



# CCC2023 Agenda

**THURSDAY, March 9, 2023 – SATURDAY, March 11, 2023**

*All times listed are Mountain Standard Time (MST)*

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 and are not open to all CCC2023 registrants.

**WEDNESDAY, MARCH 8, 2023**

4:00 PM – 5:00 PM	Law Student Volunteer Orientation 🗝
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**THURSDAY, MARCH 9, 2023**

8:00 AM – 6:00 PM	PODER25™ – Sponsored by DLA Piper 🗝
12:00 PM – 5:00 PM	Check-In
3:00 PM – 4:00 PM	HNBA Business Law Section Meeting
4:30 PM – 6:15 PM	AZ LGBT Bar Corporate Counsel Division Kick Off Reception
5:00 PM – 6:00 PM	HNBA Litigation & Dispute Resolution Section Meeting
5:00 PM – 6:00 PM	HNBA Business Law Section Meeting
6:30 PM – 9:00 PM	<p>Welcome Reception</p> <p><b>REMARKS</b>  Hon. Kate Gallego, Mayor of Phoenix</p> <p>Deborah Enix-Ross, ABA President, New York, NY</p>
9:30 PM – 11:30 PM	<p>Young Lawyers &amp; Law Students Networking Reception – Sponsored by Army &amp; Navy JAG Corps</p> <p><b>REMARKS</b>  Geraldo Padilla, Captain, U.S. Navy JAG Corps, San Diego, CA</p>

**FRIDAY, MARCH 10, 2023**

8:00 AM – 5:00 PM	Check-In
8:00 AM – 9:00 AM	Friends of Bill W. Meeting
9:00 AM – 9:30 AM	Plenary Breakfast
9:30 AM – 10:45 AM	CCC2023 OPENING PLENARY Rising Up: Thriving as an LGBT+ Person in the Corporate World

	<p>Although societies across the globe are making both legal and cultural progress towards embracing the Lesbian, Gay, Bisexual and Trans communities, the corporate world remains a difficult place to navigate for LGBT+ people. This plenary session will set the stage by outlining the obstacles LGBT+ people face in the workplace and how these obstacles may be further exacerbated by intersectional issues such as gender and ethnicity. The panel, comprised of successful LGBT+ professionals, will then focus on the importance of empowerment and self-advocacy, and discuss ways that anyone can leverage their unique identity to create an authentic and marketable image, make valuable connections and build community, gain visibility and recognition, and advance their career while becoming a leader. The panel will conclude with actionable steps for LGBT+ people looking to rise in the corporate world as well as actionable steps for allies and mentors looking to cultivate an inclusive work environment.</p> <p><b><u>MODERATOR</u></b> Michael 'Frank' Francis, HNBA LGBT Division Chair, Severance, Burko, Spalter, Masone &amp; Laurette, Brooklyn, NY</p> <p><b><u>PANELISTS</u></b> Alexis Sáinz, Partner, Hogan Lovells, Washington, DC</p> <p>Laura J. Maechtle, Partner Labor &amp; Employment, Seyfarth, San Francisco, CA</p>		
10:00 AM – 4:00 PM	<b>Exhibitor Showcase</b>		
11:00 AM – 12:15 PM	<b>CONTINUED LEGAL EDUCATION PANELS</b>		
<b>Advocacy &amp; Litigation Track – Panel #1 +</b>	<b>Corporate Counsel Track – Panel #1 +</b>	<b>The Art of Successful Lawyering Track – Panel #1 +</b>	<b>Public Interest, Government, Nonprofit, and Military Track – Panel #1 +</b>
<p><b><i>Fending Off Mass Arbitration: Preventive and Responsive Defense Strategies</i></b></p> <p>Mass arbitration is a new tactic of plaintiff's firms that file hundreds or thousands of arbitration demands against a company simultaneously in hopes of leveraging the prospect of arbitration fees to force a settlement. Massive fees, unfavorable processes for mass arbitration filings, and a judiciary that has been largely unreceptive to companies &amp; challenges to</p>	<p><b><i>When Two Worlds Collide: Wage Transparency Laws, RIFs, and other Challenges Facing US Employers Hiring Foreign Talent in 2023</i></b></p> <p>Immigration and employment law are two parallel and equally complex areas of law. When they intersect, this can create compliance and other legal challenges for employers. A panel of Employment law and Immigration law specialists will discuss the latest employment law developments and their</p>	<p><b><i>The Places You'll Go: Tips for Non-linear Legal Careers</i></b></p> <p>Many of us are confident in the legal career we'd like to pursue but not all of us. Join the panel of experienced attorneys to discuss tips on navigating a legal career. Discussion will be focused on what law students can do to prepare but also how lawyers can pivot their career trajectories. We will discuss how to embrace a non-linear career path and still get the job you want or practice in different fields; How to make the transition</p>	<p><b><i>Martha's Vineyard and Beyond: Current Immigration Issues</i></b></p> <p>On September 14, 2022, approximately 50 migrants were dropped off unannounced to Martha's Vineyard via two charter planes, dispatched by Florida Governor Ron DeSantis. As soon as news spread, legal advocates and community members stepped up to provide assistance and legal support to the families. This panel will explore legal perspectives on the crisis and discuss what unfolded on Martha's Vineyard, the mobilization efforts on the ground,</p>

