and implement new ideas? We all know that communication is a two-way street—sending and receiving information need to both be done for a good interaction . . . but how? What can we as lawyers do to improve our communication skills? Understanding our client, our co-worker’s and even our judge’s preferences could help us to get our point across in a way that leads to better outcomes. Knowing how people face a challenge mitigates the instances of information being misunderstood or being used to emotionally hijack a conversation.

In this presentation, we will learn the five problem solving preferences and how to identify which one(s) people lean towards. With this knowledge we can tailor our conversations and requests to gain better outcomes. This will lead to better conversations, better buy in for action, and less emotional upheaval.

**REMARKS**

**Debra Norwood**, Attorney at Law and Certified Brain Health Coach, Norwood Law Firm, HNBA Attorney Wellness Committee Co-Chair, Memphis, TN

**PRESENTER**

**Beth Slazak**, Manager of Education and Events, Creative Education Foundation, Manager of Operations, Creative Problem Solving Institute (CPSI Conference) & Board Member, Association for Applied and Therapeutic Humor (AATH), Cowlesville, NY

**9:30 AM–11:00 AM**

**MORNING PLENARY: Latina Commission Plenary: The State of the Latin@ Vote: Battleground to the Polls—Sponsored by Walmart**

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 in light of the current challenges we face with COVID-19.

**MODERATOR**

**Katherine Culliton-Gonzalez**, Director, Office of Civil Rights Evaluation (OCRE) at U.S. Commission on Civil Rights & HNBA Civil Rights Law Section Chair and HNBA 2020 Election Initiatives Special Committee Co-Chair, Washington, DC

**PANELISTS**

**Lydia Camarillo**, Vice President, Southwest Voter Registration Education Project, San Antonio, TX  
**Alex Gomez**, Executive Director, Living United for Change in Arizona, Phoenix, AZ  
**Myrna Perez**, Director, Voting Rights and Elections Program, Brennan Center for Justice, Brooklyn, NY  
**Jorge Luis Vasquez, Jr.**, Director, Power and Democracy Program, Advancement Project National Office, New York, NY



**11:00 AM–12:00 PM****CLEs****Hot Button Issues for 2020 and Beyond Track—Panel #7 +****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.

**MODERATOR**

**Adelaida Vasquez Mihu**, FCPA Compliance Shareholder, Greenberg Traurig & HNBA Latina Commissioner, Houston, TX

**PANELISTS**

**Sandra Gonzalez**, FCPA Compliance Shareholder, Greenberg Traurig, Austin, TX

**Jane Shvets**, Partner, Debevoise & Plimpton, New York, NY

**Eduardo A. Santiago-Acevedo**, Vice President and Senior Regulatory Counsel, Prudential Financial, Inc., Newark, NJ

**Monica MacGregor**, Senior Global Risk Management, Compliance & Investigations Expert, Managing Director, Berkeley Research Group, Washington, DC

**Litigation Track—Panel #7 +****The Changing Patent Litigation Landscape**

This panel will focus on understanding and managing risk related to patent litigation. Given the changing landscape in patent litigation, the discussion will focus on changing trends in venue selection nationwide and the reasons for these changes.

**MODERATOR**

**Jose Villarreal**, Partner, Perkins Coie, Austin, TX

**PANELISTS**

**Judge Alan Albright**, U.S. District Court for the Western District of Texas, Waco, TX

**Judge Edward J. Davila**, United States District Court, Northern District of California, San Jose, CA

**Judge Maryellen Noreika**, United States District Court, District of Delaware, Wilmington, DE

**The Art of Successful Lawyering Track—Panel #7 +****Pathways to the Judiciary**

Sponsored by the HNBA Judicial Division This popular panel, always well attended by law students, attorneys, and judges alike, 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, retention vote terms, etc., that apply to Federal, State, and local positions. The panel will consist of a varied group of five judges that represent diverse jurisdictions (both geographically and type of court), state and federal courts, and varied backgrounds.

