




# AGENDA

All times listed are Eastern Time (ET)

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 AC2021 registrants.

1:00 PM–4:00 PM

**LATINA EXECUTIVE LEADERSHIP PROGRAM** 

*Sponsored by DLA Piper*

The 2021-2022 Latina Executive Leadership Program is focused on enhancing executive mindset and leadership capabilities essential to advancing the careers of experienced, high potential Latina lawyers within law firms and legal departments.

**Session 1: The Executive Leader Mindset/The Latina Cultural Script**

**FACILITATOR**

**Angel Gomez**, President, AG Gomez Consulting, Los Angeles, CA

12:00 PM–5:30 PM

**LATINA LEADERSHIP ACADEMY** 

*Sponsored by Walmart*

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, 2021 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.

**12:00 PM–12:30 PM****Welcome and Introductions**

**Maritza Gomez**, HNBA Latina Commission Latina Leadership Academy Co-Chair, Partner, Kaufman Dolowich Voluck Miami, FL

**Eneida Boniche Silcott**, HNBA Latina Commission Latina Leadership Academy Co-Chair, Lead Counsel, Real Estate (Energy), Walmart Inc., Bentonville, AR

**Norma L. Garcia**, HNBA Latina Commission Chair, VP Assistant General Counsel Risk Management & Safety and Chief Diversity Officer, Rent-a-Center, Dallas, TX

**12:30 PM–1:30 PM****Imposter Syndrome & Executive Coaching****PRESENTER**

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

**1:30 PM–1:45 PM****Break****1:45 PM–3:00 PM****Executive Presence****PRESENTER**

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

**3:00 PM–3:30 PM****Break****3:30 PM–4:30 PM****Wellness & Mindfulness Presentation****PRESENTER**

**Aracely Muñoz**, Co-Chair Diversity Equity Inclusion & Intersectionality Task Force at Center for Reproductive Rights, Washington, DC

**4:30 PM–4:45 PM****Break****4:45 PM–5:30 PM****Grit/Growth Mindset Presentation****PRESENTER**

**Grissel Seijo**, HNBA Latina Commission Co-Chair, Employment, and Diversity and Inclusion Officer, Restaurant Brands International, Miami, FL

**5:30 PM****Closing Remarks**

**Maritza Gomez**, HNBA Latina Commission Latina Leadership Academy Co-Chair, Partner, Kaufman Dolowich Voluck Miami, FL

**Eneida Boniche Silcott**, HNBA Latina Commission Latina Leadership Academy Co-Chair, Lead Counsel, Real Estate (Energy), Walmart Inc., Bentonville, AR  
**Grissel Seijo**, HNBA Latina Commission Co-Chair, Employment, and Diversity and Inclusion Officer, Restaurant Brands International, Miami, FL

