



ALFA International

THE GLOBAL LEGAL NETWORK



Listen to the Music!

Performing Harmoniously in a Challenging Soundscape

2025 INTERNATIONAL CLIENT SEMINAR

MARCH 6-9, 2025 | JW MARRIOTT TUCSON STARR PASS RESORT & SPA | TUCSON, ARIZONA

www.ALFAInternational.com



WELCOME TO TUCSON

Tucson, Arizona, is a vibrant city nestled in the Sonoran Desert, surrounded by stunning mountain ranges. Known for its rich cultural heritage, Tucson is influenced by Native American, Mexican and Western traditions, which can be seen in its architecture, festivals and cuisine. With numerous hiking trails, parks and nearby national monuments, attendees can explore the breathtaking natural beauty of the region. The city's culinary scene is renowned for its unique blend of flavors, particularly its distinction as a UNESCO City of Gastronomy. Tucson also celebrates a vibrant arts community, with galleries, theaters and music venues showcasing local talent. The JW Marriott Tucson Starr Pass Resort & Spa is a luxurious retreat offering breathtaking views of the Saguaro National Park. The hotel is 13 miles (~25-minute drive) from the Tucson International Airport or 114 miles (~2 hour drive) from Phoenix Sky Harbor International Airport.

WHAT IS ALFA INTERNATIONAL?

ALFA International is the premier network of independent law firms. Founded in 1980, ALFA International was the first and continues to be one of the largest and strongest legal networks. We have 140 member firms throughout the world. Our 80 U.S. firms represent 95 of the 100 largest metropolitan areas. Our 60 international firms are located throughout Europe, Asia, Australia/New Zealand, Africa, Canada, Mexico and South America. ALFA International's mission is to provide high quality, cost efficient legal services wherever our clients need them. The ALFA International model enables our members to use their local expertise to deliver highly effective legal solutions, often drawing upon the collective wisdom and experience of other member firms. ALFA International clients benefit from a geographically comprehensive network of exceptional law firms and accomplished trial and business counsel. Our member firms meet high standards to be part of the ALFA International network and are well respected by their peers in the legal and business community.

Listen to the Music!

PERFORMING HARMONIOUSLY IN A CHALLENGING SOUNDSCAPE 2025 INTERNATIONAL CLIENT SEMINAR

MARCH 6-9, 2025

JW MARRIOTT TUCSON STARR PASS RESORT & SPA | TUCSON, ARIZONA

Music surrounds us. It requires creativity, listening, innovation, collaboration, arranging, editing, practice and performance, all to (hopefully) deliver a "product" which is rewarding, satisfying, unique (and sometimes thought provoking) for the listeners, the performers and all who are involved in the process. Everyone must be mindful not just of the moment, but also of what came before, what may be coming next and what changes (expected or not) may be in store.

The creation, development, growth and management of a business, the practice of counselling clients and the representation of clients in negotiations, litigation, administrative proceedings and trial, require listening, creativity, innovations, adaptation, respond to changes, improvisation and "performance," sometimes as a "soloist," sometimes as an ensemble, sometimes in a "jam session" and sometimes relying upon others' compositions. Each "player" must remember that while doing so may be personally rewarding, he or she is part of creating a "work" which is intended to meet the demands, needs, and desires of customers, clients, courts and other interested parties.

For the 2025 International Client Seminar, we will explore multiple approaches to how our businesses and our law firms make "music." Beginning with an Overture discussing recent changes applicable to every business and industry, through a Coda highlighting improvising in response to dramatic changes, we will explore the many melodies, themes and variations which affect everyone's businesses and how to remain in harmony in a dissonant score. Please join our ALFA International firms at the beautiful JW Marriott Starr Pass Resort & Spa in Tucson, Arizona for three days of exciting discussions, memorable events and surprises.

"Music is life itself."— Louis Armstrong



Joseph Fortner
Chair, 2025 International Client Seminar
HALLORAN SAGE
Hartford, Connecticut

2025 INTERNATIONAL CLIENT SEMINAR COMMITTEE MEMBERS



Joseph Fortner
Chair, 2025 International Client Seminar
HALLORAN SAGE
Hartford, Connecticut



Christin Kraemer
TIEFENBACHER
Heidelberg, Germany



Tim Peeples
Vice Chair & Presentation Consultant, 2025 International Client Seminar
DANIEL COKER
Oxford, Mississippi



Jane Kim
WRIGHT LINDSEY JENNINGS
Little Rock, Arkansas



Schaun Henry
Double Chair Emeritus, 2025 International Client Seminar
MCNEES WALLACE & NURICK LLC
Harrisburg, Pennsylvania



Richard Latta
STAFFORD ROSENBAUM LLP
Madison, Wisconsin



Grace Garcia
Chair, ALFA International Board of Directors
MORRISON MAHONEY LLP
Boston, Massachusetts



Byrona Maule
PHILLIPS MURRAH P.C.
Oklahoma City, Oklahoma



P. Douglas Barr
Vice Chair, ALFA International Board of Directors
STOLL KEENON OGDEN PLLC
Lexington, Kentucky



Rob Smith
MAYER LLP
Houston, Texas



Andy Douberly
Course Book Editor, 2025 International Client Seminar
DICKINSON & GIBBONS, P.A.
Sarasota, Florida



Allen Sydnor
HUIE, FERNAMBUCQ & STEWART, LLP
Birmingham, Alabama



Kelly Hoffman
Course Book Editor, 2025 International Client Seminar
NORMAN HANSON & DETROY, LLC
Portland, Maine



Brendan Taylor
MILLS OAKLEY
Perth, Australia



12:00 p.m. – 5:00 p.m.

FACULTY REHEARSAL

San Xavier

12:00 p.m. – 6:00 p.m.

REGISTRATION & HOSPITALITY SUITE

Tash Lawn

Take a moment to relax from traveling and have a drink and a snack with other arriving attendees prior to the start of the program.

Suggested Attire: Come as you are.

5:00 p.m. – 5:30 p.m.

ALL ALFA INTERNATIONAL ATTORNEY MEETING

Arizona Salon 3-5

All ALFA International attorneys are required to attend.

5:30 p.m. – 6:30 p.m.

Women’s Initiative Reception—“Roar”

Meecha Lawn

Come together with other women attendees to kick off the 2025 International Client Seminar while benefitting women and children in the Tucson area through partnership with Casa de los Niños.



Ellen Nimaroff
Women’s Initiative Liaison
LESTER SCHWAB KATZ & DWYER, LLP
New York, New York

6:30 p.m. – 9:30 p.m.

Prelude – “A Little Night Music”

WELCOME RECEPTION, BUFFET DINNER & REGISTRATION

Ania Terrace & Lawn

After a long day of travel, come spend the evening in an atmosphere that reflects the beauty of the resort surroundings while enjoying a first taste of the seminar’s musical stylings. Grab a drink and catch up with a friend before enjoying a buffet dinner under the stars. Speaking of, astronomers will be available after sunset to take you on a cosmic journey through the galaxy!

Suggested Attire: Come as you are.

9:30 p.m. – 12:00 a.m.

After-Party Hospitality Suite

San Ignacio & San Luis

Feel like a night cap or a snack before turning in for the evening? Join attendees at the after-hours hospitality suite to finish catching up at the end of day one.

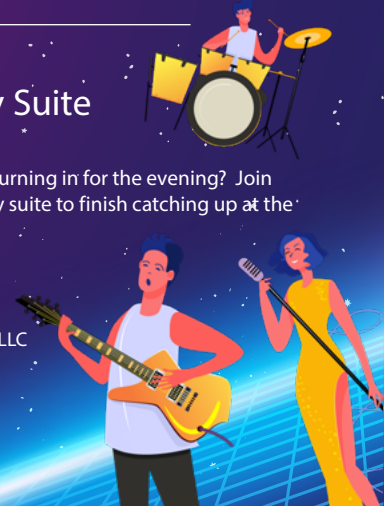
Hospitality Suite Liaisons



Kelly Hoffman
NORMAN HANSON & DETROY, LLC
Portland, Maine



Jane Kim
WRIGHT LINDSEY JENNINGS
Little Rock, Arkansas



FRIDAY, MARCH 7, 2025

7:00 a.m. – 9:00 a.m.

BREAKFAST BUFFET

Ania Terrace

Attendees: 7:00 a.m. – 8:00 a.m.
Companions: 7:00 a.m. – 9:00 a.m.

7:00 a.m. – 8:00 a.m.

FIRST TIME ATTENDEE BREAKFAST

Ania Lawn

All first-time client and attorney attendees are encouraged to attend this breakfast to connect and get their questions answered about the days to come.

8:00 a.m. – 12:25 p.m.

PROGRAM SESSIONS

Arizona Salon 1-2, 3-5, 6-7 & 11-12

8:00 a.m. – 8:15 a.m.

Opening Remarks



Grace Garcia
Chair, ALFA International Board of Directors
MORRISON MAHONEY LLP
Boston, Massachusetts



Joseph Fortner
Chair, 2025 International Client Seminar
HALLORAN SAGE
Hartford, Connecticut



Jessica Zaroski Bauer
Chief Executive Officer
ALFA INTERNATIONAL
Chicago, Illinois

8:15 a.m. – 9:15 a.m. **GENERAL SESSION**

“The More Things Change”—What Happens Now After the U.S. Supreme Court in Loper Bright Has Turned Back the Clock to 1984?

In one of the most important decisions of the 2024 term, the U.S. Supreme Court in Loper Bright overturned four decades of precedent by holding the Administrative Procedures Act requires courts to exercise their independent judgment in deciding whether an agency has acted within its statutory authority, reversing Chevron v. Natural Resources Defense Council. In Loper Bright, the Supreme Court ruled that a court may not defer to an agency interpretation of the law simply because a statute is ambiguous—returning the law to the pre-1984 framework.

Now, courtesy of Loper Bright, every administrative rule is subject to challenge. So listen to the music—because if your business is subject to employment, OSHA, environmental, product liability, international trade import/export, tax, intellectual property, medical device and pharmaceutical, transportation, consumer financial, banking, securities or a myriad of other federal regulations which affect how your company does business, the rules of the game have changed—and you can now challenge those pesky administrative agency rules that infringe on how your company does business.

Our presentation will begin with a panel discussion of the Loper Bright decision, and how it affects a wide array of industries and legal issues, followed by focused round table discussions where clients and ALFAI attorneys will drill down into the specifics of how the decision has and will impact various regulatory areas, agencies and industries.

Please join us for a cutting edge and exciting discussion about the post Loper Bright world.



Rich Latta
Co-Moderator
STAFFORD
ROSENBAUM LLP
Madison, Wisconsin



Byrona Maule
Co-Moderator
PHILLIPS MURRAH P.C.
Oklahoma City, Oklahoma



Jaci Lee
Vice President,
General Counsel
FLYNN GROUP
San Francisco, California



Caren Ries
Associate General Counsel
CHAMPION HOMES, INC.
Troy, Michigan



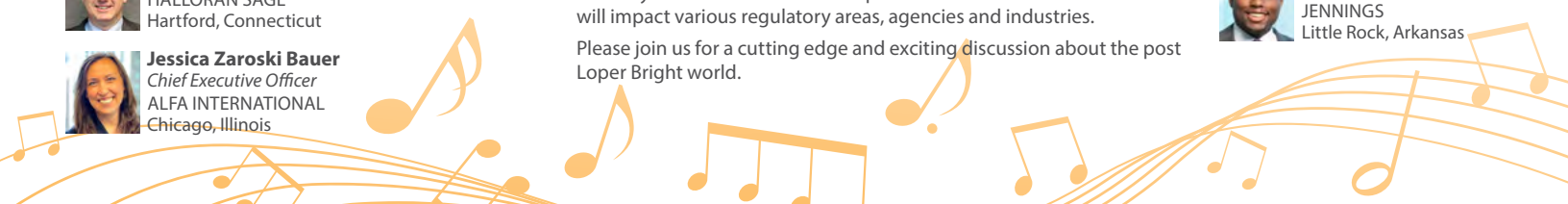
Eddy Hayes
LEAKE &
ANDERSSON, L.L.P.
New Orleans, Louisiana



James Kezele
KEATING MUETHING
& KLEKAMP PLL
Cincinnati, Ohio



Antwan Phillips
WRIGHT LINDSEY
JENNINGS
Little Rock, Arkansas



9:15 a.m. – 9:25 a.m.

TRANSITION TO ROUNDTABLES

If you have not already selected a seat at your intended sub-topic table, please use this time to move there now.

9:25 a.m. – 9:55 a.m.

ROUNDTABLE DISCUSSIONS

Following the panel, attendees will have the opportunity to discuss various sub-topics relating to the repeal of Loper Bright. Topics will include: Labor and Employment/Federal Trade, Commission, OSHA, Environmental Protection, Product Liability and Consumer Product Safety Commission, Products-General Import/Export and International Trade, Tax, Intellectual Property, Medical device, Pharmaceutical and FDA (food and medical issues), Transportation, Consumer Financial/Consumer Financial Protection Board, Banking and Securities Laws and Bankruptcy.

9:55 a.m. – 10:15 a.m.