<p>such filings have emboldened the plaintiff's bar. Indeed, threats of initiating mass arbitration filings alone have extracted eight- and nine-figure settlements from some companies.</p> <p>This panel will discuss the development of this phenomenon following U.S. Supreme Court precedent blessing arbitration clauses and class action waivers in consumer and employment agreements, best practices for efficiently managing mass arbitrations, recent court challenges to mass arbitration filings, and how companies can revise their arbitration provisions to mitigate the risks of mass arbitration.</p> <p><b><u>MODERATOR</u></b> Hon. Ariel Belen (Ret.), Mediator/Arbitrator, JAMS, New York, NY</p> <p><b><u>PANELISTS</u></b> Esteban Rodriguez, Partner, O'Melveny &amp; Myers, Los Angeles, CA</p> <p>Melissa Rodriguez, Partner, Morgan, Lewis &amp; Bockius, New York, NY</p> <p>David A. Moreno, Jr., Partner, Blank Rome, New York, NY</p>	<p>impact on US businesses hiring foreign workers.</p> <p><b><u>MODERATOR</u></b> Helena Tetzeli, Partner, Kurzban Tetzeli &amp; Pratt, Miami, FL</p> <p><b><u>PANELISTS</u></b> Melina Villalobos, Attorney Shareholder, Ogletree, Columbus, OH</p> <p>Maria Cáceres-Boneau, Special Counsel, Duane Morris, New York, NY</p> <p>Michael J. Molina, VP of Legal and Deputy General Counsel, Flock Safety, New York, NY</p> <p>M. Alejandra Vargas, Associate, Duane Morris, New York, NY</p>	<p>from government to private practice, from litigation to privacy, or from law firm to in-house; and how to seamlessly navigate the complexities of an ever-changing world and profession.</p> <p><b><u>MODERATOR</u></b> Juan Sempertegui, Deputy General Counsel, US Small Business Administration, Washington, DC</p> <p><b><u>PANELISTS</u></b> Sonia Zeledón, Associate General Counsel, The Hershey Company, Miami, FL</p> <p>Victoria Beckman, Associate General Counsel - Security &amp; Privacy, Shopify, Miami, FL</p> <p>Patricia Peña, Associate, Davis Wright Tremaine, Washington, DC</p>	<p>and the legal action being taken in response to assist the asylum-seekers individually, as well as collectively, through a federal class action lawsuit filed on behalf of the affected migrants by Lawyers for Civil Rights. Panelists will also provide an overview of general immigration trends, including recent developments at the border and the important role played by private counsel in pro bono cases.</p> <p><b><u>MODERATOR</u></b> Ivan Espinoza-Madrigal, Executive Director, Lawyers for Civil Rights, Boston, MA</p> <p><b><u>PANELISTS</u></b> Mirian Albert, Staff Attorney, Lawyers for Civil Rights, Boston, MA</p> <p>Jessica Soto, Counsel, Ropes &amp; Gray, Boston, MA</p> <p>Kyle P. Dorso, Associate, Brown Rudnick, Boston, MA</p> <p>Hector Chichoni, Partner, Duane Morris, Miami, FL</p>
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<p><b>11:00 AM – 12:15 PM</b></p>	<p><b>Keep It Professional: The Road to Professional Conduct and a Harassment-Free Environment – Sponsored by Seyfarth</b></p> <p><i>This course has been reviewed and approved by the EEOC in the context of specific consent decrees and selected for use by the Department of Justice in settlement situations.</i></p> <p>Participants will benefit from this interactive, high-energy training program to promote professional conduct, networking techniques and harassment-prevention. Based on HNBA's Code of Conduct and commitment to promoting ethical, responsible and respectful conduct towards one another, this interactive, targeted and practical training covers critical topics and uses innovative tools and techniques to develop judgment about professional conduct. The training also focuses on understanding all forms of prohibited harassment and misconduct, such as misconduct based on race, gender, color, sexual orientation, national origin, disability, age, religion and veteran status. The course delivery is customized to HNBA's environment.</p> <p><b>PRESENTER:</b> Rachel Guisinger, Managing Director, Seyfarth at Work, Charlotte, NC</p>
<p><b>12:15 PM – 12:45 PM</b></p>	<p><b>Plenary Lunch</b></p>
<p><b>12:45 PM – 2:00 PM</b></p>	<p><b>AFTERNOON PLENARY: <i>Rompiendo Barreras/Breaking Barriers: The Inclusion of Hispanic Attorneys with Disabilities in the Post-Pandemic Workplace and in the Legal Profession</i> ✚</b></p> <p>As we return to the office in the post-pandemic era, this panel will examine the current opportunities for a long-overdue destigmatization of Hispanic attorneys with visible and non-apparent disabilities and their genuine inclusion in organizational workplace DE&amp;I initiatives. The panel will discuss the human resources, intersectional identity, and EEO/ labor and employment law perspectives of this transformation. Additionally, the panel will explain why the inclusion of attorneys with disabilities should occupy an equal place in the broader DE&amp;I conversation, alongside a shift in the mindset of the legal profession toward genuine inclusion of attorneys with diverse abilities and learning differences.</p> <p><b><u>MODERATOR</u></b> Salomon Chiquiar-Rabinovich, Esq., Chair, HNBA Special Committee on Attorneys with Disabilities and their Allies, Boston, MA</p> <p><b><u>PANELISTS</u></b> Honorable Jimmie V. Reyna, Circuit Judge, U.S. Court of Appeals for the Federal Circuit, Washington, DC</p> <p>Manuel Cuevas-Trisán, Vice President for Human Resources, Harvard University, Cambridge, MA</p> <p>Maru Torres-Gregory, JD, Ph.D., LMFT, Affiliate Therapist, The Family Institute at Northwestern University, Evanston, IL</p> <p>Rafael E. Lázaro, Founding Member, Lazaro Law Group, Chicago, IL</p>