**10:30 AM–4:30 PM****PODER25™**

*Sponsored by Corteva Agriscience, Holland & Knight and Reed Smith*

**10:30 AM–10:45 AM****Welcome Remarks**

**Anna María Tejada**, HNBA VP of Programs—Su Carrera

**Javier Flores**, Incoming HNBA VP of Programs—Su Carrera

**Elia Diaz-Yaeger**, HNBA National President

**Carlos Bollar**, HNBA National President-Elect

**10:45 AM–12:15 PM****PODER25™ Advisory Council: Keynote Panel****MODERATOR**

**José Ramón González**, Chief Legal Officer and Corporate Secretary, Equitable Holdings, New York, NY

**PANELISTS**

**Rachel González**, EVP, General Counsel and Secretary, Starbucks, Seattle, WA

**Rene Casares**, SVP, General Counsel and Secretary, Academy Sports + Outdoors, Katy, TX

**Frank Jimenez**, EVP and General Counsel, Raytheon Technologies, Waltham, MA

**FACILITATOR**

**Conchita Valenzuela**, Deputy General Counsel, Confie Seguros, Huntington Beach, CA

**12:15 PM–1:00 PM****Break****1:00 PM–2:30 PM****Fireside Chat: Catalyst Conversations for Your Career**

**Anat Hakim**, General Counsel, Eli Lilly

**Marcela Kirberger**, General Counsel, Elanco Animal Health

**2:30 PM–3:00 PM****Break**

## 3:00 PM–4:30 PM

### Negotiating Executive Compensation

#### MODERATOR

**Adrienne Valencia Garcia**, Division General Counsel, IBM POWER Systems, Armonk, NY

#### PANELISTS

**John Nixon**, Partner, Duane Morris, Philadelphia, PA

**David Jimenez**, Principal, JacksonLewis, Hartford, CT [Invited]

**Guillermo Bichara**, Senior Vice President and General Counsel, Linde, Danbury, CT

**Kimberly Hulse**, Director, Major, Lindsey & Africa, Washington, DC

#### FACILITATOR

**Norma Garcia**, VP, Assistant General Counsel, International Legal, Risk Management and Chief Diversity Officer, Rent-a-Center, Plano, TX

## 11:00 AM–3:00 PM

### HNBA/VIA LGBT DIVISION LEADERSHIP SUMMIT

*Sponsored by Polsinelli, Holland & Knight, and Seyfarth Shaw*

The HNBA LGBT Division will be hosting its 6th 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.

## 11:00 AM–12:00 PM

### Update on the Administration's Policies Impacting the Latinx and LGBTQ Communities

#### MODERATOR

**Cristian Arango**, Procure Technologies, Santa Barbara, CA

#### PANELISTS

**Marybel Reynoso Blunt**, Law Offices of Maribel Reynoso, Long Beach, CA

**Richard Saenz**, Lambda Legal, New York, NY

**Rodrigo Heng-Lehtinen**, National Center for Transgender Equality, Washington DC

## 12:00 PM–12:15 PM

### Break

## 12:15 PM–1:15 PM

### Employment Law and the LGBTQ Community

**Mary Kapsak (Moderator)**, Polsinelli, Denver, CO

**Cody Yorke**, Outten Golden, New York, NY

**Yesenia Gallegos**, McDermott Will & Emery, Los Angeles, CA

**Eduardo Juarez**, EEOC, San Antonio, TX

## 1:15 PM–1:30 PM

### Break

## 1:30 PM–2:30 PM

### Lessons Learned from the Pandemic for Your Practice and Community Involvement

**Marjorie Soto (Moderator)**, McDermott Will & Emery

**Raquel Matas**, University of Miami, Miami, FL

**Elia Diaz Yaeger**, Lugenbuhl Wheaton

Peck Rankin & Hubbard, New Orleans, LA

**Gabe Zorogastua**, Polsinelli, Kansas City, MO

## 3:00 PM–4:00 PM

### CORPORATE DIVERSE RECRUITING MEET-AND-GREET

*Sponsored by Apple*

This tailored, by-invitation program supports our partners' diverse recruiting needs, as well as provides access and career advancement opportunities to Hispanic attorneys from a variety of practice areas and at various levels of experience. During the panel presentation, representatives from Apple's Legal and HR departments discuss career opportunities and work environment, followed by an interactive Q&A session.

## 5:00 PM–6:30 PM

### HNBA/VIA SU DINERO™

*Sponsored by Prudential*

When experiencing challenges in your life it is important to make sound financial decisions. This session will provide best practices for growing and managing your income, protecting your assets, and minimizing debt.

#### PRESENTER

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

## 6:30 PM–8:00 PM

### HNBA YOUNG LAWYERS & LAW STUDENTS DIVISIONS DIVERSE RECRUITING MEET-AND-GREET

*Sponsored by U.S. Army JAG*

**24 HOURS**

**HNBA/VIA AC2021 Partners & Exhibitors Showcase**

Visit our Partners and win prizes!