INTERLUDE

10:15 a.m. – 11:05 a.m. **CLUB GIG SESSIONS—GROUP 1**

CLUB GIG 1 “THREE CHORDS AND THE TRUTH”—WHAT MUSIC CAN TEACH TRIAL LAWYERS ABOUT EFFECTIVE JURY COMMUNICATION

Jury trial advocates and witnesses alike must employ effective strategies to communicate with the jury clearly and persuasively. These strategies include telling a clear, compelling and dynamic story; making sure the witnesses and exhibits are in harmony with that story; and ensuring that the rhythm and tempo of the trial presentations keep jurors engaged. Join our panel of trial lawyers and in-house counsel who have found inspiration for jury communication in some favorite songs.



Dina Cox
Moderator
LEWIS WAGNER, LLP
Indianapolis, Indiana



Chris Jordan
HUNTERMACLEAN
Saint Simons Island, Georgia



Ed Sullivan
Vice President, General Counsel & Secretary
NIBCO, INC
Elkhart, Indiana



Scott Schillings
HINKLE LAW FIRM LLC
Wichita, Kansas

CLUB GIG 2 “WELCOME TO THE JUNGLE”—ASSESSING CASE VALUE AND GOING TO TRIAL IN DIFFICULT JURISDICTIONS

The world has changed in significant ways in the past decade. Events such as the pandemic, armies of bots spreading misinformation, the criminal conviction of a former president, war in multiple locations and persistent inflation have impacted how we see the world. This evolution and shifting perceptions have resulted in skepticism, suspicion and anger among judges and jurors. Understanding how people see the world in the jurisdiction where your case is pending is critical to assessing litigation, whether the court will dismiss the matter, what is the settlement value versus estimated verdict range and how to get through trial and escape from the jungle without losing your shirt.



Rob Smith
Moderator
MAYER LLP
Houston, Texas



Sonia Valdes
Vice President
MEDMARC INSURANCE COMPANY
Chantilly, Virginia



Ed Blakemore
General Counsel, Global Litigation and Records Management
ROCKWELL AUTOMATION, INC.
Mayfield Heights, Ohio



Paul Malek
HUIE, FERNAMBUCQ & STEWART, LLP
Birmingham, Alabama

CLUB GIG 3 “STUCK IN THE MIDDLE”—ENSURING COMPLIANCE WITH U.S. DISCOVERY OBLIGATIONS WITHOUT RUNNING AFOUL OF EUROPEAN PRIVACY LAWS

Nearly a decade after the enactment of the EU’s General Data Protection Regular (“GDPR”), U.S. attorneys, and often, U.S. judges, continue to lack a basic understanding of the burdens imposed by GDPR and other foreign privacy regulations. This often results in an impossible choice for corporate litigants who maintain European design or manufacturing operations: sanctions in U.S. courts for failure to comply with discovery obligations or draconian fines for violation of GDPR. This presentation will discuss the unexpected ways GDPR may be implicated in U.S. litigation, the burdens of compliance and the ways U.S. litigators (with the assistance of their EU counterparts) can get out ahead of these issues by using various discovery tools to educate judges and opposing counsel on the issues.



Kim Campion
Moderator
CHARLES RUSSELL SPEECHLYS
Paris, France



Elisa Lemus
BUFETE BARRILERO
Barcelona, Spain



Jaime Skinner
General Counsel
BRENNTAG NA
Wayne, Pennsylvania



Woods Parker
HUIE, FERNAMBUCQ & STEWART, LLP
Birmingham, Alabama

CLUB GIG 4 “IF I COULD I COULD CHANGE THE WORLD”—THE FUTURE OF ESG AND HOW COMPANIES AND PEOPLE COMMUNICATE

ESG was the goal, then a mandate, and now potentially a four-letter word. Companies have devoted entire departments to understanding changes in consumer preferences and expectations. Results have varied from soothing easy listening to head-banging metal, often with little harmony. Now “imagine” ESG 2.0 and be prepared to engage in a healthy debate of ESG success, losses and best practices. Come with an open mind and a willingness to challenge your own beliefs, biases and assumptions.



Tamara Nelson
Moderator
MERRICK, HOFSTEDT & LINDSEY, P.S.
Seattle, Washington



Kelly Hoffman
NORMAN HANSON & DETROY, LLC
Portland, Maine



Chris Schilder
Chief Legal Counsel, ESG & Innovation
PACTIV EVERGREEN INC.
Lake Forest, Illinois



CLUB GIG

5

"FOR THE LOVE OF MONEY"—PROACTIVE STEPS TO TAKE NOW TO PROTECT YOURSELF BEFORE AND AFTER A CUSTOMER THAT OWES YOU MONEY FILES FOR BANKRUPTCY

When one of your customers falls behind in its payments, or asks to negotiate new credit terms, it can be a red flag that trouble is on the horizon. There are steps that you can and should take now, before a looming insolvency proceeding is filed. Once the debtor is in bankruptcy or state court insolvency proceeding, there are tools available for creditors to protect their interests under state law and the Bankruptcy Code. Follow us through the different chapters of bankruptcy and state court proceedings and learn how to navigate around issues that can arise in distressed situations. This program will provide practical advice to help protect your claim.



Tara Pakrouh
 Co-Moderator
 MORRIS JAMES LLP
 Wilmington, Delaware



Ronald Matley
 Director of Credit Services
 SUNBELT RENTALS, INC.
 Columbus, Ohio



Iana Vladimirova
 Co-Moderator
 STAFFORD ROSENBAUM LLP
 Madison, Wisconsin



Ron Peppe
 Vice President &
 General Counsel
 FABSOUTH LLC
 Frederick, Maryland

Additional speakers to be confirmed.

11:05 a.m. – 11:25 a.m.

INTERLUDE

11:25 a.m. – 12:25 p.m. CLUB GIG SESSIONS—GROUP 2

CLUB GIG

1

"SUE ME, SUE YOU BLUES"—TRYING A REVERSE DISCRIMINATION CASE

In this dynamic program you will witness an excerpt from the trial of a reverse discrimination case. Many have long forgotten that the term "race" in title VII means all races. A recent ruling in which the Plaintiff was awarded \$25.6 million dollars stands as a stark reminder that employees are to be treated equally. For all that some employees are, at times, better qualified than others. Come with us and be our jury, as we put on the trial of a reverse discrimination case.



Schaun Henry
 Moderator
 MCNEES WALLACE
 & NURICK LLC
 Harrisburg, Pennsylvania



Jane Kim
 WRIGHT LINDSEY JENNINGS
 Little Rock, Arkansas



Dean Robertson
 Assistant VP Senior
 Corporate Counsel
 VITAS HEALTHCARE
 Miami, Florida



John Osgathorpe
 TAYLOR, DAY, GRIMM & BOYD
 Jacksonville, Florida



Langdon Ramsburg
 MCNEES WALLACE
 & NURICK LLC
 Harrisburg, Pennsylvania

CLUB GIG

2

"SMOKE ON THE WATER"—JUMPING IN THE DEEP END OF CANNABIS LEGALIZATION

More than half of United States citizens now live in a state that has legalized marijuana for adult use. Hear directly from experts in the field how this industry has handled the transition to adult use, as well as how they expect the industry to develop in the coming years. And, perhaps most importantly, how this burgeoning industry might impact—directly or indirectly—other businesses and industries moving forward.



Jeff Schroder
 Moderator
 PLUNKETT COONEY
 Bloomfield Hills, Michigan



Tom Haren
 FRANTZ WARD LLP
 Cleveland, Ohio

Additional speakers to be confirmed.

CLUB GIG

3

"EVERYBODY WANTS TO RULE THE WORLD"—CROSS BORDER M&A

This panel will explore international cross border transactions and post-merger integration. Attendees will gain insights into hot topics in U.S., Canada and Europe including market trends on deal structuring and process, increased regulatory and compliance and how to mitigate other business risks. Through case studies and practical examples the panelists will share best practices for structuring successful international deals while avoiding common pitfalls.



Cees-Franz Greeven
 Moderator
 BUREN
 Amsterdam, The Netherlands



Rob Lesan
 KEATING MUETHING
 & KLEKAMP PLL
 Cincinnati, Ohio



Frank Conway
 Assistant General Counsel/
 Vice President
 MEYER CORPORATION, U.S.
 Vallejo, California



Antonella Penta
 FASKEN
 Montreal, Canada



Justin McCarthy
 General Counsel
 HOYA VISION CARE
 Plano, Texas



12:25 p.m. – 1:30 p.m.

LUNCH BUFFET

Ania Terrace

12:25 p.m. – 1:30 p.m.

CORPORATE TRANSACTIONS LUNCH BUFFET

Ania Lawn

12:30 p.m. – 5:30 p.m.

OPTIONAL ACTIVITIES

See Optional Activity brochure for more information. Prior Registration is required.

1:30 p.m. – 7:00 p.m.

HOSPITALITY SUITE

San Ignacio & San Luis

If you decide not to participate in an optional afternoon activity, feel free to relax in the hospitality suite or grab a snack and a drink mid-afternoon. It's also a good gathering place for those attendees out for the afternoon to regale their friends with a lively review of the afternoon's explorations once returning to the resort.

7:00 p.m. – 11:00 p.m.

Casino Royale

COCKTAIL RECEPTION & BUFFET DINNER

Ania Terrace & Arizona Salon 6-7

Tonight's dinner will transform the terrace into a casino floor, complete with poker, roulette and craps tables. Attendees will be given chips to kick off the night. Chips can be donated throughout the evening for donation to local charities and there is a special surprise performance you won't want to miss! *Suggested Attire: Bond, James Bond.*



10:00 p.m. – 12:00 a.m.

After-Party Hospitality Suite

San Ignacio & San Luis

Those who aren't quite ready for the party to end are welcome to join their colleagues after-hours for some special late-night activities you won't want to miss!

Hospitality Suite Liaisons



Andy Douberly
DICKINSON & GIBBONS, P.A.
Sarasota, Florida



Tim Peeples
DANIEL COKER
HORTON & BELL, P.A.
Oxford, Mississippi



SATURDAY, MARCH 8, 2025

7:30 a.m. – 8:30 a.m.

CLIENT ROUNDTABLE BREAKFAST BUFFET

Ania Lawn

We encourage all attending clients to make time to attend this special client roundtable where you can discuss pressing issues with your fellow client colleagues without ALFA International attorneys present.

7:30 a.m. – 9:30 a.m.

BREAKFAST BUFFET

Ania Terrace

Attendees: 7:30 a.m. – 8:30 a.m.

Companions: 7:30 a.m. – 9:30 a.m.



8:30 a.m. – 12:15 a.m.

PROGRAM SESSIONS

Arizona Salon 1-2, 3-5, 6-7 & 11-12

8:30 a.m. – 9:20 a.m. **JAM SESSIONS – ROUND 1**

Attendees choose one option from the list below.

JAM SESSION

1

"ALL THE SMALL THINGS" THAT MAKE OR BREAK A CONTRACT OR SETTLEMENT

When drafting and negotiating contracts, the most focus is usually placed on the financial terms. But if you blink and overlook other important provisions, from indemnity and insurance requirements, to limitation of damages and venue provisions, as well as assignment, merger and severability clauses, those "small things" could "turn the lights off" on your company. The same goes for negotiating settlement contract terms at the end of a case—overlooking critical non-financial settlement terms can tank your settlement and lead to even more litigation down the line. This panel will help you avoid "watching, waiting, commiserating" about the effectiveness of your contracts and settlement agreements.