	<p>Michael Deal, VP &amp; Associate General Counsel, Amazon, Seattle, WA</p> <p><b><u>CLOSING REMARKS</u></b>          Andrenna Hidalgo Berggren, HNBA Special Committee for Attorneys with Disabilities and their Allies, Washington, DC</p>		
2:15 PM – 3:30 PM	CONTINUED LEGAL EDUCATION PANELS		
<b>Advocacy &amp; Litigation Track – Panel #2 +</b>	<b>Corporate Counsel Track – Panel #2 +</b>	<b>The Art of Successful Lawyering Track – Panel #2 +</b>	<b>Public Interest, Government, Nonprofit, and Military Track – Panel #2 +</b>
<p><b><i>Climate Change Risks and Exposures</i></b></p> <p>With climate change concerns on the rise, companies across industries are facing potentially serious first-party risks and third-party liability exposures. Navigating this landscape with an increased emphasis on Environmental Social Governance (ESG) also raises challenges for companies. This panel will discuss these potential climate change exposures, best practices for companies facing these challenges, and insurance strategies to help mitigate these risks.</p> <p><b><u>MODERATOR</u></b>          Sergio Oehninger, Partner, Morgan Lewis &amp; Bockius, Washington, DC</p> <p><b><u>PANELISTS</u></b>          Teri Diaz, Senior Associate, Morgan Lewis &amp; Bockius, Washington, DC</p>	<p><b><i>Blockchain and Intellectual Property Trends</i></b></p> <p>This program will provide an update on the intersection of blockchain, digital assets, and intellectual property and the legal implications corporate counsel should know about. We will also discuss what are the opportunities/challenges posed by this new technology? What are Use Cases? Where are the opportunities: Stable coins, currency fluctuations, remittances, royalties, tracing ownership, shipping/logistics, NFTs, Digital Art, collectibles, IP, AML, and KYC.</p> <p><b><u>MODERATOR</u></b>          Sira Veciana-Muino, Vice President, Business Affairs, Sony Pictures Entertainment, Miami Beach, FL</p> <p><b><u>PANELISTS</u></b>          Paul Bances, VP Global Market Development, Paypal, Miami, FL          Samuel Dibble, Partner, Baker Botts, Miami, FL</p>	<p><b><i>Mental Health in a (sort of) Hybrid World</i></b></p> <p>This panel will focus on advocacy and litigation issues related to mental health law, especially in light of the increased psychological distress brought on by the pandemic and crises of the past two years. The panel will include an overview of pending legislation and implications for the LatinX/Hispanic community across various areas and industries, including increased awareness about mental health, the critical need for support and services and the role that businesses play in encouraging open dialogue and help-seeking behaviors.</p> <p><b><u>MODERATOR</u></b>          Marco Santamaria, Patent Attorney, Peacock Law, Albuquerque, NM</p> <p><b><u>PANELISTS</u></b>          Emely Sanchez, Federal Affairs Manager, Johnson &amp; Johnson, Washington, DC</p>	<p><b><i>What to Expect in the New Congress and in Key States</i></b></p> <p>As a result of the November 2022 congressional elections, we entered a new political environment in January 2023 with a divided Congress in Washington, D.C. As President Biden starts the final two years of his term, we will discuss what to expect from a GOP controlled House and a Democratic controlled Senate. We will also discuss some key states in the U.S. and what may be in store for them in light of the November 2022 elections.</p> <p><b><u>MODERATOR</u></b>          Roxanne Tizravesh, Senior Counsel, Akin Gump Strauss Hauer &amp; Feld, Houston, TX</p> <p><b><u>PANELISTS</u></b>          Ileana Ros-Lehtinen, Senior Advisor, Akin Gump Strauss Hauer &amp; Feld, Washington, DC          Dario Frommer, Partner, Akin Gump Strauss Hauer &amp; Feld, Los Angeles, CA</p>