**10:30 AM–11:45 AM**

**PODER25™**

*Sponsored by Corteva Agriscience, Holland & Knight and Reed Smith*

**10:30 AM–11:30 AM**

**The Expanded Role of the Chief Legal Officer**

**MODERATOR**

**Ana Salas Siegel**, EVP, General Counsel, Business and Legal Affairs, NBC Universal Telemundo Enterprises, Miami, FL

**PANELISTS**

**José Cil**, CEO, Restaurant Brands International Inc., Miami, FL

**Jill Granat**, General Counsel and Corporate Secretary, Restaurant Brands International Inc., Miami, FL

**FACILITATOR**

**Grissel Seijo**, Employment Counsel and Diversity and Inclusion Officer, Miami, FL

**11:30 AM–11:45 AM**

**Closing Remarks**

**Anna María Tejada**, HNBA VP of Programs–Su Carrera

**Javier Flores**, Incoming HNBA VP of Programs–Su Carrera

**Jessica Mendez**, Deputy VP of Programs–Su Carrera

**11:00 AM–12:00 PM**

**CLE'S**

**LITIGATION TRACK—PANEL #1 +**

**State AG Enforcement Trends and What to Expect Next**

State Attorneys General have become aggressive regulators on the national stage. Whether bringing litigation in state courts or collaborating with other states on large-scale multistate investigations, the country's AGs have taken aim at private sector conduct like never before—including for companies operating in life sciences industries. For example, State AGs have increasingly turned to expansive readings of state consumer protection laws, more aggressive use of state false claims act statutes, and private contingency fee counsel to litigate high-stakes matters. The impact of the COVID-19 pandemic on states and their residents—including impacts on state budgets—have accelerated these trends.

**MODERATOR**

**Gelvina Stevenson**, Associate General Counsel, Children's Hospital of Philadelphia, Penn Valley, PA

**PANELISTS**

**Esteban Rodriguez**, Counsel, O'Melveny, Los Angeles, CA

**Anna Lozoya**, System Director Quality, Northshore University Health System, Evanston, IL

**Antonio M. Pozos**, Partner, Faegre Drinker, Philadelphia, PA

**ART OF SUCCESSFUL LAWYERING TRACK—PANEL #1 +**

**It Takes a (Legal) Village**

Everyone says to find a mentor. It's a daunting task for a lot of people. Where can you get a mentor? An introvert, an extrovert, and an Employee Relations specialist, all well-known and successful in their fields, weigh in.

**MODERATOR**

**Krista Contino Saumby**, Director of Career Services, North Carolina Central University, Durham, NC

**PANELISTS**

**Pedro J. Torres-Díaz**, HNBA Past President, Principal, Jackson Lewis, San Juan, Puerto Rico and Miami, FL

**Hon. Peter M. Reyes, Jr.**, Judge, Minnesota Court of Appeals, St. Paul, MN

**Jacquelynn Ruiz**, Vice President, Employment Practices Assistant General Counsel, Raymond James, Chicago, IL

**Raul Herrera**, Partner, Arnold & Porter, Washington, DC

**HOT BUTTON ISSUES TRACK—PANEL #1 +**

**Lasting Litigations Trends of COVID-19**

The Panel will discuss changes in the litigation landscape as a result of COVID-19, what the pandemic has taught us about case management and the practice of law, and what changes we expect to last given lessons learned by the Courts and clients. The panel will address local and federal litigation, takeaways from virtual trials/hearing/depositions, and how expectations have changed for litigators.

**MODERATOR**

**Joseph L. Linares**, Associate, Walsh Pizzi O'Reilly Falanga, Newark, NJ

**PANELISTS**

**Mayling Blanco**, Partner, Norton Rose Fulbright, New York, NY

**Dennis E. Vega**, Partner, Tanenbaum Keale, Newark, NJ

**Hon. Zahid Quraishi**, U.S. District Court for the District of New Jersey, Trenton, NJ

**GENERAL TRACK—PANEL #1 +**

**Immigration Changes Under the Biden Administration**

The panel will cover changes in the immigration landscape that have occurred both as result of a change in administration and in relation to the COVID-19 pandemic. We will cover various areas of immigration law including business immigration, humanitarian relief, and the immigration court system.