Chris Mueller
Co-Moderator
TAYLOR, DAY, GRIMM & BOYD
Jacksonville, Florida



Jen Pedevillano
Co-Moderator
HALLORAN SAGE
New Haven, CT



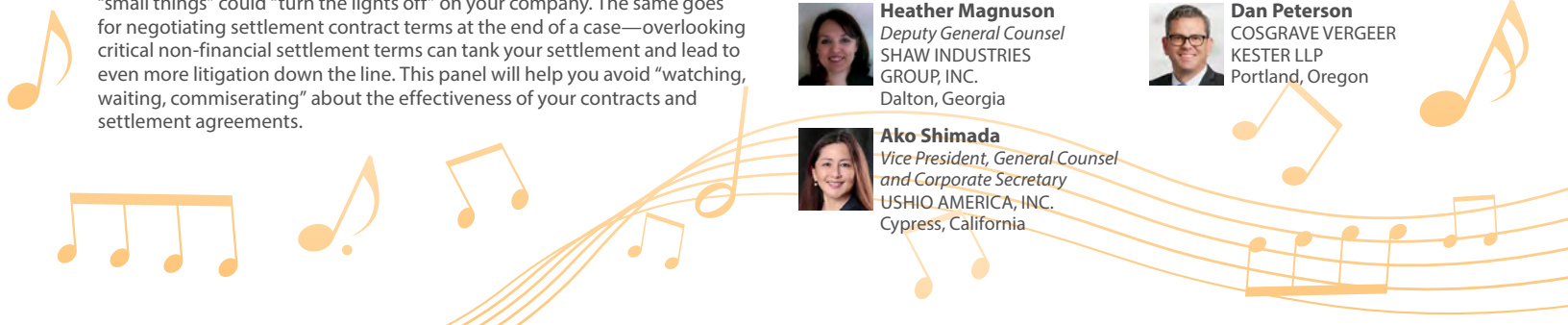
Heather Magnuson
Deputy General Counsel
SHAW INDUSTRIES
GROUP, INC.
Dalton, Georgia



Dan Peterson
COSGRAVE VERGEER
KESTER LLP
Portland, Oregon



Ako Shimada
Vice President, General Counsel
and Corporate Secretary
USHIO AMERICA, INC.
Cypress, California



JAM SESSION

2

**“WHY DON’T YOU JUST MEET ME IN ‘THE MIDDLE’?”
EFFECTIVE NEGOTIATION TECHNIQUES**

Take a seat, and let’s meet in the middle. In this session, we will explore various negotiation strategies, including a discussion of which strategies are most effective in particular circumstances. Lawyers are constantly negotiating with opposing counsel, union leaders, and others. Join this jam session as we explore the pros and cons of negotiation strategies in a variety of contexts, including union contract negotiations, settlement agreements, business agreement and other settings, particularly when dealing with unreasonable parties. The session will help you be better equipped to think creatively to get what your clients want, or at least get the other side to meet in the middle



Elizabeth Muyskens
Co-Moderator
STOLL KEENON
OGDEN PLLC
Lexington, Kentucky



Tim Peeples
Co-Moderator
DANIEL COKER
Oxford, Mississippi



Jeff Chapuran
Associate General Counsel
BRIGHTSPRING
HEALTH SERVICES
Louisville, Kentucky



Gary McCollum
*Vice President and Associate
General Counsel*
ALLIANCE RESOURCE
PARTNERS, L.P.
Lexington, Kentucky

JAM SESSION

3

**“I FOUGHT THE LAW, AND THE LAW WON”—SUCCESSFULLY DEALING WITH GOVERNMENT
INQUIRIES AND INVESTIGATIONS**

This session will address best practices for avoiding potential government investigations as well as strategies for responding to governmental entities when companies are contacted. Topics for discussion will include best practices for responding to subpoenas and other requests for information, best practices for document retention, information gathering from employees, subpoena production and dealing with requests for employee interviews. The panelists will also discuss internal investigations as well as the advantages, challenges and potential dangers of self-reporting and active cooperation with government agencies. The session will conclude with investigations from local, state and federal agencies including, among others, the Securities and Exchange Commission (SEC), the Office of the Comptroller of the Currency (OCC), the Drug Enforcement Agency (DEA), Immigration and Customs Enforcement (ICE), the Criminal and Civil Divisions of the Department of Justice (DOJ), as well as city attorney, district attorney and state attorney general offices.



John Rice
Moderator
HIGGS FLETCHER
& MACK, LLP
San Diego, California



Michael Petrogeorge
General Counsel
MANAGEMENT &
TRAINING CORP
Salt Lake City, Utah



Shaka Johnson
SVP, General Counsel
SONY ELECTRONICS INC.
San Diego, California



JAM SESSION

4

**“LIGHT MY FIRE”—A LOOK AT WHAT MAY IGNITE CHANGE FOLLOWING THE NOVEMBER
ELECTIONS IN THE U.S.**

The November elections in the U.S. were contentious on all levels and, more so than in other times, presented the country with presidential candidates who were polar opposites. Now that we have the results for the White House and Congress, this panel will take a Magic Carpet Ride and delve into the approaches and emphasis that can be expected from D.C. with the new Congress and the new, but in some respects old, administration. We will use a “speed round” approach to look at and discuss some of the more significant changes that we anticipate will affect businesses not only in the U.S., but also abroad. Please join us and help us predict and understand what will be coming in the future, as it is likely to impact all practice groups.



Joel Hlavaty
Moderator
FRANTZ WARD LLP
Cleveland, Ohio



Kelley Barnett
*Senior Vice President and
Corporate Counsel*
AMTRUST FINANCIAL
SERVICES, INC.
Cleveland, Ohio



Andrea Snowden
*Vice President, Associate
General Counsel*
AMERITAS LIFE
INSURANCE CORP.
Lincoln, Nebraska



Jane Stahl
General Counsel
SHAW INDUSTRIES
GROUP, INC.
Dalton, Georgia

JAM SESSION

5

**“I’VE HAD THE TIME OF MY LIFE”—HOW CAN IN-HOUSE AND OUTSIDE COUNSEL
COLLABORATE TO CREATE GREAT LEGAL DUETS**

How can I, as outside counsel, make my in-house partner feel like he or she has “never felt like this before” and that he or she “owes it all to [me]?” And by the same token, how, as in-house counsel, can I help my outside partner feel I have “finally found someone to stand by me?”

This panel will discuss how in-house and outside counsel can work together to make a great duo.



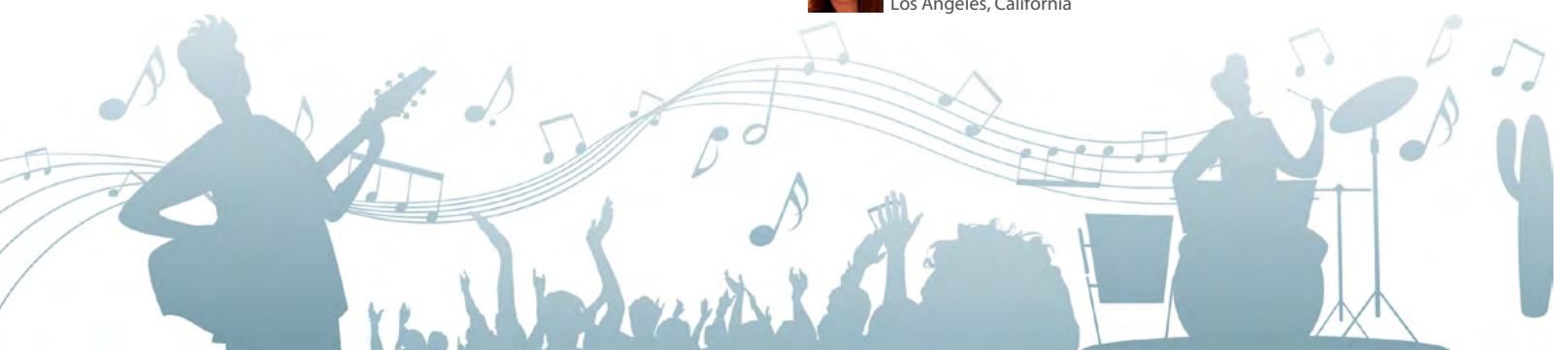
Lindsey Hazelton
Moderator
HANCOCK ESTABROOK, LLP
Syracuse, New York



Shagha Balali
Associate General Counsel
SMURFIT WESTROCK
Los Angeles, California



Yvette Davis
HAIGHT BROWN &
BONESTEEL LLP
Los Angeles, California



JAM SESSION

6

“DOMO ARIGATO MR. ROBOTO”—HOW AI IS SHAPING THE ROLE OF IN-HOUSE COUNSEL BOTH TO HELP OPPORTUNITIES OR MAYBE HINDER

This session will focus on the use of AI technologies for in-house counsel as well as discussing how in-house counsel are already leveraging those technologies to their and their client’s benefit. It will also discuss how in-house counsel can better leverage AI in the future while also being mindful of ensuring that they are effectively guiding their clients on the use of the technologies both now and as the technology continues to develop. It will also address use of AI more broadly in the legal practice to touch on the implications and opportunities for outside counsel to better assist their in-house clients. Finally, the session will discuss limitations and potential pitfalls that attorneys should be mindful of when using or allowing their clients to use AI.



Cody Cooper
Moderator
PHILLIPS MURRAH P.C.
Oklahoma City, Oklahoma



Caroline Keller
Vice President, General Counsel and Secretary
MACROSOURCE, LLC
Savannah, Georgia



Sonya Goykhman
Director, Corporate Counsel-Litigation
STARBUCKS
Seattle, Washington



Elliot Miller
SVP, General Counsel
WOWZA
Lakewood, Colorado

JAM SESSION

7

“UNDER PRESSURE”—HOW TO CONTROL THE CHAOS: LESSONS LEARNED FROM THE BEAR

Whether in the courtroom or the boardroom, we face a variety of competing interests and unplanned events which challenge us for our attention and time. Utilizing FX’s hit show *The Bear* (which follows a talented young chef’s struggles to save his family’s failing diner and create a Michelin star establishment), this panel will plate lessons and to-go boxes from *The Bear*’s chaotic kitchen and the panelists’ experience, and provide best practices to manage the chaos we all encounter. Main courses on the menu include discussions of systems implementation to address and mitigate against risk, time management optimization and mental health in the workplace. Bring your appetite! This is a recipe you’ll want to keep!



Michael Gibson
Moderator
HIGGS FLETCHER & MACK, LLP
San Diego, California



Todd Fulks
Sr. Associate GC, Litigation
PILOT TRAVEL CENTERS LLC
Knoxville, Tennessee



Alan Nolley
Senior Litigation Counsel
FLYNN GROUP
San Francisco, California



Monica Garcia
BUTT THORNTON & BAEHR PC
Albuquerque, New Mexico

JAM SESSION

8

“HELP”

Come join us for an employment version of the “Eras Tour.” While it might not be as exciting as Taylor Swift herself, this tour is guaranteed to leave you with a clearer understanding of the hot topics surrounding the ADA and a preview of what’s to come in 2025. The tour will include topics ranging from ensuring your organization has the knowledge and best strategies for navigating employees’ mental health challenges, ensuring one’s web content and mobile apps are deemed accessible under the DOJ’s new guidance and creative ideas for handling reasonable (or not so reasonable) accommodation requests (think: requests to work remotely, modified work schedules, bringing pets to work). You won’t want to miss this one!



Janelle Kilies
Moderator
LEWIS WAGNER, LLP
Indianapolis, Indiana



Jasmine Kingsley
Chief People & Legal Officer
HUDL
Lincoln, Nebraska



Mark Gerano
Senior Legal Counsel
CHEMED CORPORATION
Cincinnati, Ohio



Paul Klockenbrink
GENTRY LOCKE
Roanoke, Virginia

JAM SESSION

9

“A SONG FOR IRELAND”—LESSONS FOR LIFE IN THE LAW FROM THE EMERALD ISLE

“Talking all the day with true friends/ Who try to make you stay/ telling jokes and news/ singing songs to pass the night away.” So goes *A Song for Ireland*. This song, and many more from the Emerald Isle, remind us of lessons for life, whether your career be in the law or elsewhere. The songs speak of humility, loss, hope, joy, redemption, resilience and friendship. In this companion session (Part 2 of 2) to *Smoky Joe’s Blues Saloon*, join us as we focus on the brighter side of life in a recreation of a real Irish pub, with live guitars, lots of songs (maybe a reel or a jig) and sharing a pint of the hallowed nectar itself: Guinness. Most importantly, we will share the real life stories of lawyers’ journeys that can inspire us to find the best versions of ourselves as parents, partners, lawyers and lovers of craic.



Chris Page
Moderator
YOUNG MOORE AND HENDERSON, P.A.
Raleigh, North Carolina



Mackenzie Monaco
MONACO COOPER LAMME & CARR, PLLC
Albany, New York



Rob Bertram
Chief Legal Officer
CAVA GROUP
Washington, D.C.



Nicole Brunson
Associate General Counsel
A.O. SMITH CORPORATION
Milwaukee, Wisconsin



Mona Costelloe
BYRNEWALLACE LLP
Dublin, Ireland



9:20 a.m. – 9:40 a.m.

INTERLUDE

9:40 a.m. – 10:30 a.m.
JAM SESSIONS – ROUND 2
Attendees choose one option from the list above.

10:30 a.m. – 10:50 a.m.

INTERLUDE

10:50 a.m. – 11:05 a.m.

What’s Happening at ALFAI Headquarters?

This session will provide an overview of many new and some improved offerings available on the ALFA International website as well as resources and opportunities available to our clients.



Jessica Zaroski Bauer
Chief Executive Officer
 ALFA INTERNATIONAL
 Chicago, Illinois

11:05 a.m. – 12:05 p.m. **GENERAL SESSION**

Finale: Into the Breach
“When the Levee Breaks”

Companies naturally prefer to adhere to routine and well-practiced business procedures like a conductor who leads an orchestra through a score. But the risks and uncertainties faced in everyday life present and involve catastrophic events or unexpected occurrences that may “scratch the record” or threaten to “erase the tape” and change a company’s pace and impact its well-being, through class actions, mass tort claims and other litigation that may threaten the company’s reputation and status. This panel will address and discuss ways to keep “the band” together and playing in tune and on time by improvising and being ready to “jam” to when entering and plugging the breach, “when the levee breaks.”



George Fagan
Co-Moderator
 LEAKE & ANDERSSON, L.L.P.
 New Orleans, Louisiana



Richard Hennessey
Co-Moderator
 MORRISON MAHONEY LLP
 Boston, Massachusetts



Tamara Conn
Deputy General Counsel & Vice President of Legal Services
 O'REILLY AUTO PARTS
 Springfield, Missouri



Cassandra Ferguson
Senior Vice President, Claims
 RSUI GROUP, INC.
 Atlanta, Georgia

12:05 p.m. – 12:15 p.m.