Sulema Medrano Partner, Chicago, IL	Novak, Drinker, Botts, Miami, FL	Jose Villareal, Partner, Baker	Sergio Leal, Head of Compliance, Ericsson, Houston, TX  Gloria Portela, Senior Counsel - Labor & Employment, Seyfarth, Houston, TX  Stephanie Hajjar, Emotional Wellness Coach for Athletes and Entertainers, Stephanie Hajjar, Los Angeles, CA	Adrian Snead, Corporate Counsel, Amazon Web Services, Austin, TX
<b>2:15 PM – 3:45 PM</b>	<b>HNBA/VIA SU DINERO™: Navigating Your Employer Benefits – Sponsored by Prudential</b> We hear every day that many Americans are not financially prepared for their future. People find the financial planning process overwhelming, and they don't know where to begin. Key topics include how to make time sensitive financial decisions; how much you should save for retirement; optimize the benefits your employer provides; and more!  <b>PRESENTER</b> Silvia Tergas, Financial Planner, Prudential Advisors, Washington, DC			
<b>3:30 PM – 5:00 PM</b>	<b>Diverse Recruiting Meet &amp; Greet – Sponsored by Apple</b> 🗝️			
<b>3:30 PM – 5:00 PM</b>	<b>HNBA Familia Networking Events (For All CCC2023 Attendees)</b>			
<b>5:30 PM – 7:00 PM</b>	<b>CCC2023 VIP Reception</b> 🗝️			
<b>7:00 PM – 9:30 PM</b>	<b>Top Lawyers Under 40 Awards Reception</b>			<b>Off-site: Heard Museum</b>
	<b>Opening Remarks:</b> Hon. Jessica Sanchez, Arizona State Bar President, Phoenix, AZ			


<b>SATURDAY, MARCH 11, 2023</b>	
<b>8:00 AM – 3:00 PM</b>	<b>Check-In</b>
<b>8:00 AM – 9:00 AM</b>	<b>Friends of Bill W. Meeting</b>