**MODERATOR**

**Christine Hernandez**, Partner, Hernandez & Associates, Denver, CO

**PANELISTS**

**Maribel Reynoso Blunt**, Law Office of Maribel Reynoso, Long Beach, CA

**Karen Bobadilla**, Attorney, Denovo, Cambridge, MA

**Vanessa Ortega Bartsch**, Attorney, Law Offices of Vanessa Ortega Bartsch, Westminster, CA

**Mia Batista**, Associate, Seyfarth Shaw, New York, NY

**12:00 PM–12:30 PM**

**Break—Partners Showcase Networking**

Visit our Partners and win prizes!

**12:30 PM–2:00 PM**

**PLENARY**

**Racial Justice and the Intersectionality of Policy and Politics**

*Sponsored by Google*

Many across the nation are working to address racial inequality/disparities and white supremacy, and lawyers have major roles to play in mitigating systemic racism at all levels of government. Racism and race relations have been at the forefront of policy and politics, and implicit biases and false narratives create barriers to understanding. This Plenary features policy makers and thought leaders exploring the significance of race and racial justice, the role of advocates and law enforcement, and how we can work together to build a more inclusive and just nation.

**PLENARY SPEAKER**

**Jorge Plasencia**, Chief Executive Officer, Republica Havas, Miami, FL

**MODERATOR**

**Hon. Camelia Valdes**, Prosecutor, Passaic County, Paterson, NJ

**PANELISTS**

**Melisa Lopez Franzen**, Minnesota State Senator and Assistant Minority Leader, Minnesota Legislature, St. Paul, MN

**Carmen Ortiz**, Former U.S. Attorney—D. Mass, Partner, Andersen & Krieger, Boston, MA

**José Luis Morín**, Professor and Chairperson, City University of New York, John Jay College of Criminal Justice, New York, NY

**2:00 PM–2:30 PM**

**Break**

**Partners Showcase Networking**

Visit our Partners and win prizes!

**2:30 PM–3:30 PM**

**CLE'S**

**LITIGATION TRACK—PANEL #2 +**

**Proliferation of Mass Arbitrations: The Unintended Consequences of US Supreme Court's liberal policy of favoring arbitration in contracts and enforcement of class action waivers**

The panel will present the issue of the new trend of mass arbitrations in the context of class action waivers and arbitration agreements in consumer contracts. The panelists will include the defendants' counsel perspective, plaintiffs' counsel perspective, the arbitrators' experience in mass arbitrations, and defense strategies to fight mass arbitrations.

**MODERATOR**

**Katherine A. Coba**, Partner, Boyd Richards Parker Colonnelli, Miami, FL

**PANELISTS**

**Hon. Ariel E. Belen (Ret.)**, Arbitrator/Mediator, JAMS, New York, NY

**Jesus J. Torres**, Counsel, Shook Hardy & Bacon, Los Angeles, CA

**James Arturo Aliaga**, Associate, Calcaterra Pollack, New York, NY

**Sylvia Rivera**, Senior Counsel, American Honda Motor Co., Los Angeles, CA

**ART OF SUCCESSFUL LAWYERING TRACK—PANEL #2 +**

**Can you really have it all? Lessons Learned During the Pandemic**

How to successfully navigate the practice of law while having a healthy, happy family life. This panel will explore the best tips for excelling both at work and at home. This panel will also assist those lawyers who may be considering starting or expanding their family, and will be going on maternity/paternity leave, or considering a more flexible WFH schedule.

**MODERATOR**

**Annie Gamez**, Partner, Holland & Knight, Miami, FL

**PANELISTS**

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

**Ana Salas Siegel**, EVP/General Counsel, NBC Universal Telemundo Enterprises, Miami, FL

**Ellen Ostrow**, Life Coach, Lawyers Life Coach, Washington, DC

**John G. Yslas**, HNBA Communications Committee Chair and Region XVIII President, Partner, Seyfarth, Los Angeles, CA

**COMPLIANCE/LITIGATION TRACK—PANEL #1 +**

**Class Actions and Latin America: Their Interaction with the U.S. Market**

Class actions as we know them have been an important feature of the United States legal system for decades. In recent years, several Latin American countries have begun to embrace class actions. The panel discussion will allow participants to hear diverse perspectives on class action practice

from U.S. and foreign practitioners. This panel will examine the arrival of class actions in Latin American jurisdictions and will compare the experience in these jurisdictions with that of the United States. The panel will also discuss the role of local counsel in U.S. based class actions that involve Latin American companies that are publicly traded in the United States. Finally, the panel will discuss whether and how Latin American investors can bring class action disputes in the U.S.