Coda: Closing Remarks



Joseph Fortner
Chair, 2025 International Client Seminar
 HALLORAN SAGE
 Hartford, Connecticut

12:15 p.m. – 1:30 p.m.

LUNCH BUFFET

Ania Terrace & Lawn

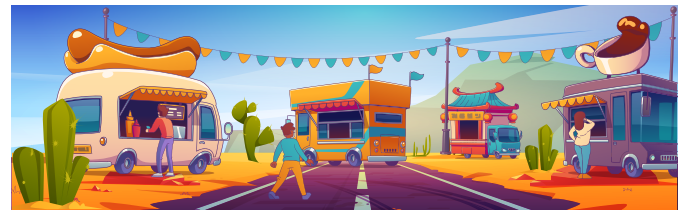
1:30 p.m. – 5:30 p.m.

OPTIONAL ACTIVITIES

See Optional Activity brochure for more information. Prior registration is required.

1:30 p.m. – 7:00 p.m.
Hospitality Suite
San Ignacio & San Luis
 The seminar is nearly complete, and an afternoon of relaxation awaits you in the hospitality suite.

5:30 p.m. – 7:00 p.m.
“Just Another Tequila Sunset”
MEET OUR INTERNATIONALS TEQUILA TASTING
Tash Lawn
 A unique opportunity to meet international (non-U.S.) attorneys and learn about tequila. If you are a client who has needs outside of the United States, we encourage you to attend this event!



7:00 p.m. – 10:00 p.m.
“On a Dark Desert Highway”
Out West Food Truck Festival
RECEPTION & BUFFET DINNER
Starr Circle
 Close out this year’s International Client Seminar with a farewell meal with friends both old and new. Join us at ALFA International’s first Food Truck Festival complete with Tucson’s famous Sonoran Dog. Tonight’s dinner is causal, come and go at your leisure. Until we meet again!
Suggested Attire: Casual

10:00 p.m. – 12:00 a.m.
After-Party Hospitality Suite
San Ignacio & San Luis
 The seminar has come to a close and hopefully you’ve made some new friends and re-connected with old ones. Say your final good-byes in the after-hours suite.



2025 INTERNATIONAL CLIENT SEMINAR SPEAKER BIOS

SHAGHA BALALI is Associate General Counsel for Smurfit WestRock, the world's biggest paper and packaging company. Shagha joined the Company in 2018. Prior to joining Smurfit WestRock, Shagha was a principal at a national workplace law firm for nearly 12 years where she focused her practice on all types of employment matters including wage and hour class actions. As the sole in-house attorney based out of California and with her significant litigation experience, Shagha has shaped the Company's corporate policies and practices not only in the state, but throughout the United States. Shagha leads various aspects of Smurfit WestRock's corporate-wide legal projects and has served as the chair of her company's Trade Secrets and Confidential Information Center of Excellence since 2022. Shagha is a 2006 graduate of UC Davis School of Law and a 2003 graduate of UC Berkeley. Shagha has also served as an adjunct professor of Business Law at Loyola Marymount University in Southern California.

KELLEY BARNETT is Senior Vice President, Senior Managing Counsel, at AmTrust Financial Services, Inc., a multinational commercial property and casualty insurer and carrier operating in more than 70 countries, and America's largest private insurance company. Kelley and her team are responsible for managing AmTrust's legal matters relative to intellectual property, data security and governance, labor and employment, technology agreements, licensing and vendor agreements, antitrust matters, and certain aspects of the company's litigation portfolio. Kelley personally advises the AmTrust executive team and AmTrust businesses in the U.S., Canada, Mexico, the U.K., and Europe on a broad range of legal and business matters, including compliance, labor and employment, privacy, competition law, antitrust, and commercial contract issues, in addition to a variety of other corporate governance and risk management strategies. Prior to joining AmTrust in June 2019, Kelley was a partner at Frantz Ward LLP in Cleveland, Ohio, where she was a member of the Litigation Practice Group for 12 years, focusing on commercial and business disputes, product liability matters, labor and employment issues, and general civil litigation. Kelley started her career as an assistant prosecuting attorney in Cuyahoga County for nearly 7 years, where she was a member of the Major Trial Unit and prosecuted the community's most violent offenders. Kelley also founded the Cleveland Chapter of Ladder Down for Women Lawyers, serves on the Board of Directors, Executive, and Governance Committees of the Cleveland Rape Crisis Center (CRCC), serves on the Board of Directors for the Association of Corporate Counsel, Northeast Ohio Chapter, and is an active member in the Cleveland Metropolitan Bar Association's Racial Equity and The Law (REAL): Interrupting the Legal Profession's Systemic Inequities workgroup which focuses on strategies for promoting the advancement of diverse attorneys in the legal profession.

JESSICA ZAROSKI BAUER joined ALFA International (ALFAI) in 2004 as a Coordinator of Events & Member Services. She then worked for several years as a Marketing Manager, Chief Events Officer and Chief Operating Officer. After 17 years with the association, she accepted her current role as Chief Executive Officer. In this position she is the strategic thought leader of the organization, working closely with the Board of Directors and the various ALFAI committees. She manages headquarters staff and maintains constant communication with association members. Jessica oversees the member recruitment, development and retention programs as well as the marketing and business development initiatives for the organization. Prior to joining ALFA International, she worked in the marketing department of the Chicago-based law firm of Gardner, Carton

& Douglas, LLP (now Faegre Drinker Biddle & Reath). She is a graduate of the University of Iowa Tippie College of Business (Go Hawkeyes!) and is an avid college football fan. In her spare time Jessica can be found enjoying family time with her husband Harry and her two young daughters, Greta and Vivian. She also enjoys swimming in Lake Michigan, playing beach volleyball and watching Oscar nominated movies.

EDWARD H. BLAKEMORE is Chief Litigation and Records Management Counsel for Rockwell Automation where he has direct responsibility for the global management of all litigation and claims as well as its records management function. In addition to managing Rockwell Automation's litigation and records management teams and maintaining dotted line relationships with lawyers outside of the United States, he is also responsible for leading eight of the Law Department's key strategic initiatives that are specifically focused on: (1) global outside counsel selection, management, and evaluation; (2) in-house counsel career development; (3) strategic management of a monetary recoupment initiative that has recovered in excess of \$110M in the past 8 years; (4) leadership of a best-in-class initiative to diversify outside counsel spend that resulted in significantly increased spend with diverse legal professionals; (5) annual Board of Directors' Audit Committee reporting and presentations; (6) chairing quarterly alignment meetings with the finance, accounting, and accounts payable teams to report and review all of the Law Department's material spend; (7) the deployment of comprehensive internal employee training on risk mitigation best practices and lessons learned; and (8) the development of a comprehensive report and platform to regularly report to senior leadership on all of the Law Department's key metrics.

NICOLE M. BRUNSON serves as Associate General Counsel - Business Operations for A. O. Smith Corporation where she serves as the primary contact for U.S. business operations and oversees the Litigation and Ethics & Compliance functions. Nicole's diverse background in physical science, law and sales and management provides a strong foundation for her role as a trusted strategic advisor/ partner to her clients. Nicole is a 2006 graduate of Indiana University School of Law- Bloomington (n/k/a/ Maurer School of Law) and a 1998 graduate of Xavier University of Louisiana, where she received a bachelor's degree in Biochemistry. Nicole also obtained an MBA in Marketing and Management from Christian Brothers University in 2002. Before joining A. O. Smith in 2024, Nicole served as global of Head of Litigation & Disputes at ARRIVAL, Associate General Counsel, Commercial Litigation Americas for Trane Technologies and Associate General Counsel, Litigation for Ingersoll Rand. She also worked as an associate with Swanson Martin & Bell, LLP, a boutique litigation firm in Chicago, Illinois.

KIM CAMPION is a partner at Charles Russell Speechlys, the ALFA International member firm in Paris, France. Kim leads Charles Russell Speechlys' Employment team in Paris. He advises mostly international companies or groups of companies on all aspects of French employment law relating to their French operations (whether on individual or collective matters), and in particular, in connection with restructurings or M&A. Kim also represents his clients in their in-court and out-of-court proceedings (litigation and settlement negotiations). He has recognised expertise concerning collective employment issues including negotiations with trade unions, works councils and staff representatives, definition and implementation of collective redundancies and negotiation of collective agreements. He

assists his clients in connection with their day-to-day human resources issues, such as recruitment, employment contracts and dismissals, staff representative elections or drafting of collective agreements.

JEFF CHAPURAN is Associate General Counsel of BrightSpring Health Services, a provider of comprehensive home and community-based health services to complex populations in need of specialized care. BrightSpring Health Services has a presence in all 50 states, with over 40,000 employees. As Associate General Counsel, Jeff provides support in all aspects of the business, from negotiating union contracts to managing litigation defense. Before joining BrightSpring, Jeff worked in private practice.

FRANK CONWAY is Assistant General Counsel for Meyer Corporation, U.S. and its global affiliates with more than 7,000 employees worldwide. Meyer is the second largest cookware and kitchenware manufacturer and distributor in the world with factories in the U.S., Europe, Asia, Africa, and South America, and sales and marketing arms in eleven countries including Australia, China, Canada, England, Japan, India and the U.S. Well-known Meyer brands in the U.S. include Anolon, Circulon, Farberware, Rachael Ray, KitchenAid, and Hestan. Meyer also owns Blue Mountain Enterprises, LLC, which develops residential communities, provides general contracting and HVAC services, and owns and operates assisted living facilities. From a nimble legal department based in Northern California, Frank supervises worldwide litigation, supply-chain compliance, contract and license negotiation/preparation, regulatory compliance and a robust IP portfolio. Prior to joining Meyer in 2015, Frank was a trial lawyer with Northern California firms representing defendants in disputes involving employment, contract, personal injury, and class action claims. Frank received his JD from the University of San Francisco School of Law and a BS in Business Administration from the University of Massachusetts, Amherst.

CODY COOPER is a director at the ALFA International Oklahoma City firm – Phillips Murrah PC. Cody is an experienced litigator and a licensed patent attorney who represents individuals and companies in a wide range of business litigation and intellectual property matters. His practice primarily concentrates on complex, commercial litigation in state and federal courts as well as intellectual property, including litigation and patent, trademark and copyright prosecution, and cybersecurity and privacy matters.

MONA COSTELLOE is a Partner in the Irish ALFA International Member firm of ByrneWallace, Dublin. Her practice area is disputes and investigations. She advises regarding a wide range of complex litigation issues, including financial services litigation, administrative law, contentious regulatory matters, EU law challenges, property disputes and breach of contract claims. Her investigations work includes acting as an Independent Assessor for one of Ireland's commercial banks in a large-scale Central Bank of Ireland investigation as well as advising Ireland's State Health Authority in significant Covid-19 related mandates and a major cyberattack. She also regularly advises on the recognition and enforcement of foreign judgments. Her clients include some of Ireland's largest public and private sector entities including multi-national retailers, international property development companies and large public sector bodies. She advises and represents clients in mediation and arbitration and is proactive in early dispute resolution. She has also acted in a number of proceedings before the Court of Justice of the European Union.

DINA M. COX is a partner with ALFA International member firm, Lewis Wagner, LLP in Indianapolis, Indiana and was the Program Chair for the 2021 International Client Seminar. Dina is a legal strategist and trial attorney who honors responsive client service as a top priority. She has served as lead counsel in numerous lawsuits and bet-the-company

litigation involving multi-million-dollar claims ranging from breach of contract, false advertising, unfair competition, unfair commercial practices, consumer fraud and breach of warranty to claims of serious injury caused by products liability and professional negligence. Dina is an aggressive yet civil trial lawyer who has significant jury trial experience in state and federal courts and substantial appellate experience. Dina defends mass torts, class actions, government enforcement actions, drug and medical device cases, toxic tort and chemical exposure cases and professional liability lawsuits including legal malpractice. Dina also counsels clients during government investigations and assists professionals facing disciplinary grievances and licensing issues. Dina's mass tort and class action defense work is national in scope and has included lawsuits filed in numerous states from New York to California as well as lawsuits consolidated as part of multi-district litigation. Dina is a regular faculty member for the national institute of trial advocacy in its learn-by-doing trial advocacy courses and a frequent speaker on product and professional liability topics.

YVETTE DAVIS is a partner with Haight Brown & Bonesteel LLP, the ALFA International member firm in Los Angeles, California. She is the leader of the firm's Employment & Labor Practice Group and is also a member of the firm's Construction Defect Practice Group. Her practice is concentrated in the defense of clients in a wide variety of matters, including sexual harassment, wrongful termination, discrimination, wage and hour, PAGA claims and claims under the Americans with Disabilities Act in both state and federal courts. Prior to rejoining Haight Brown & Bonesteel, LLP, Yvette interned in the Labor & Agencies Department of a national insurance client, working closely with Human Resources. She is a graduate of the USC School of Law and UCLA. Yvette serves on ALFA International's Labor & Employment Steering Committee, the Women's Initiative Practice Group Steering Committee, and Board of Directors.