9:00 AM – 9:30 AM	<b>Plenary Breakfast</b>		
9:30 AM – 10:45 AM	<p><b>LATINA COMISSION PLENARY: Elevating Our Collective Latinidad and Recognizing our Hues – How Understanding the Impact of Colonialism and Colorism on Our Multifaceted Identities Can Help Shape a More Inclusive Future</b></p> <p>An in-depth dialogue on the impact of colonialism in the Americas through a CRT lens: How can we elevate our combined experiences through examining and understanding the intersections of Being Afro Latina in the workplace and legal community.</p>		
10:00 AM – 2:00 PM	<b>Exhibitor Showcase</b>		
11:00 AM – 12:15 PM	<b>CONTINUED LEGAL EDUCATION PANELS</b>		
<b>Advocacy &amp; Litigation Track – Panel #3 †</b>	<b>Corporate Counsel Track – Panel #3 †</b>	<b>Public Interest, Government, Nonprofit, and Military Track – Panel #3 †</b>	<b>Legal Trends Track – Panel #1 †</b>
<p><b><i>Energy Law: For Watt It's Worth</i></b></p> <p>Energy plays a significant role in worldwide geo-politics and in virtually every facet of the global economy. This requires lawyers of diverse backgrounds, practices and experiences. The panel will provide an insight into the meaning of "energy law", the roles energy lawyers play, the expertise necessary for energy law, and ways to either expand your practice or get involved in this exciting, impactful and transitioning field.</p> <p><b><u>MODERATOR</u></b> Vanessa Suarez, Litigation Associate, Maynard Cooper &amp; Gale, Austin, Texas</p> <p><b><u>PANELISTS</u></b></p>	<p><b><i>EQ in IP—Building In-House/Outside Counsel Relationship in IP</i></b></p> <p>This panel will discuss tips for managing and building a successful long-term relationship between in-house and outside IP counsel. Topics will include tips on frequency and tone of work-product communications, setting goals and expectations, and engaging one another for feedback. Panelists will also share their perspectives on the IQ and EQ skills they seek from their counterparts, whether related to IP litigation, transactions, or other related work.</p> <p><b><u>MODERATOR</u></b> Edwin O. Garcia, Associate, Jones Day</p> <p><b><u>PANELISTS</u></b></p>	<p><b><i>The Fourth Branch of Government: State Attorneys General and Why They're Different</i></b></p> <p>The panel will focus its discussion on the topic of the State Attorneys General, how they organize, what their focus areas are, and strategies that companies can employ to prepare themselves for possible enforcement actions from the States' top lawyers.</p> <p><b><u>MODERATOR</u></b> Chris Verdugo, Associate, Troutman Pepper Hamilton Sanders, Chicago, IL</p> <p><b><u>PANELISTS</u></b> Al Lama, Deputy Executive Director, National Association of Attorneys General, Richmond, VA</p>	<p><b><i>In re: Twitter: Lessons Learned from Elon Musk's Acquisition of Twitter</i></b></p> <p>This panel will review and discuss important lessons learned from Elon Musk's recent acquisition of Twitter, including matters of Delaware corporate and commercial law, the attorney-client privilege, employment and labor laws, and bankruptcy issues.</p> <p><b><u>MODERATOR</u></b> Nicholas Rodriguez, Counsel, Reed Smith, Philadelphia, PA</p> <p><b><u>PANELISTS</u></b> Norma Manjarrez, Shareholder, Ogletree Deakins, Chicago, IL Katelin Morales, Associate, Potter Anderson Corroon, Philadelphia, PA</p>