**MODERATOR**

**Michael A. Fernández**, Counsel, Rivero Mestre, New York, NY

**PANELISTS**

**María Emilia Mamberti**, Consultant, Center for Economic and Social Rights, Buenos Aires, Argentina

**Isabela Campos Vidigal Takahashi de Siqueira**, Associate, Mattos Filho, São Paulo, Brazil

**Rodolfo Herrera Moro Saft**, Partner, Justicia Colectiva, Mexico City, Mexico

**Chet B. Waldman**, Partner, Wolf Popper, New York, NY

**HOT BUTTON ISSUES TRACK—  
PANEL #2 +**

**Fulton v. City of Philadelphia and Beyond: Judicial Developments on Protections for the LGBT Community**

The United States Supreme Court is expected to issue an opinion in *Fulton v. City of Philadelphia* soon. In *Fulton*, the City of Philadelphia barred Catholic Social Services (CSC) from placing children in foster homes because of CSC's policy of not approving same-sex couples as foster parents, and CSC has challenged the constitutionality of the City's action. The Court's decision could have broad ramifications, particularly where governments hire private contractors to provide public services. It will also shed light on the Court's direction about cases involving LGBT rights. This panel will explore the *Fulton* decision as well as related recent developments.

**MODERATOR**

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

**PANELISTS**

**Alejandro Pérez**, Associate, Jackson Lewis, Phoenix, AZ

**Kyle Velte**, Associate Professor, University of Kansas School of Law, Lawrence, KS

**Kendall Seal**, Senior Litigation Associate, Fisher Law, Kansas City, MO

**GENERAL TRACK—PANEL #2 +**

**Client Expectations in a New Era  
Sponsored by Amazon**

This session will touch on the value-proposition that lawyers and law firms bring to their corporate clients. It will touch on areas of critical and emerging subject matter areas; practical deliverables and work product, diversity and inclusion, innovation, and use of legal technology. It will also address how creating deeper engagement with clients is more than doing the work and can include partnerships in important initiatives and issues such as pro bono programs, social justice, and mental health and wellness initiatives. Will provide insights into how remote working, hybrid workplaces, and COVID have impacted how clients and their lawyers/law firms work together.

**MODERATOR**

**Rebecca Benavides**, Director Legal Business & Strategy, Microsoft, Redmond, WA

**PANELISTS**

**Mike Jackson**, Assistant General Counsel, Global Workplace Investigations, Microsoft, Redmond, WA

**Germaine Gurr**, Partner, Mergers & Acquisitions, White & Case, Boston, MA

**Justin Aragon**, General Counsel, ListReports, Orange, CA

**Lisa Martinez Wolmart**, Chief Litigation Officer, Prudential Financial, New York, NY

**3:30 PM–4:00 PM**

**Partner Showcase Networking**

Visit our Partners and win prizes!

**4:00 PM–5:30 PM**

**HNBA Young Lawyers & Law Students Divisions National Speed Mentoring Program**

*Sponsored by MetLife*

The 6th Annual Law Students and Young Lawyers Speed Mentoring Program is the HNBA's signature mentorship program, sponsored by MetLife. The goal is to provide law students and young lawyers an opportunity to meet with experienced attorneys to obtain career guidance and advice. The Mentoring program strives to provide law students and young lawyers a unique opportunity to network with experienced attorneys in various fields. The program this year focuses on small group interactions between 2-3 mentees and a mentor for 15 minutes, followed by rotation of the mentor to another group.