JOSEPH G. FORTNER, JR is partner in the Commercial Litigation Practice Group of the Hartford, Connecticut ALFA International law firm of Halloran Sage, and leads its Intellectual Property Practice. He is a member of the ALFAI Board of Directors, a prior chair of the Business Litigation Practice Group, and is listed in the 2024 Best Lawyers in America for Commercial Litigation, Litigation – Intellectual Property, and Trade Secrets Law. Joe is an experienced business litigator and trial lawyer who represents clients in business, intellectual property, and related commercial matters in state and Federal courts, including trademarks, trade dress, copyright, and trade secret claims; contract disputes; commercial torts; technology-related matters; trade regulation and unfair trade practices; and product-related commercial disputes. Joe uses his experience to counsel clients regarding intellectual property issues and other business relationships, prosecutes trademark matters at the Patent & Trademark Office, and negotiates licenses, assignments, and other intellectual property agreements. He has written and lectured on trademarks and trade dress, trade secrets, and trial and litigation techniques, including authoring the Connecticut portions of several ALFAI compendiums regarding trade secrets. Joe is a graduate of Duke University, and received his J.D. from Vanderbilt University School of Law. When not practicing law, he works on his guitar and mandolin skills, and performs with his wife (also an attorney) in their vocal and guitar duo, "Blind Date."

CASSANDRA FERGUSON is the Senior Vice President and Chief Claims Officer of RSUI Group, Inc. She previously served as Vice President and Unit leader of the Management Liability Claims Unit. Cassandra started with RSUI in December 2002. Prior to joining RSUI, she was an associate at the second largest defense firm in Tennessee where she handled employment law and medical malpractice matters. Cassandra

came to RSUI with substantial exposure to litigation, negotiation and complex substantive analysis through her prestigious positions as a judicial clerk for both federal and state court judges, and as an attorney. Cassandra holds a Masters' Degree in Employment Law and is also a licensed mediator. Cassandra is the Founder and Board Chair of Savanna's Girls, a non-profit organization established in 2017, with the goal of empowering young women through mentorship, leadership development, and life skills training. When she is not working, she spends her weekends mentoring Savanna's girls, biking, traveling or reading.

GRACE V.B. GARCIA, a Partner in the Boston office of ALFA International member firm Morrison Mahoney LLP, concentrates her practice in the areas of product liability, construction law—including personal injury, construction defect and contractual—OSHA, commercial litigation, employment litigation, premises liability and Americans with Disabilities Act (ADA) cases. Grace currently serves as Vice Chair of ALFA International's Board of Directors, and is a former Chair of both ALFA International's Construction Practice Group and Women's Initiative Practice Group. Grace has an AV Preeminent Rating from Martindale Hubbell and in 2020 she was honored by Massachusetts Lawyers Weekly with its "Circle of Excellence" after being honored in 2013 as a "Top Women of Law." Grace has over 25 years of trial practice and litigation experience and has obtained successful outcomes on behalf of her clients in both state and Federal Court trials. She also has successfully argued before the Appeals Court. Beyond ALFA, she is actively involved in many professional groups, and is the Immediate Past-President of the Massachusetts Bar Association. Grace is also a past President of the Massachusetts Defense Lawyers Association and past DRI State Representative for Massachusetts. She is a routine lecturer on defending brain injuries, risk transfer and indemnity issues, best discovery practices and deposition techniques and OSHA.

MONICA R. GARCIA is a Shareholder and Officer at the ALFA International member law firm of Butt Thornton & Baehr PC (BTB) in Albuquerque, NM, which she joined in 1998. Ms. Garcia litigates matters in federal and state courts of New Mexico in the areas of products liability, premises liability, trucking and transportation, wrongful death, consumer law, employment law and general defense liability matters. Prior to joining BTB, she was an associate at Montgomery & Andrews PA, in Santa Fe, where she primarily practiced in the employment law arena.

MICHAEL R. GIBSON, a partner at Higgs Fletcher & Mack, LLP, the ALFA International member firm in San Diego, California, focuses his practice on commercial litigation in the construction, real estate and hospitality industries. Outside of the courtroom, Michael provides advice and counsel to his clients on risk management and liability prevention, as well as guidance pre-litigation when disputes arise in real time. Utilizing his 27 years of experience litigating, Michael serves as a mediator helping parties find solutions to resolve their disputes. A graduate of the University of Southern California and the University of San Diego School of Law, he is a frequent speaker on current legal topics and trends. Outside of the office, Michael devotes time to local non-profits supporting youth sports and affordable senior housing in his community.

SONYA GOYKHMAN is the Director, Corporate Counsel in the Litigation group at Starbucks Coffee Company. In this role, Sonya leads and manages the company's general liability portfolio, as well as oversees commercial, real estate, discrimination, and ADA litigation across retail locations in the Americas. She provides strategic legal counsel to internal clients and collaborates with cross-functional teams to mitigate risks and strengthen the Starbucks brand globally. A committed advocate for diversity, equity, and inclusion, Sonya sits on

the Diversity & Inclusion Committee within the Law & Corporate Affairs department and recently served as co-chair of the D&I Mentorship Program. Before joining Starbucks, Sonya practiced as a civil litigator, representing clients from case inception through trial and resolution.

CEES-FRANS GREEVEN is a partner and lawyer at BUREN, the ALFA International member firm in Amsterdam, The Netherlands. Cees-Frans focuses on advising clients on the Dutch and Luxembourg aspects of corporate and PEVC transactions, including spin-offs, international restructurings and corporate joint ventures. Cees-Frans also works with institutional and private clients on issues related to investment management.

TOM HAREN is a Partner at Frantz Ward, ALFA International's Cleveland member firm. As Chair of the Cannabis Practice Group, he advises his clients on numerous legal issues including regulatory compliance, contract negotiations, corporate governance, litigation, risk management, and other day-to-day business issues. He is one of the most sought-after attorneys in the cannabis industry in Ohio and nationwide, awarding him distinction by Chambers USA (Cannabis Law, 2021-2024). He assists clients in all aspects of cannabis law, from license acquisition and zoning law to product labeling and regulatory compliance. Tom has led some of the largest M&A deals in the Ohio market, representing both acquiring entities and selling license holders.

LINDSEY HAZELTON is a partner with the Syracuse, New York ALFA International law firm of Hancock Estabrook, LLP and a member of the firm's Labor & Employment, Healthcare, Education and Municipal & Public Entities practice groups. She counsels both private and public sector clients on a variety of employment issues, including discrimination and harassment, wage and overtime matters, hiring and termination strategies, leaves of absence, benefit management and other human resource policy issues. Her practice includes assisting employers in responding to investigative audits and complaints, and the frequent defense of employment litigation claims before state and federal agencies and in the courts. Lindsey regularly represents management, municipalities and school districts in labor matters, such as collective bargaining, contract management, grievance administration, labor arbitrations and unfair labor practice proceedings. She has been selected as a Super Lawyer for Upstate New York and named to The Best Lawyers in America list. Lindsey is a graduate of Cornell University and the University of Buffalo Law School.

RICHARD HENNESSEY is a partner in the Boston office of Morrison Mahoney, the ALFA International firm in Massachusetts. He represents some of the nation's leading insurance carriers in a variety of civil litigation matters involving commercial property policies, professional and general liability policies, homeowners policies and builders risk policies. He has extensive coverage experience in a variety of matters across several lines of coverage. Richard was previously a senior claims analyst with a national third-party claims administrator concentrating in complex professional liability insurance coverage issues throughout the United States.

SCHAUN HENRY practices in the Labor & Employment Group at McNees Wallace & Nurick LLC, the ALFA International member firm in Harrisburg, Pennsylvania. He provides representation and counseling to employers on a wide range of labor and employment matters, including employment discrimination cases under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans With Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and other federal, state and local issues. Schaun provides guidance for employers on unfair labor practices and other labor relations issues, as

well as providing representation for employers at labor arbitrations and negotiations. He advises employers on a wide variety of personnel issues including hiring, termination and revision of policies. Schaun graduated from West Chester University and received his law degree from Dickinson School of Law. Before undertaking the practice of law, Schaun served in the Armed Forces. He is a retired Major of U.S. Army Special Forces.

JOEL HLAVATY is one of the founding partners of Frantz Ward LLP, the ALFA International member firm in Cleveland, Ohio, and is a member of its Management Committee. Joel focuses his practice on the representation of management in all phases of labor relations and employment litigation. Joel routinely advises employers on all aspects of their relationships with employees, as well as with matters concerning litigation prevention and human resources management. In addition, he regularly defends them in federal and state courts of all jurisdictions on claims arising under the various federal and state labor and employment laws. He represents employers with respect to complaints and charges filed with the EEOC and OCRC, NLRB and SERB, and with OSHA and the DOL, as well as with health care and ERISA issues and complaints, and collective bargaining issues and strike disputes. Joel graduated from John Carroll University with honors with a double major in philosophy and psychology and a minor in mathematics. He received his law degree with honors from the University of Akron. Prior to entering private practice, he served as a law clerk to the Honorable Alice M. Batchelder on the U.S. Bankruptcy Court and U.S. District Court for the Northern District of Ohio. Joel is a frequent presenter at seminars and management training programs on a wide variety of topics. He is a member of the Ohio Bar Association and Cleveland Metropolitan Bar Association. He also is the past chair of the Labor & Employment Law Section of the Cleveland Bar Association. Since 2010, Joel has been named one of Ohio's Super Lawyers and listed in U.S. News Best Lawyers in Cleveland.

KELLY M. HOFFMAN is a partner with the Portland, Maine ALFA International member firm of Norman, Hanson & DeTroy, LLC. Her practice focuses on litigation, including insurance defense and subrogation, employment and discrimination matters, professional liability defense and Title IX employment and disciplinary matters. Since 2013, she has been listed in New England Super Lawyers as a Rising Star. Since 2018, she has been recognized by "Best Lawyers in America" for her work in Labor and Employment Litigation as well as Professional Malpractice Defense Law. She frequently acts as a continuing legal education presenter on both a national and state level, lecturing on employment law concerns of individuals, businesses, and counsel; evidentiary issues and challenges facing businesses and counsel during workplace investigations; and ethical dilemmas presented in litigation.

SHAKA JOHNSON currently leads the legal department at Sony Electronics Inc. as Senior Vice President & General Counsel. As head of the department, Shaka and his team are responsible for all legal affairs and corporate security for the business in North America – striving to advance the business while protecting the company. Shaka was actually with Sony Electronics earlier in his career from 2011 – 2015, and during that time, served as a Director in the legal department, providing lead legal support for a variety of business groups along with litigation support. Immediately prior to his current role at Sony, Shaka spent 3 years as an Associate General Counsel leading the global Sales and Marketing legal team for Facebook's AR/VR group, including Oculus VR. Prior to his first stint at Sony in 2011, Shaka spent time at SANYO North America Corporation, Gateway, Inc., and Higgs, Fletcher & Mack. It's not all about work though. Shaka places a high value on family and community, and previously served on the Jackie Robinson YMCA Board for 10 years, the USD Law Alumni

Board's Diversity & Inclusion Committee, the Association of Corporate Counsel – San Diego Chapter board, actively participated in the group that spearheaded the San Diego County Bar and ACC Diversity Fellowship Program in 2009, and, also previously chaired the Sony Electronics pro bono committee for 2+ years. Shaka currently serves as a member of the Equity and Inclusion Leadership team at Sony Electronics, as a member of the USD School of Law Board of Visitors, and San Diego History Center Board of Trustees. Shaka was named one of the Association of Corporate Counsel's Top-10 30 Somethings in 2014, and was recognized as a "Leader in Law" by the San Diego Business Journal in 2020. In 2021, Shaka was recognized by Dealerscope as an award winner in their inaugural Black Leaders in Consumer Tech, and was also recognized by the National Diversity Counsel as one of the most influential African Americans in Business in 2021 and 2022. In 2019, Shaka had the honor of delivering the commencement address at his alma mater, USD School of Law, and in 2024, was recognized by USD School of Law as a Distinguished Alum. Shaka loves playing and talking sports, but family is his main hobby these days. Shaka has been married to his wife, Kandus, since 2011, and they have two beautiful daughters – Jaelah (10 yrs.) and Maya (8 yrs.).

CHRIS JORDAN is a partner at ALFA International member firm HunterMaclean's St. Simons, GA office. A seasoned litigator with extensive trial and appellate experience, he defends major corporations in product liability and toxic tort cases across the Southeast and advises clients on business disputes in Georgia's state and federal courts. He frequently speaks on litigation topics and serves on the products liability team for ALFA International. A Duke and Vanderbilt graduate, Chris began his career in Atlanta before returning to St. Simons Island. He is active in the Coastal Georgia community, holding leadership roles with Hand in Hand and as a graduate of Leadership Georgia.