<p>Eneida Silcott, Managing Counsel, Energy, Walmart Inc., Bentonville, AR</p> <p>Caleb Garcia, Deputy City Attorney, City of Denton, Denton, TX</p> <p>Todd Guerrero, Partner and Chair of National Energy Group, Kutak Rock, Minneapolis, MN</p> <p>Juan Alcalá, Partner and Co-Chair of Energy &amp; Natural Resources Industry Sector Group, Holland &amp; Knight, Austin, TX</p>	<p>Clara Jimenez, Senior Counsel, Patent Litigation, Johnson &amp; Johnson, New Brunswick, NJ</p> <p>Brianna Hinojosa-Smith, Chief Legal Officer, Yum! Digital &amp; Technology, Yum! Brands, Dallas, TX</p> <p>Jorge Gonzalez, Senior Counsel, AbbVie, Inc., Washington, DC</p> <p>Joseph Linares, Partner, Walsh Pizzi O'Reilly Falanga, Newark, NJ</p>	<p>Agustin Rodriguez, Partner, Toutman Pepper Hamilton Sanders, Wilmington, DE</p> <p>Josh Torres, Assistant General Counsel, The Home Depot, Atlanta, GA</p>	<p>Veronica Rodriguez, Executive Vice President, Associate General Counsel - Global Head of M&amp;A and Corporate &amp; Asst. Secretary, TelevisaUnivision, New York, NY</p> <p>Potter Anderson Corroon, Philadelphia, PA to Potter Anderson &amp; Corroon, Wilmington, DE</p>
<b>12:15 PM – 12:45 PM</b>	<b>Plenary Lunch</b>		
<b>12:45 PM – 2:00 PM</b>	<p><b>AFTERNOON PLENARY: The United States-Mexico Partnership and the Role of the HNBA</b></p> <p>The HNBA began its life as a local organization of lawyers from California. The HNBA has since cultivated a national reputation, reach, and impact. At the same time, the HNBA recognizes the immense number and talent of Hispanic lawyers who practice internationally. These international lawyers are an integral part of the legal profession with whom we should ally on issues of common interest. The HNBA recently recreated Special Committee for Foreign Trained Attorneys. The timing is rich with meaning. The United States and Mexico recently celebrated 200 years of diplomatic relations and the HNBA just celebrated its 50th anniversary. In the words of President Biden, “[a]s the closest of neighbors and friends, we share a set of values that form the root of our strength. We share an enduring commitment to freedom, democracy, and rule of law. And we share a strong and deepening economic and security partnership that has made North America the most competitive and dynamic region in the world.” This Plenary will examine the vital partnership between Mexico and the United States and the role that the HNBA can play to strengthen ties between U.S. lawyers, businesses, and non-profits with their counterparts in Mexico.</p>		
<b>1:00 PM – 2:00 PM</b>	<b>HNBA Young Lawyers Division Meeting</b>		
<b>2:15 PM – 3:30 PM</b>	<b>CONTINUED LEGAL EDUCATION PANELS</b>		
<b>Advocacy &amp; Litigation Track – Panel #4 +</b>	<b>Corporate Counsel Track – Panel #4 +</b>	<b>The Art of Successful Lawyering Track – Panel #3 +</b>	<b>Legal Trends Track – Panel #2 +</b>