**6:00 PM–6:30 PM**

**AC2021 Happy Hour**

Join us for an interactive and live welcome happy hour where you can make meaningful connections and catch up with friends and colleagues. Bring your cocktail/ mocktail, join the fun, and stay connected!

**6:30 PM–7:30 PM**

**AC2021 Welcome Reception**

**WELCOME RECEPTION SPEAKERS**

**Susan Santana**, Vice President, Legislative Strategy, AT&T, Sacramento, CA

**Reginald M. Turner**, President, American Bar Association, Chicago, IL

**La Primera Abogada Award**

*Presented by the HNBA Latina Commission*

**Mari Carmen Aponte Award**

*Presented by the HNBA Latina Commission*

**Ohtli Award**

*Presented by His Excellency Esteban Moctezuma, Ambassador of Mexico to the United States*

**24 HOURS**

**HNBA/VIA AC2021 Partners Showcase**

Visit our Partners and win prizes!

**11:00 AM–12:00 PM**

**CLE'S**

**LITIGATION TRACK—PANEL #3 +**

**The Prosecution of Hate Crimes: Truths and Challenges Across the Nation**

Federal and state prosecutors experienced in prosecuting crimes fueled by bias will discuss the federal hate crime statute generally, including the 2009 Shepard-Byrd Hate Crimes Prevention Act that expanded the federal definition of hate crimes and how this expansion has facilitated state and federal coordination to fight such crimes. Panelists will also explain the challenges prosecutors face in meeting their burden of proof in hate crime cases and incorporate references from their own experiences in making charging and trial decisions. Panelists will also discuss alternative criminal charges prosecutors may bring to ensure victims obtain justice even if a bias offense falls outside the federal hate crime statute.

**MODERATOR**

**Rebeca Ojeda**, Assistant United States Attorney, U.S. Attorney's Office for the Northern District of Georgia, Atlanta, GA

**PANELISTS**

**Byung J. "BJay" Pak**, Partner, Alston & Bird, Atlanta, GA

**Michael Brovner**, Assistant District Attorney, Chief of Hate Crimes Bureau Queens District Attorney's Office of New York, New York, NY

**Ryan Buchanan**, Assistant United States Attorney for the Northern District of Georgia, Atlanta, GA

**ART OF SUCCESSFUL LAWYERING TRACK—PANEL #3 +**

**Career Transitions: Who/What/When/Where/Why?**

*Sponsored by Prudential*

This panel will provide attendees with a landscape of career transitions from attorneys who have transitioned from the private sector to public, public sector to private, transitions into in-house positions, and even transitions to non-legal roles (e.g., a move to the business side).

**MODERATOR**

**Marx P. Calderon**, Assistant United States Attorney, U.S. Attorney's Office—Southern District of Florida, Miami, FL

**PANELISTS**

**Mark Woodruff**, Director of Corporate Governance, Epizyme, Cambridge, MA

**Bernadette Lopez**, Associate Corporate Counsel-North America Consumer Legal Group, Amazon, Seattle, WA

**Leticia Padilla De Truman**, Senior Legal Counsel, AVEO Oncology, Boston, MA

**Wifredo Ferrer**, Partner, Holland & Knight, Miami, FL

**HOT BUTTON ISSUES TRACK—PANEL #3 +**

**International Legal Norms for Countering Cybercrime and Nation-State Hackers**

Our panel, made up of a former CIA intelligence officer with 30 years of national security experience (State Dept diplomat and life member of the Council on Foreign Relations) and a senior corporate counsel at Microsoft working on digital crimes, after a long career as a private firm lawyer in data security and privacy, will address the need for legal norms and rules to respond to cybercrime (ransomware, data theft) and nation state attacks (Solarwinds, Hafnium). Countries and criminals carrying out these attacks need to be held accountable -- the panel will look at the toolkits that countries and international organizations have available now, why they may not work well, and

what future options could be created. Are there law enforcement cooperation mechanisms, or financial crime networks (FATF), or multinational options (a Geneva Convention on Cyber) that may help to fight this scourge?