CAROLINE BELL KELLER is the Vice President, General Counsel and Secretary for MacroSource, LLC. MacroSource is one of the largest wholesale distribution companies for bulk dry and liquid fertilizers in the industry. Through international trading, vessel chartering and the MacroSource terminals and warehouses in North America, South Africa, Peru, Mexico, and Hong Kong the company covers supply and trading in all major fertilizer markets. Prior to joining MacroSource, Ms. Keller was with General Dynamics Corporation for over fifteen years. In her last role at General Dynamics, Ms. Keller was the Vice President and General Counsel of General Dynamics Ordnance and Tactical Systems (GD-OTS), located in St. Petersburg, FL. She was the chief attorney and a member of the Senior Leadership Team reporting to the President of GD-OTS. Previously, Ms. Keller was the Vice President and General Counsel of General Dynamics' European-based business unit, General Dynamics European Land Systems (GDELS), headquartered in Madrid, Spain and with facilities in Austria, Czech Republic, Germany, Romania, Spain and Switzerland. In this position, Ms. Keller was the chief attorney for GDELS and the head compliance, ethics and insider threat officer. Before joining GDELS, Ms. Keller was Deputy General Counsel for Gulfstream Aerospace Corporation, a General Dynamics Company based in Savannah Georgia. At Gulfstream, Ms. Keller was responsible for advising Gulfstream senior leadership and the business on a wide range of international and US legal matters. Ms. Keller earned her Juris Doctorate in 1997 from Georgetown University School of Law. She earned her Bachelor of Arts degree in International Relations from Randolph-Macon Woman's College in 1989. Ms. Keller currently lives in Savannah, Georgia with her husband Jeff and their two children.

JAMES KEZELE is a partner at Keating Muething & Klekamp, PLL, the ALFA International member firm in Cincinnati Ohio, where he leads the firm's Environmental Group. James represents public and private companies and municipalities to ensure compliance with state and federal environmental laws and regulations. James routinely counsels clients through transactions involving the purchase and sale of contaminated properties, and has significant experience evaluating environmental due diligence investigations including Phase I and Phase II Environmental Site Assessments and other regulatory due diligence. James also counsels clients through voluntary remediation and Brownfield redevelopment. James has significant experience counseling clients on the Clean Air Act and state air pollution laws as well as on the processes for applying for, negotiating the terms of, and complying with various environmental permits, including Title V permits, Prevention of Significant Deterioration (PSD) permits, and NPDES wastewater permits. James also advises his clients on environmental regulatory programs specific to their businesses and works with his clients to implement operational and compliance strategies. James also regularly works with clients to perform facility or programmatic environmental audits and he assists his clients in preparing for facility inspections and developing regulatory or agency-related responses. Prior to joining KMK, James was an associate for a mid-sized law firm in Cincinnati, Ohio and was a member of the firm's litigation group. There, James advised and represented clients with respect to environmental, litigation, labor and employment law, transportation law, and general commercial litigation. Prior to law school James served as a Paralegal Specialist for the United States Department of Justice—Environment & Natural Resources Division where he gained valuable experience in environmental compliance and environmental litigation. In recognition of his environmental practice, James has been named to Best Lawyers in America (2025), Best Lawyers in America: Ones to Watch (2021–2024); Ohio Rising Star (2017-2024) and Cincy Leading Lawyer (2023).

JANELLE KILIES is a partner at the ALFA International member firm Lewis Wagner in Indianapolis, Indiana. Janelle is an attorney in employment and complex litigation groups, Janelle concentrates her practice in the defense of employment-related claims, including employment discrimination, wage disputes, wrongful termination, employment agreement disputes, unfair labor practices, and civil rights claims. She also provides proactive prevention counseling on employment issues, including drafting employment policies and practices, navigating employee discipline and termination, as well as providing advice related to the coronavirus. Janelle also has extensive experience in litigating mass torts and consumer class actions in the areas of product liability, consumer fraud, false advertising, and deceptive marketing claims around the country in both state and federal courts. She has experience representing clients in investigations and enforcement proceedings involving various governmental agencies, including the Federal Trade Commission. Since joining the Firm in 2012, Janelle has been instrumental in preparing and presenting several mock trials and innovative focus group presentations in complex cases. In the mass tort context, she helped design, develop, and maintain a sophisticated online platform for the efficient exchange of discovery information, the prompt evaluation of thousands of cases, and the creation of a meaningful settlement matrix. Clients appreciate Janelle for her insight, client service and practical approach to problem solving, and her creative use of technology combined with outside-the-box thinking.

JANE A. KIM is a Partner in the Little Rock, Arkansas office of ALFA International member, Wright Lindsey Jennings. She is a Chicago-area native and has been practicing in the employment law field since 2007, when she moved to Little Rock to start her legal career at Wright Lindsey Jennings. She maintains an active litigation practice, primarily

defending a wide range of clients in state and federal court actions—including class and collective actions—involving claims under the various civil rights laws and the wage and hour laws and claims related to employment agreements. She also regularly provides advice and training on employment law compliance and represents employers in state and federal government agency investigations. Ms. Kim is recognized by Chambers USA as a “Leader in Their Field” and is also included in The Best Lawyers in America and Mid-South Super Lawyers.

JASMINE KINGSLEY is Chief People and Legal Officer at Hudl, a global leader in sports video technology headquartered in Lincoln, NE. She began her legal career in private practice at law firms in San Francisco and Silicon Valley and focused her practice on technology and intellectual property transactions. She joined Hudl as General Counsel in 2015 and currently heads the company's global Legal, People Operations, and Brand/Communications teams. Jasmine is an active member of the State Bar of California (admitted 2012) and the Nebraska State Bar Association (admitted 2014). She currently serves as chair of the board of directors of Rabble Mill, a member of the Bryan Health Board of Trustees, as well as a member of the board of directors of Union Bank & Trust, the Cooper Foundation, the Lincoln Community Foundation, and the Lincoln-Lancaster County Board of Health. She formerly served as chair of the Local Business Strategies Subcommittee of the Mayor's Economic Recovery Task Force (2020 - City of Lincoln, NE). Jasmine was the 2020 recipient of the Lincoln Young Professionals Group (YPG) Young Professional of the Year award. She received a B.A. in International Relations from the University of Pennsylvania (2005) and a J.D. from Harvard Law School (2011). Jasmine resides in Lincoln, NE with her husband, Christopher Kingsley, and two children, Alexander (5) and Aurora (2).

PAUL G. KLOCKENBRINK is a partner with Gentry Locke, the ALFA International member firm in Roanoke, Virginia. Paul represents business clients in all aspects of the employment relationship, including wage and hour laws, discrimination claims, return to work and non-compete/trade secret issues. He has successfully defended companies in jury trials covering a variety of employment issues. Paul regularly speaks and conducts training on various employment law issues. Paul chairs his firm's Hospitality and Restaurant Practice Group. He received his bachelor's degree from the University of Vermont and his J.D. degree from the University of San Diego.

RICHARD A. LATTA is a partner in the ALFA International member law firm in Wisconsin, Stafford Rosenbaum LLP, and the Chair of its Hospitality and Retail practice group, where he focuses on M&A, corporate governance matters, tax law and succession planning for businesses. Rich has received the recognition of his peers both in Super Lawyers, and in The Best Lawyers in America® for his work in corporate law, tax law, corporate governance law, corporate compliance law, banking and finance law, financial services regulation law and business organizations. Prior to law school, Rich was associated with an international CPA firm. He received a B.B.A. (in accounting) from the University of Notre Dame, his J.D. from the University of Wisconsin Law School, and an LL.M. (in taxation) from the New York University School of Law, and is admitted to practice in Wisconsin, California and New York.

JACQUELINE K. S. LEE is Vice President, General Counsel of Flynn Group. Jacqueline (“Jaci”) oversees legal matters for one of the largest private companies in the Bay Area, with \$5B in sales, approximately 2,900 units in beloved restaurant and fitness brands, and more than 75,000 employees across 44 states, Australia, and New Zealand. She is an experienced trial lawyer who has managed all aspects of litigation and

has played a lead role in jury and bench trials, as well as arbitration. Jaci is a frequent speaker and lecturer on topics that range from executive leadership to crisis management to trial strategy, and her contributions have been recognized by a number of legal publications, including *The Legal 500 United States* and *Northern California Super Lawyers*. In 2021, Jaci was named one of *San Francisco Business Times'* Most Influential Women in Bay Area Business and honored with Corporate Counsel's Women, Influence & Power in Law (WIPL) Award for Leadership Through Crisis: Retail & Consumer Goods. Jaci is also the 2023 recipient of the Leadership Institute for Women of Color Attorneys' "Breaking the Glass Ceiling" award, as well as WIPL's "GC of the Year" for 2024. Before joining Flynn in 2018, Jaci was a partner in Jones Day's Silicon Valley office.

ELISA LEMUS is a Manager at Bufete Barrilero, the ALFA International member firm in Spain. Elisa specializes in the renewal and reorganization of workforces, including the planification, preparation and execution staff reorganizations, including the negotiation of collective redundancy proceedings, substantial modifications of working conditions, temporary suspensions of employment. Elisa also provides legal assistance and representation in lawsuits, dispute resolution, and extrajudicial negotiation actions. She also provides legal advice to companies in crisis and within the bankruptcy proceedings, as well mitigation of labor related risks in the purchase of autonomous productive activities.

ROB LESAN is a partner at Keating Muething & Klekamp, PLL, the ALFA International member firm in Cincinnati, Ohio where he co-leads the firm's Business Representation & Transactions Group, bringing extensive experience in both domestic and international mergers, acquisitions, private equity investment, divestitures, joint ventures and general corporate governance. His practice includes both public and private sector transactions, with a particular focus on complex carve-outs and co-investments. Additionally, Rob is a recognized leader in technology transactions. He represents numerous technology focused clients and cloud service providers, negotiating critical technology contracts and orchestrating major technology transactions that drive industry innovation and growth. He also co-chairs the firm's Cybersecurity & Privacy Team, providing strategic advice on a range of technology transactions from traditional software licensing to the structuring of sophisticated cloud services offerings.

HEATHER MAGNUSON currently serves as Deputy General Counsel at Shaw Industries Group, Inc. As a member of the Shaw's Corporate Legal Department, Heather supports Shaw's Vice President Chief Legal & Advocacy Officer and General Counsel and various business units by/ through coordination of internal and external resources including, but not limited to, retention of outside counsel and legal service providers. Prior to January 2024, Heather's day-to-day responsibilities included overseeing and attending to issues relating to Shaw's Litigation Practice Group. As of January 2024, Heather's responsibilities shifted such that her focus is now on legal advice and services relating to legal issues associated with Shaw's synthetic turf division including, but not limited to, transactions, products, construction, employees, intellectual property, litigation, etc as applicable.

PAUL MALEK is a Partner at Huie, Fernambucq & Stewart LLP in Birmingham, Alabama. A native of Kentucky and a graduate of the University of Kentucky and Cumberland School of Law, Paul is licensed in both Alabama and Kentucky. Since joining HUIE in 1995, Paul has developed a diverse defense practice with a focus on product liability actions involving automobile manufacturers, construction equipment companies and a variety of other industrial products. He has successfully litigated on behalf of numerous Fortune 500

companies and tried cases to conclusion in multiple State and Federal Courts throughout the United States. He has served as trial and coordinating counsel in specialty litigation on both a regional and national basis. He also handles lawsuits and claims involving civil rights issues, labor and employment matters, commercial transactions and other general litigation concerns. In addition to his practice, Paul has served as a faculty member for the Alabama Bar Institute of Continuing Legal Education and frequently lectures on various topics.

RONALD MATLEY began his career as a chef for the Hilton Hotels. In 1987 he began work at Sunbelt Rentals (fka McLean Rentals) in 1987. Ronald has held various positions both simultaneously and individually throughout his career. As IT Director, Finance Director, Accounts Receivable Manager, and now Director of Credit Services. Ronald has been the Corporate Credit Manager, renamed Director of Credit Services for all but three of the 37 years serving the other positions that he held while remaining in the role.

BYRONA J. MAULE is a shareholder of Phillips Murrah P.C., the ALFA International member firm in Oklahoma City, Oklahoma, where she serves as the senior member of the firm's Labor and Employment Law Group. Byrona's practice focuses on advising and representing corporations in all areas of labor and employment law transactions and litigation, including employment contracts, independent contractor agreements, policies and procedures, unemployment, EEOC/state human rights charges, OSHA violations and retaliatory discharge, NLRB unfair labor practice claims, federal and state wage and hour compliance and employment law litigation before state and federal courts. From 2009 to 2015, she served as a commissioner on the Oklahoma Merit Protection Commission, the entity responsible for providing an employment dispute resolution system for Oklahoma state employees. In addition, she frequently conducts employment law training for businesses and governmental entities. In 2008, Byrona received The Journal Record's Leadership in Law Award for outstanding service in the legal community, and she is recognized by Best Lawyers in the areas of Commercial Litigation, Labor Law Management, and Labor and Employment Litigation. Byrona is also active in the community at large. Most notably, she is currently serving on the Governing Board of Big Brothers Big Sisters of Oklahoma for a second time, having previously served from 2012–2015, including as Chair from 2013–2015. Prior to joining Phillips Murrah, she spent five years as corporate counsel for a healthcare facility, giving her a unique insight into her client's diverse labor and employment law needs. Byrona graduated Order of the Barristers from the University of Missouri – Columbia School of Law in 1986.

JUSTIN MCCARTHY is the General Counsel for Hoya Vision Care, a leading provider of high-quality spectacle and contact lenses, integrated systems, training and services to eye care professionals. Justin has been with Hoya Vision Care since 2022. Prior to that, he spent 25 years in progressively responsible roles in the legal department of Dentsply International Inc. and Dentsply Sirona Inc., leading its legal department for his last 5 years with the company. Justin is a graduate of Villanova University School of Law and Franklin & Marshall College.