<p><b>Protecting Competitive Interests in a World Without Non-Competes</b></p> <p>With states increasingly curtailing - and even penalizing - the use of non-compete agreements, businesses must look for other means of protecting themselves against unfair competition. This panel will explore the changing landscape in state law and discuss the remaining legal tools available to businesses. We will explore how businesses can draft and enforce enhanced non-solicitation, non-disclosure, and other provisions in ways that stay ahead of recent trends in competition law while maintaining hard-earned competitive advantages - perhaps even more efficiently than the status quo ante.</p> <p><b><u>MODERATOR</u></b> Miguel Lopez, Counsel, Littler Mendelson, New York, NY</p> <p><b><u>PANELISTS</u></b> S. Preston Ricardo, Partner, Golenbock Eiseman Assor Bell &amp; Peskoe, New York, NY</p> <p>Ramon Ramirez, Counsel, O'Melveny &amp; Myers, Menlo Park, CA</p>	<p><b>Expanding Influence of Artificial Intelligence: Developing Legal Trends - Employment, Privacy and Ethical Issues</b></p> <p>With the proliferation of artificial intelligence in the business community, companies are facing novel legal issues and there is a rapid expansion of regulatory efforts designed to govern the use of artificial intelligence. For example, many companies use automated decision tools to streamline the hiring process, but a newly enacted NYC law effective January 1, 2023 sets a legal standard for conducting and publicizing bias audits on these tools and the EEOC is launching an AI initiative to ensure that tools used in hiring comply with federal civil rights laws. Further, companies are using AI more and more in various ways, including customer service, advertisements, handling internal and external data, making recommendations to consumers, developing new technologies (such as self-driving cars), implementing fraud detection issues, and on supply chain issues. All of these uses of AI can create novel forms of interaction between people and technology that can result in legal complications across industries, with particular impact in the employment, privacy, and consumer advertising/product space.</p>	<p><b>Navigating Attorney Client and Work Product Privilege in a Hyper-Communication Pandemic State</b></p> <p>The pandemic has driven more and more employees to work remotely, increasing the use of virtual recorded meetings, email, text, and internal company direct messages. Maintaining and ensuring these relevant communications are covered by the attorney-client and/or work-product privilege pose a tremendous challenge for in-house counsel. Educating your internal clients is at an all-time high.</p> <p>This panel will discuss and provide insight on:</p> <ul style="list-style-type: none"> <li>• The current state of the attorney-client and work product privilege</li> <li>• How to mitigate the risk of breaching these privileges</li> <li>• The dangers with improperly using emails and text messages</li> <li>• Overseeing HR or internal audit investigations</li> <li>• Recent corporate and individual embarrassments</li> </ul> <p><b><u>MODERATOR</u></b> Adrian Sierra, CEO, Sierra Forensic Group, Chicago, IL</p> <p><b><u>PANELISTS</u></b> Martin Montes, Partner, Barnes &amp; Thornburg, Chicago, IL</p>	<p><b>The Pay Gap is Real: Is Pay Transparency the Gamechanger Needed?</b></p> <p>This panel will discuss gender and racial pay gap issues that affect the workplace. New pay transparency legislation in several states may help narrow the pay gap issue but have significant implications for employers. This panel will address recommendations for addressing pay gap issues, and whether transparency is truly the key to solving these issues.</p> <p><b><u>MODERATOR</u></b> Joanna MacMillan, Partner, Constangy, Brooks, Smith &amp; Prophete, Los Angeles, CA</p> <p><b><u>PANELISTS</u></b> Maritza Gomez, Senior Counsel, Gap, Inc., Miami, FL</p> <p>Michael Massiatte, Of Counsel, DLA Piper, Plano, TX</p> <p>Anna M. Lozoya, Chief Legal and Risk Officer, CommUnityCare Health Centers, Austin, TX</p> <p>Grissel Seijo, HNBA VP Programs – <i>Su Futuro</i>, Sr. Director, Employment Legal, Discovery Communications, Inc. New York, NY</p>
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<p>Carmen Decot, Partner, Foley &amp; Lardner, Milwaukee, WI</p> <p>Adam Acosta, Partner, White &amp; Case, Washington, DC</p>	<p><b><u>MODERATOR</u></b> Alba Aviles, Of Counsel, Fisher &amp; Philips, Murray Hill, NJ</p> <p><b><u>PANELISTS</u></b> Arlene Zalayet, Executive Vice President and General Attorney, Liberty Mutual Insurance, Boston, Massachusetts</p> <p>Esteban Rodriguez, Partner, O'Melveny &amp; Myers, Austin, TX Daniel Kadish, Associate, Morgan Lewis, Weehawken, NJ</p>	<p>Effie D. Silva, Senior Vice President, General Counsel, Fresh Del Monte Produce, Miami, FL</p> <p>Sonia Zeledón, Associate General Counsel, The Hershey Company, Miami, FL</p>	
<p><b>2:30 – 4:30 PM</b></p>	<p><b>Speed Networking and Corporate Connections Program &amp; Reception</b> </p> <p>The Speed Networking and Corporate Connections Program is one of the HNBA/VIA's signature professional and business development initiatives. To advance our mission to enrich and diversify the legal profession, the Program is designed to promote meaningful business relationships between America's leading corporate law departments, as well as federal agencies, and Hispanic legal professionals. This focused and intimate networking opportunity allows in-house counsel and government agencies with hiring authority to identify outside counsel in practice areas where the legal department has an identified need. The Program also serves as a time and cost-effective recruiting tool for internal placement opportunities.</p>		
<p><b>6:30 PM – 7:30 PM</b></p>	<p><b>Gala Reception</b></p> <p><b><u>SPEAKER</u></b> Carimer Andujar, Engineer, Immigrant Rights Advocate, UndocuRutgers Founder, Newark, NJ</p>		
<p><b>7:30 PM – 12:00 AM</b></p>	<p><b>Gala Dinner &amp; Closing Celebration</b></p>		