**MODERATOR**

**Sergio Oehninger**, Partner, Morgan Lewis, Washington, DC

**PANELISTS**

**Victoria Beckman**, Principal Corporate Counsel, Microsoft Corp, Columbus, OH

**Guillermo Christensen**, Partner, Ice Miller, Washington, DC

**COMPLIANCE/LITIGATION TRACK—PANEL #2 +**

**Compliance Survival and Emergency Kit—The Crisis Playbook**

The panel will discuss the compliance professional's role and lessons learned while addressing the unprecedented business downturn and challenges. They will also share the different approaches utilized and why an organization should consider developing a crisis protocol.

**MODERATOR**

**Adrian Sierra**, Principal, Sierra Forensic Group, Chicago, IL

**PANELISTS**

**Sonia Zeledon**, Head of Privacy and Compliance, The Hershey Company, Miami, FL

**Adelaida Mihu**, Compliance Officer, Biogen, Cleveland, OH

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

**Sergio Leal**, Head of Compliance, North & South America and Head of Compliance M&A, Ericsson, Houston, TX



**GENERAL TRACK—PANEL #3 +**

**The Military's #Metoo Movement**

The murder of Latina soldier Vanessa Guillen exposed the failure of the military to take sexual harassment and sexual assault seriously. This panel will discuss the findings of the Fort Hood Independent Review Committee and the impact it is having as the Army and DoD undertake the most significant overhaul of its approach to stamping out sexual harassment and assault to date.

**MODERATOR**

**Luisa Santiago**, HNBA Military & Veteran Law Section Co-Chair, U.S. Army, Dunn, NC

**PANELISTS**

**Jack White**, Partner, Fluet Huber & Hoang Law, Tysons, VA

**Rachel Vanlandingham**, Professor, Southwestern Law School, Los Angeles, CA

**Queta Rodriguez**, Regional Director, South-Central FourBlock, San Antonio, TX

**12:00 PM—12:30 PM**

**Break**

**Partners Showcase Networking**

Visit our Partners and win prizes!

**12:30 PM—2:00 PM**

**PLENARY**

**Challenging the Stigma: Prioritizing a Healthy and Productive Workplace**

The stigma around mental health issues and substance abuse disorders often prevents people from seeking help, and many professionals are struggling with the physical and mental challenges posed by the pandemic and its aftermath. Stress, anxiety, and depression are at all-time highs and, in the shadow of the pandemic, the opioid epidemic rages on. How can employers foster a healthy and stable workforce? How can public and private sector leaders combat stigma facing those who seek appropriate help? This Plenary features a panel of policymakers, employers, advocacy groups, and treatment experts exploring how the legal field can prioritize and promote a healthy and productive workplace.

**PLENARY SPEAKER**

**Felice Gorordo**, Chief Executive Officer, eMerge Americas, Miami, FL

**MODERATOR**

**Gabriela Romo**, Radio Host and Author, Bethesda, MD

**PANELISTS**

**Jennifer Peña**, MD, Chief Medical Officer, Nurx, Orlando, FL

**Ruben Lambert**, PsyD, Psychologist, Wisdom Spring Wellness Services, Union, NJ

**Dennis Romero**, Regional Administrator, Substance Abuse and Mental Health Services Administration, New York, NY

**2:00 PM—2:30 PM**

**Break**

**Partners Showcase Networking**

Visit our Partners and win prizes!

**2:30 PM—3:30 PM**

**CLE'S**

**LITIGATION TRACK—PANEL #4 +**

**COVID-19 Insurance Litigation Forecast**

Hundreds of policyholders have filed lawsuits against insurers seeking coverage for COVID-19 business interruption losses, including class actions against insurers asserting causes of action for price gauging, failure to refund, false advertising, and bad faith conduct. This trend is expected to continue. Dozens of court rulings come out weekly and almost all jurisdictions have issued decisions regarding insurance coverage for COVID-19 related claims. This panel is composed of insurance coverage litigators that are defending insurers against COVID-19 class actions across the country as well as insurance recovery lawyers representing policyholders in such claims. The panelists will discuss the status of COVID-19 insurance coverage litigation, class actions, recent court rulings, recommended recovery strategies, as well as coverage defense and litigation strategies, and best claim practices.