GARY MCCOLLUM is Vice President and Deputy General Counsel of Alliance Resource Partners, L.P. ("ARLP"), which is a publicly traded master limited partnership with more than 40 independent operating subsidiaries. Collectively, ARLP and its subsidiaries work in three core segments: coal mining, production and sales; oil and natural gas royalties; and new ventures and technology. Gary

has been with the company for over a decade. Prior to joining ARLP, Gary had experience serving as corporate counsel for a major retail chain, as well as experience in private practice.

ELLIOT MILLER is General Counsel and Senior Vice-President of Wowza Media Systems, which is based in Colorado with offices in Berlin, Germany and Stockholm, Sweden, and employees around the world. For more than 15 years, Wowza has powered 35,000+ video implementations globally across a range of end markets, including media, enterprise, government, aerospace, healthcare and more. Wowza's high-availability video platform is trusted by developers and technology teams at discerning institutions across industries, including NASA, SONY, Facebook, Jewelry TV, University of Oregon and thousands more globally. Elliot leads Wowza's global people operations, legal affairs, compliance programs and corporate development activities. With more than 15 years of experience providing in-house legal counsel to technology and services companies, Elliot works to attract and retain great colleagues by building a collaborative, entrepreneurial culture with compelling employee benefits. In Elliot's legal and corporate development roles, he leads initiatives and processes to support Wowza's rapid growth while managing the company's risk.

MACKENZIE MONACO is an attorney with ALFA International member firm Monaco Cooper Lamme & Carr, PLLC, in Albany, New York. She maintains an active litigation practice representing a wide range of clients, from individuals and local businesses to national corporations, in state and federal courts throughout New York. Mackenzie delivers counseling, risk management and tort defense services to the hospitality and retail, construction, insurance and health care industries. She also maintains an active trusts and estates practice.

CHRISTOPHER J. MUELLER is a shareholder with the ALFA International member firm Taylor, Day, Grimm & Boyd in Jacksonville, Florida and Board Certified as a specialist in construction law by the Florida Bar. Chris graduated cum laude from Florida State University and then received his juris doctor from the Walter F. George School of Law at Mercer University. His practice primarily includes the representation of developers, general contractors, subcontractors, designers and material suppliers in construction matters. He also represents insurance carriers on coverage matters and has litigated commercial and general liability disputes throughout his career. Chris is AV-rated by Martindale-Hubbell, has been named by Super Lawyers magazine in construction law, has been listed among Jacksonville's best lawyers in 904 Magazine and Jacksonville Magazine, is a fellow of the Construction Lawyers Society of America and is a frequent writer and lecturer on a variety of construction law topics.

ELIZABETH MUYSKENS is Co-Chair of the Labor, Employment & Employee Benefits Group of Stoll Keenon Ogden PLLC, the ALFA International member firm in Kentucky. Elizabeth has been with the firm since 2008. Elizabeth regularly coordinates with in-house counsel, human resources professionals and company leaders on internal investigations, personnel issues, policies and other workplace concerns. She also represents employers in administrative proceedings and defends against discrimination claims, retaliation claims, and wage and hour class and collective actions. Elizabeth is licensed to practice in Kentucky, Ohio, Michigan, and various federal courts, including the U.S. Supreme Court.

TAMARA NELSON is a shareholder with ALFA International member firm Merrick, Hofstedt & Lindsey, P.S. in Seattle, Washington, where she maintains an active litigation practice on behalf of corporate and institutional clients. Her practice focuses on commercial and complex torts, employment law, and professional liability. Tamara

has obtained successful outcomes on behalf of her clients in state and federal trial courts and has successfully argued before the Washington State Court of Appeals. She is admitted to practice in all Washington state and federal courts, as well as the 9th U.S. Circuit Court of Appeals; she is also a member of the King County Bar Association, where she served on the Board of Trustees 2011-2014. In addition to her work, Tamara devotes substantial time to her community through her volunteer work with King County Community Legal Services and Lawyers Helping Hungry Children, a Washington nonprofit organization committed to ending childhood hunger.

ALAN C. NOLLEY, JR., serves as Senior Litigation Counsel for Flynn Restaurant Group, America's largest restaurant franchisee, which owns and operates over 2,300 restaurants nationwide. Alan represents the Company in a wide range of litigation involving business, commercial and tort disputes, and provides legal support for its operations, including strategic counsel on pre-litigation, risk management and contract issues. Alan is an experienced trial lawyer who has managed all aspects of litigation and has played a lead role in trials, as well as arbitration. Prior to joining Flynn Restaurant Group in 2021, Alan was in private practice in the San Francisco office of a regional law firm where he served on its "parachute" trial team.

JOHN OSGATHORPE is a shareholder, and serves as the president and managing partner, of Taylor, Day, Grimm & Boyd, the ALFA International member firm in Jacksonville, Florida. In his business litigation and complex torts practice he protects the interests of companies, management teams, business owners, and stakeholders in a diverse array of commercial and torts disputes. His practice includes most types of business and commercial disputes including breach of contract claims, shareholder disputes, corporate governance disputes, misappropriation of trade secrets and UCC matters while his torts practice includes products defects cases, truck and auto accidents, defamation and premises liability. He also handles disputes regarding real estate and wills & trusts. John is currently the Chair for ALFA International's Business Litigation Practice Group. He is an active member of ALFA International's Complex Torts & Products Liability Steering Committee as well as Transportation Steering Committee. He has presented at several ALFA International Client Seminars, Business Litigation seminars, and Complex Torts & Products Liability seminars. John previously served on ALFA International's Board of Directors and as its Treasurer, along with several other ALFA International committees.

CHRISTOPHER A. PAGE is a partner with Young Moore and Henderson, P.A., the ALFA International member firm in Raleigh, North Carolina. Chris is an experienced trial attorney in North Carolina, where he represents several national clients with all of their legal needs in the state, including commercial disputes, construction disputes and accidents, employment litigation, product liability litigation, insurance coverage analysis and premises claims. Chris has been named as a "Super Lawyer" in Business Litigation for many consecutive years and is listed in "Best Lawyers" for commercial litigation, employment litigation and insurance law. After graduating summa cum laude from Duke University, Chris earned his law degree from Yale Law School, where he served as senior editor for the Yale Law Journal. Chris was named ALFA International's "Attorney of the Year" in 2017. Chris is the former chair of ALFA International's Hospitality and Retail Law Practice Group, former chair of ALFA International's Marketing Committee, and a former member of ALFA International's Board of Directors. Chris is the program chair for ALFA International's Business Litigation Practice Group's next seminar.

TARA PAKROUH is an attorney in the Bankruptcy and Restructuring Group at Morris James, LLP, the ALFA International member firm in Delaware. She focuses her practice on corporate restructuring

and litigating complex commercial disputes that arise in Chapter 11 proceedings. Tara is experienced in representing debtors, lenders and other parties within the Delaware Bankruptcy Court and Delaware Court of Chancery. She is acclaimed by colleagues and clients for her creative and pragmatic approach to producing efficient solutions.

WOODS PARKER is a partner at Huie, Fernambucq & Stewart, LLP, an ALFA International member firm in Birmingham, AL. Woods is a member of the firm's Products Liability, Automotive Litigation, and Discovery Practice and Procedure groups. Much of his practice is devoted to assisting manufacturing clients with complex discovery disputes and compliance issues arising from those disputes. Woods also serves as national coordinating discovery counsel for a major automotive client. He also serves an international automotive manufacturer as a seconded attorney in the Controversies group of their in-house legal department, where he assists with discovery issues relating to products liability and commercial transactions.

JENNIFER PEDEVILLANO is a partner with ALFA International member firm, Halloran Sage, in New Haven, Connecticut. She focuses her practice in the areas of Construction, Labor & Employment and Litigation, and has extensive experience in contract disputes, products liability, complex commercial and corporate litigation matters as well as representing employers in all areas of labor and employment law. Jen's clients range from large corporations to individuals. She has experience trying cases before arbitrators, judges, and juries, and she frequently handles large complex matters involving significant electronic discovery. Jen uses technology to the client's benefit in the preparation of a case for litigation as well as during trial/arbitration. She earned her BA, magna cum laude, from DeSales University and her JD, magna cum laude, from Quinnipiac University School of Law.

TIM PEEPLES is a director at Daniel Coker, the ALFA International firm in Oxford, Mississippi. Tim serves as the chair of the firm's Employment practice group and litigates on behalf of public and private employers in all areas of employment law, including discrimination and civil rights issues, wage and hour matters, employment contracts, covenants not to compete and wrongful discharge. He also regularly advises employers on matters such as employee handbook provisions, hiring and firing decisions, and other employment-related practices and procedures. Tim is a frequent presenter on Title VII, ADEA, FMLA, and FLSA issues.

ANTONELLA PENTA is a partner within the Corporate/Commercial law group at Fasken, the ALFA International member firm in Toronto, Vancouver & Montreal Canada. Antonella is effective in leading negotiations and realizing private company mergers and acquisitions, venture capital and private equity transactions. Antonella regularly manages cross-border and international transactions, corporate reorganizations and private placement financings. She has assisted companies in various industries from initial stages of incorporation to divestiture, including structuring, drafting of shareholder and partnership agreements, as well as drafting various commercial agreements. Antonella's experience in commercial law enables her to understand and master both the legal issues that clients may face and the issues unique to their industry. She has the necessary expertise to guide you at each step of your projects so that you are able to achieve your business objectives. Prior to joining Fasken, Antonella was vice-president and general counsel with an innovative technology enterprise. She has over 20 years of practice at national firms and has practiced in both Quebec and Ontario.

RON PEPPE is the Vice President and General Counsel for FabSouth, LLC, FabSouth is part of Canam Group, based in Montreal Canada. Canam operates 22 plants in Canada and the United States, as well as engineering offices in Canada, Romania, India, and the Philippines, and designs, manufactures and installs steel construction components. Previously, Ron served as Executive Vice President of Shared Services for Canam Steel Corporation and VP Law and Technology for the Association of Corporate Counsel. Ron recently served on the Frederick City Charter Review Commission and has served as a member of the City Council and as Chairman of the School Board of Falls Church, Virginia. Prior to that, he was President of the Board of Education of Frederick County, Maryland. He holds a BA from Johns Hopkins University, an MA from Johns Hopkins School of Advanced International Studies, and a JD from the University of MD School of Law.

MICHAEL PETROGEORGE graduated from the University of Utah S.J. Quinney College of Law in 2000. After clerking for the Honorable Judge Stephen H. Anderson on the Tenth Circuit Court of Appeals he joined the Salt Lake City based law firm of Parsons Behle & Latimer, as a commercial litigator. During his time at the firm he held various leadership roles, including serving 7 years on the firm's board of directors. He also served 4 years as an adjunct professor at the University of Utah S.J. Quinney College of Law. Since 2019, Michael has served as Vice President & General Counsel of Management & Training Corporation, a government contractor headquartered in Utah and operating Job Corps centers on behalf of the U.S. Department of Labor, private correctional and detention facilities on behalf of federal and state agencies and workforce development programs on behalf of USAID. Michael obtained his undergraduate degree from Gonzaga University in Spokane, Washington and is proud to have both of his sons now attending his alma mater. Go Zags!

ANTWAN PHILLIPS is a partner at the ALFA International member firm Wright Lindsey Jennings, in Little Rock, Arkansas, where he has practiced law for over a decade. He has a trial-oriented practice which includes trucking litigation, but he also practices personal injury defense, premises liability, products liability and dental malpractice. In 2017, Phillips was named to Arkansas Business' inaugural "Arkansas 200" as one of the 200 most influential Arkansans. In 2013, Arkansas Business included Phillips in the annual "20 in their 20s" issue. Mid-South Super Lawyers has recognized him as a "Rising Star" in the area of Civil Litigation Defense since 2014. In 2012, Phillips graduated as a Fellow of the American Board of Trial Advocates Trial College, after completing intensive trial training at Harvard Law School in Boston, MA. In November 2020, Phillips was elected to the City of Little Rock's Board of Director (its Little Rock's version of city council). In other community-oriented activities, Phillips is an alumnus of the Arkansas Commitment program and is the past President of the Big Brothers Big Sisters of Central Arkansas Board of Directors. He is also the President of the Public Education Foundation of Little Rock and a member of the Little Rock Area Public Education Stakeholders Group as appointed by the State Board of Education. Phillips was also selected as one of the co-chairs for Think Big Little Rock, a group established by Fifty for the Future and the Little Rock Regional Chamber of Commerce, which is charged with strategizing ways to enhance life in Little Rock and the surrounding communities.