**MODERATOR**

**Judge Javier E. Vargas**, State of New York, Family Court, Brooklyn, NY

**PANELISTS**

**Justice Jesse Reyes**, Illinois Appellate Court, Chicago, IL

**Judge Dora L. Irizarry**, U.S. District Court for Eastern District of New York, Brooklyn, NY

**Judge Carolina Lamas**, 4th Judicial District Court, Hennepin County, Minneapolis, MN

**Judge Lourdes M. Ventura**, New York State Supreme Court, Queens County, Queens, NY

**Law Firm Practice: Roadmap for Success Track—Panel #7 +****The Perfect Storm: Adapting to a Virtual Ethics and Compliance Program**

Due to dramatic global work environment changes, organizations are quickly managing its employees' well-being while preserving its ethics and compliance culture. As organizations rapidly change, they must also review how their established governance and compliance program properly aligns with how they will now conduct business as well as with the U.S. Department of Justice's Evaluation of Corporate Compliance Programs 2020 revision. The panel will discuss:

- overall changes to compliance, monitoring, and investigations,
- considerations in developing a virtual program, and
- when and how to test that these new metrics are working.

**MODERATOR**

**Adrian Sierra**, President, Sierra Forensic Group & HNBA Compliance & Ethics Section Co-Chair, Chicago, IL

**PANELISTS**

**Maria Villanueva Sessions**, Director of Compliance, Zimmer Biomet, Miami, FL

**Maribel Fernandez-Harvath**, Senior Legal Counsel—Global Investigations, GE Healthcare, Chicago, IL

**Orlando Flores**, LatAm Chief Ethics & Compliance Officer, Medtronic, Minneapolis, MN

**12:00 PM–12:30 PM**

Lunch Break

**12:30 PM–2:00 PM****AFTERNOON PLENARY:**

**Corporate Responsibility and Social Justice in 2020: Corporate America's Role in Advancing Racial Equity—Sponsored by Target**

**KEYNOTE SPEAKER**

**Jim Rowader**, City Attorney, City of Minneapolis, Minneapolis, MN

**MODERATOR**

**Cid Wilson**, President & CEO, Hispanic Association on Corporate Responsibility, Washington, DC

**PANELISTS**

**Ivan Fong**, Senior VP, General Counsel & Secretary, 3M, Saint Paul, MN

**Don Liu**, Executive Vice President and Chief Legal & Risk Officer, Target, Minneapolis, MN

**Damien Atkins**, SVP, General Counsel and Secretary, The Hershey Company, Hershey, PA

**2:00 PM–3:00 PM****CLEs**

**Hot Button Issues for 2020 and Beyond Track—Panel #8 +**

**Compliance During COVID: 99 Problems, a Pandemic is Just One**

The COVID-19 pandemic has resulted in unique and unprecedented problems for businesses in general, and the significant impact on their compliance and ethics programs is no exception. Compliance officers have had to manage compliance in crisis in many ways, including:

- reinforcing the importance of ethical culture,
- conducting remote due diligence with a modified risk-based approach,
- delivering virtual training, or
- conducting remote investigations.

This panel of compliance experts from different industries will explore the lessons learned and best practices following the pandemic to provide valuable insights and know-how for the “new normal” for compliance programs.

**MODERATOR**

**Richard Montes de Oca**, Managing Partner, MDO Partners, Miami, FL

**PANELISTS**

**Effie Silva**, Director, Ethics and Compliance Leader, Protein and Salt, Cargill, Wichita, KS

**Cara Vilglucci**, VP Compliance Strategic Response, Interim Chief Ethics & Compliance Officer, Millicom, Coral Gables, FL

**Litigation Track—Panel #8 +****Best Practices in****Litigation Management**

This panel features two law firm litigators and two in-house counsel providing perspectives on litigation management. Panelists will present a “Top 10 List” of best practices in claims and litigation management.