**MODERATOR**

**Robert Muriel**, Partner, Hoke, and former Illinois Director of Insurance, Chicago, IL

**PANELISTS**

**Teri J. Diaz**, Associate, Morgan Lewis, Washington, DC

**Sulema Medrano Novak**, Partner, Faegre Drinker Biddle & Reatch, Chicago, IL

**Sergio Oehninger**, Partner, Morgan Lewis, Washington, DC

**ART OF SUCCESSFUL LAWYERING TRACK—PANEL #4 +**

**Maximizing Your Productivity by Minimizing Distractions and Simplifying Repeat Tasks**

Discuss high level strategies to maximize productivity (email hacks, 2-minute drill, remove distractions, work when you are most productive, etc.) Discuss ways to simplify repeat tasks, e.g., when you receive the same request/problem from multiple clients you can either spend time rewriting that email or create a self-service resource or a template that can be used as a response. Provide chair yoga, meditation, deep breathing exercises to reduce stress, which leads to better productivity and lowers stress.

**MODERATOR**

**Omar Salazar**, Corporate Counsel—Amazon, Seattle, WA

**PANELISTS**

**Delma Locke**, Associate General Counsel, Uber, San Francisco, CA

**Michael Capiro**, Senior Corporate Counsel—SalesForce, Atlanta, GA

**Bernadette Lopez**, Associate Corporate Counsel—North America Consumer Legal Group, Amazon, Seattle, WA

**HOT BUTTON ISSUES TRACK—  
PANEL #4 +**

**Advancing DEI: Developing Outside Counsel Diversity Guidelines**

This panel will be comprised of in-house counsel discussing the ways in which their companies have formulated outside counsel diversity requirements to promote DEI; including partnering with law firms to identify diverse junior and mid-level associates to service the client's work.

**MODERATOR**

**Evelyn M. Pérez-Albino**, Facebook

**PANELISTS**

**Arlene Zalayet**, Executive Vice-President and General Attorney, Liberty Mutual, Boston, MA

**Paul Garcia**, Senior Vice-President & Associate General Counsel - Intellectual Property & Litigation, Frontier Communications, Norwalk, CT

**Effie Silva**, VP & Associate General Counsel Head of Ethics & Compliance, Cargill, Wichita, KS

**Bryan Browning**, Senior Legal Counsel—Commercial Litigation, Lenovo, Chicago, IL

**GENERAL TRACK—PANEL #4 +**

**Handling Workplace Bullying and Practical Tips for Preparing for a Threat of Violence**

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% of them occur in a private, non-public business environment. 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, the majority of 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 the issue.

**MODERATOR**

**Lilian Moon**, Partner, Akerman, Orlando, FL

**PANELISTS**

**Maritza Gomez**, Partner, Kaufman Dolowich Voluck, Fort Lauderdale, FL

**Pedro Jaime Torres-Diaz**, HNBA Past President, Principal, Jackson Lewis, San Juan, PR and Miami, FL

**Wendy L. Blake**, Associate General Counsel, U.S. EPA, Washington, DC

**3:30 PM–4:00 PM**

**Break**

**Partners Showcase Networking**

Visit our Partners and win prizes!

**4:00 PM–5:00 PM**

**AC2021 Networking Hour**

We can't wait to "see" you at the AC2021 Networking Hour—an interactive, live session where you can engage in meaningful networking and connect with other conference attendees. We encourage you to exchange your contact information for lasting connections and true engagement.

**6:00 PM–6:20 PM**

**Gala en la Sala Happy Hour**

Join us to connect and network before the start of the program. Be camera ready because the HNBA Marketing Department will be taking screenshots.

**6:20 PM–7:45 PM**

**AC2021 Gala en la Sala: National Awards & HNBA President's Awards**

**GALA EN LA SALA SPEAKER**

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

**GALA EN LA SALA KEYNOTE REMARKS**

**Ronald "Ron" Rivera**, Head Coach, Washington Football Team, Washington, DC