LANGDON T. RAMSBURG practices at McNees Wallace & Nurick LLC, the ALFA International member firm in Harrisburg, Pennsylvania where he leverages nearly a decade of experience to provide employers quality representation in all facets of labor and employment matters,

from counseling clients on labor relations and compliance issues to representing them before government agencies and federal and state courts. He covers a variety of industries, including municipal government, construction, manufacturing, food and beverage, entertainment and higher education. Langdon is also Chair of McNees' Esports Practice Group, which is dedicated to providing legal representation to existing and start-up companies in the billion-dollar emerging esports industry. In his labor practice, Langdon counsels management (particularly to public sector employers) in all facets of labor relations. This includes representing employers in contract negotiations, interest arbitration, grievance arbitration, and unfair labor practice charges filed with the Pennsylvania Labor Relations Board and National Labor Relations Board. He regularly counsels public sector employers on employment-related matters. This includes Act 205 compliance for police pensions, advises employers on pension service increments and the creation of DROP programs, works with municipalities on Strategic Management Planning Programs through the Pennsylvania Department of Community Development to develop strategies on the reduction of minimum municipal obligations, and collaborates with other McNees attorneys on the sales of municipal infrastructure assets to resolve pension debt. With respect to employment matters, Langdon provides day-to-day counseling to employers on compliance with federal and state employment laws.

JOHN RICE is a partner at the ALFA International San Diego member firm Higgs Fletcher & Mack, LLP. John, a former federal prosecutor, represents both individuals and corporations in a wide range of complex white-collar matters, including SEC enforcement actions, anti-money laundering and bank secrecy act compliance matters and foreign corrupt practices act investigations. Mr. Rice is an experienced litigator who has tried numerous cases to verdict, including dozens of federal jury trials, and argued cases before federal appellate courts. His practice focuses on white-collar criminal defense, internal investigations and complex civil litigation. Before entering private practice, Mr. Rice spent more than 15 years with the U.S. Department of Justice, most recently as an Assistant U.S. Attorney in the Southern District of California specializing in public corruption cases. In addition to his work in the Southern District of California, he served in the organized crime and terrorism section of the U.S. Attorney's Office for the Southern District of New York, and served as branch chief for the U.S. Attorney's Office for the Northern Mariana Islands. He has received numerous awards from various federal law enforcement organizations during his career. Mr. Rice served a judicial clerkship with the Honorable Judith N. Keep, of the U.S. District Court for the Southern District of California from 1987 to 1988.

CAREN RIES is Associate Counsel, Assistant Secretary, and Litigation Manager for Skyline Champion Corporation and its subsidiaries, including Champion Home Builders, Champion Modular, Titan Factory Direct, Champion Retail Housing, and Star Fleet Trucking. She joined the Champion family in 2018 as Associate Counsel and Litigation Manager. As one of three lawyers with the Company, she is a Corporate Generalist by default whose areas of responsibility continue to expand and evolve daily. Prior to joining Champion, Caren was a career litigator in private practice with the law firms Trott & Trott, P.C., Crimando & Cleland, P.C., and Kitch Drutchas, Wagner, Valitutti & Sherbrook, P.C., with practice areas focused on real property, family law, and medical malpractice and product liability defense. Caren is a graduate of Wayne State University Law School in Detroit, Michigan.

CHRIS SCHILDER is Chief Counsel at Pactiv Evergreen, one of the largest manufacturers of fresh food and beverage packaging in North America. In his role, Chris is responsible for overseeing the commercial contracts, innovation, regulatory and government affairs teams. Prior to joining Pactiv Evergreen in 2022, Chris spent 15 years with BrandSafway, serving as deputy general counsel & vice president of risk management to the world's leading access and industrial services provider. Before beginning his in-house career, Chris spent seven years in private practice as a litigator in Milwaukee, Wisconsin. Chris received his BA from the University of Wisconsin and his JD from the University of Michigan.

SCOTT R. SCHILLINGS is a seasoned trial attorney with over 30 years of experience in complex litigation, focusing on product liability, commercial disputes and mass torts. As the leader of Hinkle Law Firm's Product Liability and Complex Tort Litigation practice, he has represented corporate clients across more than 35 states and tried cases to verdict in several states. Scott's strategic approach includes constructing compelling narratives and aligning witnesses and evidence to tell a clear, dynamic story. Scott, whose middle name just happens to be "Risk", represents several consumer product manufacturers on a regional or national basis on risk management and strategies to avoid exposure from product failure claims. Scott's deep understanding of trial rhythm and tempo, essential for maintaining jury engagement, will be a focal point in this panel. Drawing inspiration from music, Scott will explore how effective storytelling in the courtroom, much like a well-composed song, requires harmony between the evidence, witnesses, and trial presentation.

JEFFREY M. SCHRODER is a partner at the ALFA International Michigan member firm Plunkett Cooney's Bloomfield Hills office and is a founding member of the firm's Cannabis Industry Group. Since the enactment of the MMFLA in 2016, Jeff has been assisting clients with cannabis licensing, regulatory, and litigation matters. Some of Michigan's largest and most well-known cannabis businesses rely on Jeff for expert counsel and advice. His clients include cannabis growers, retailers, among others for who he provides business licensing and renewals and assistance with regulatory compliance, real estate, zoning, government relations, election ballot initiatives, employment law issues and many others. An experienced governmental law attorney who served for nearly a decade as Assistant City Attorney in Warren Michigan and as an Assistant Michigan Attorney General, Jeff was also uniquely qualified to counsel municipalities on the aspects of the Michigan Regulation and Taxation of Marijuana Act and other state laws that created the framework for today's cannabis industry.

AKO SHIMADA is a seasoned legal executive with over 20 years of experience shaping global corporate strategies and ensuring rigorous compliance for leading international organizations. As General Counsel for Ushio America and Ushio Europe Group, she oversees legal and regulatory affairs across North America and Europe, with expertise in corporate governance, risk management, intellectual property and complex M&A transactions. In addition to her in-house legal responsibilities, Ako serves as an independent board director at Fujitec Co., Ltd. (6406 TYO), a leading manufacturer of elevators and escalators with global operations and a \$2.3 billion market cap (as of August 2024). She chairs the company's Nomination and Compensation Advisory Committee and leverages her international legal experience to enhance Fujitec's corporate governance and mid to long-term corporate value. Fluent in both English and Japanese, Ako is a respected voice on international legal issues and DEIB (Diversity, Equity, Inclusion, and Belonging). Ako has significantly impacted the legal community through her leadership roles within the Association of Corporate Counsel (ACC SoCal) and the U.S.-Japan Council.

JAIME SKINNER is General Counsel for Brenntag NA, the North American subsidiary of the global market leader in chemicals and ingredients distribution. She began her career in private practice at law firms in Dallas, where she focused on litigation, complex restructuring transactions and bankruptcy. She then went in-house and joined Caterpillar's legal team in 2007, where she had management responsibility and experience worldwide for a wide range of commercial, financial, regulatory and litigation matters, including government investigations, class actions and financing transactions. After over a decade at Caterpillar, she became Associate General Counsel at a publicly traded government contractor, where she provided support to the executive office, managed the company's eDiscovery and policy management programs, and led a wide variety of legal matters involving corporate governance, litigation, data privacy and data breach response and government investigations. Jaime holds undergraduate degrees from Columbia University and a J.D. from Washington University School of Law.

ROBERT G. SMITH is a capable litigator and is a partner at Mayer LLP, the ALFA International firm in Houston, Texas. Rob is on the steering committee of the ALFA International Product Liability & Complex Torts Practice Group, and is a member of the Business Litigation and Corporate Transactions Practice Groups. Rob is the outgoing Chair of the Medical Defense & Health Law Committee in the International Association of Defense Counsel and he is also a member of the Product Liability and Business Litigation Committees. Rob represents manufacturers (heavy equipment, medical devices, durable medical equipment, sporting goods), health care providers and other businesses in litigation as well as transactional matters. Rob graduated Phi Beta Kappa with a degree in mathematics from Louisiana State University and attended law school at the University of Houston College of Law. He is Board Certified in Personal Injury Trial Law by the Texas Board of Legal Specialization and has tried a wide variety of cases during his 27+ years of practice.

ANDREA D. SNOWDEN is Vice President and Associate General Counsel at Ameritas Life Insurance Corp., which is a life, group and disability insurer. Ms. Snowden is the chief litigation/dispute resolution counsel in charge of managing nationwide contract and extra-contractual litigation filed against Ameritas as well as affirmative litigation filed by Ameritas. She also provides litigation support to Ameritas' broker/dealer and represents Ameritas in FINRA arbitration matters. Prior to joining Ameritas, Ms. Snowden was a partner with a Nebraska law firm concentrating in civil trial litigation with an emphasis in insurance, bad faith and tort matters. She is a graduate of the University of Kansas School of Law and admitted to the Nebraska bar.

JANE STAHL currently serves as General Counsel of Shaw Industries Group, Inc. Jane's day to day responsibilities include developing, implementing and managing the provision of legal services to support all business units within Shaw. Her primary responsibilities include the management of litigation, including employment litigation, commercial litigation and general liability litigation and advising management and Human Resource professionals on a broad range of employment issues including: recruiting; hiring; employee relations; discipline and terminations; layoffs; internal investigations; employment issues related to mergers and acquisitions; leaves of absence; wage and hour compliance; contingent worker issues; separation agreements; benefits issues; and compliance with applicable state and federal employment laws and regulations.

LATISHA STUBBLEFIELD is Director, Head of Litigation for Pilot Travel Centers LLC, where she oversees all litigation matters for the company and its subsidiary entities. As the largest network of travel centers in North America, Pilot has over 750 locations in 44 states and 5 Canadian provinces, supplies more than 14 billion gallons of fuel per year with the third largest tanker fleet in North America, and employs more than 30,000 team members. In her role, Latisha manages the litigation team, which handles commercial, employment, general liability, real estate and bankruptcy litigation matters for Pilot's retail and energy business. Latisha also provides legal advice and counsel to internal clients, including strategic counsel on pre-litigation, risk management and contract issues. Prior to joining Pilot in 2015, Latisha was a commercial litigator in private practice in Knoxville, Tennessee. She earned a Bachelor of Arts, summa cum laude, from Carson Newman College, and earned her Juris Doctor, summa cum laude, from the University of Tennessee College of Law.

EDWARD SULLIVAN is the Vice-President, General Counsel and Secretary of NIBCO INC, a leading manufacturer of flow control products. After 25 years as a commercial litigator in private practice with Faegre Baker Daniels (now Faegre Drinker), Ed joined NIBCO in 2017 and now oversees all legal matters for the company, plays a key role on the executive leadership team and acts as counsel to the Board of Directors. For many years Ed has been a frequent teacher in programs offered by the National Institute of Trial Advocacy (NITA) on deposition skills, trial advocacy, negotiations and legal ethics. Recently he was appointed by the Indiana Supreme Court to the Indiana Disciplinary Commission. He earned his B.A. degree from Villanova University and his J.D. degree from the Notre Dame Law School where he is an adjunct member of the faculty.

SONIA VALDES is the Vice President-Claims, Medmarc Insurance Group. Ms. Valdes is responsible for managing a team of dedicated claims professionals as well as overseeing technical and administrative issues within Medmarc's Claims Department. Her responsibilities include directing mass tort litigation, training and developing staff, assisting with policy development, advising underwriters on risk management and expanding Medmarc's litigation management services. Ms. Valdes joined Medmarc in August of 2013. Prior to Medmarc, Ms. Valdes was Assistant Vice President with Chubb & Son, Inc., in its headquarters in Warren, New Jersey, for 14 years. She had worldwide responsibility for managing Chubb's Life Sciences Claims Core. Ms. Valdes has extensive experience in evaluating coverage and liability issues in environmental, mass tort, and health science litigation. She has been an admitted attorney in New Jersey since 1992 and is and a member of the IADC and CLM. She received her undergraduate degree in Biochemistry from Rutgers University in 1984 and her law degree from Brooklyn Law School in 1991.

IANA VLADIMIROVA is a partner at Stafford Rosenbaum, the ALFA International member firm in Wisconsin. Iana's practice focuses on business law with an emphasis on transactional, bankruptcy, and commercial litigation matters. Iana represents borrowers and financial institutions on commercial finance matters, including mergers and acquisitions, mortgage lending, workouts and other commercial loans. She also advises debtors and creditors in all types of insolvency matters, including chapter 7, 11, 12, and 13 proceedings, foreclosure actions and state court receiverships. In addition, Iana serves as a Chapter 11 Subchapter V trustee for the Eastern and Western District of Wisconsin and the Northern District of Illinois bankruptcy courts. Iana also litigates commercial matters involving tax issues, fraud, embezzlement, Ponzi schemes and theft-by-contractor.

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GENERAL INFORMATION

MEETING LOCATION

JW Marriott Tucson Starr Pass Resort & Spa
3800 W Starr Pass Blvd
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REGISTRATION

Please contact ALFA International Headquarters to register.

ATTENDANCE IS OPEN ONLY TO MEMBERS OF ALFA INTERNATIONAL AND THEIR INVITED GUESTS AND IS LIMITED TO AGES 21+.

ATTIRE

The attire for the educational sessions throughout the conference is business casual. Resort casual attire is appropriate for the social events and casual attire for the optional activities. Thursday, Friday and Saturday night's receptions and dinners are outdoors so layers are recommended.

SPECIAL ACCOMMODATION

If you need any special accommodations, including a nursing room, special dietary meals, ADA access or other needs, please reach out to ALFAI staff in advance of the meeting and we will ensure that necessary accommodations are provided.

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SEMINAR CONTACTS

Aria Trombley Wolf
awolf@alfainternational.com

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