**MODERATOR**

**Diane Webster**, Partner, Hinshaw & Culbertson, Chicago, IL

**PANELISTS**

**Kristen Perkins**, Partner, Lewis Brisbois, Fort Lauderdale, FL

**Roberta Edwards**, Sr. Claims Specialist, Sompco, White Plains, NY

**Elena Martinez**, Sr. Staff Attorney, The Hartford, San Antonio, TX

**The Art of Successful Lawyering Track—Panel #8 +—Sponsored by Microsoft**

**Ethical Considerations for****Technology Solutions**

This panel discusses ethical ways to use technology to represent clients, particularly during the shifts brought by the pandemic.

**MODERATOR**

**Krista Contino Saumby**, Senior Patent Attorney, Coats & Bennett, Cary, NC

**PANELISTS**

**María Amelia Calaf**, Partner, Wittliff Cutter, Austin, TX,

**Darlyn Rodriguez Hayes**, Senior Attorney, Microsoft, Seattle, WA

**Michael Capiro**, Corporate Counsel, Amazon, Seattle, WA

**Law Firm Practice: Roadmap for Success Track—Panel #8 +**

**How Not to Panic About Privacy in a Pandemic: Rising to New Privacy Challenges, and Learning New Lessons**

What has the pandemic taught us about privacy and security? This panel will explore the unique privacy and security challenges that emerged from the rapid transformation to a remote workforce, the guidance, attitudes, and enforcement activities from government agencies, and what compliance best practices we should be incorporating going forward.

**MODERATOR**

**Sergio F. Oehninger**, Partner, Hunton Andrews Kurth, Washington, DC

**PANELISTS**

**Victoria E. Beckman**, Member, Co-Chair Privacy & Data Security & Chair, Latin America Desk, Frost Brown Todd, Columbus, OH

**Guillermo Christensen**, Partner, Ice Miller Strategies, New York, NY

**Christopher Escobedo Hart**, Partner, Foley Hoag, Boston, MA

**3:30 PM–5:30 PM**

**CCC-AC2020 Live Virtual Networking Breakouts (For Attorneys Only, Limited to first 100 participants)**

This program will consist of 10 live networking breakout groups of 10 participants. The goal of this program is to connect a mix of attorneys from all sectors (in-house corporate counsel, private sector law firms, and other practices). The session moderator will facilitate dialogue in an interesting, fun and casual setting.

**MODERATOR**

**John G. Yslas**, Partner & Chair of Hispanic Affinity Group, Seyfarth Shaw, HNBA Communications Special Committee Chair, Los Angeles, CA

**6:00 PM–8:30 PM**

**HNBA/VIA National Awards & CCC-AC2020 Gala en la Sala**



**SPECIAL REMARKS**

Hon. Amy Klobuchar, U.S. Senator (D-MN), United States Senate, Washington, D.C.

**NATIONAL AWARDS RECIPIENTS RECOGNITION**

**REMARKS—HNBA LIFETIME ACHIEVEMENT AWARD RECIPIENT**

Juan Cartagena, President & General Counsel, LatinoJustice PRLDEF, Washington, New York, NY

**ENTERTAINMENT**

Guitar performance by John G. Yslas, Partner & Chair of Hispanic Affinity Group, Seyfarth Shaw, HNBA Communications Special Committee Chair, Los Angeles, CA

**HNBA BOARD OF GOVERNORS TRANSITION & INSTALLATION**

**CCC-AC2020 GALA EN LA SALA**

**CCC-AC2020: After Program**

**Monday, September 28, 2020**

**5:00 PM–6:30 PM**

HNBA/VIA Speed Networking & Corporate Connections Program Reception (Separate Registration Required)

During the reception, we will break up into small groups in virtual rooms to facilitate networking in a virtual setting. This reception is open to all Speed Networking & Corporate Connections Program participants.

