



# 2021 INTERNATIONAL CLIENT SEMINAR March 2-4, 2021 | VIRTUAL

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# Riding the Wings of Transformation: The Power of Radical & Fundamental Change

2020 was a challenging and unsettling year. From a global pandemic, to racial justice protests around the world, to U.S. election anxiety, and deepening political and ideological division seemingly everywhere, the challenges of the past 12 months have been extraordinary and difficult to navigate. Yet these difficulties have also sparked transformation. Because "necessity is the mother of invention," many of us are working remotely more than ever, living in greater isolation which often translates to greater independence, socializing at a distance, rediscovering lost passions and hobbies, and embracing technology in more frequent and innovative ways. Rather than returning to "normal" or the status quo once a vaccine reduces the risk of viral transmission, let us discuss ways we can continue to ride the wings of transformation and make our personal and professional lives more rewarding and fulfilling.

Our interactive keynote discussion on March 2 will help identify and eradicate hidden barriers to advancement for underrepresented persons within your organizations. On day two, we'll examine ways in which the major events of 2020 have impacted jury decision-making, how discrimination law perpetuates inequality, how to use the skills we've adapted through the pandemic to transform the way we litigate, corporate accountability related to corporate culture, Chapter 11 issues and study how to respectfully disagree and discuss sensitive subjects in our polarized world. During our final day we'll reflect on tackling blind spots, on making changes in our workplaces to embrace inclusion, the incredible power of the word "yes" and exemplifying courageous leadership.

We look forward to being with you in this transformative space and time – virtually but interactively – as we embrace the radical and profound changes our world has undergone and is likely to experience moving forward.

#### **Dina Cox**

Program Chair, 2021 International Client Seminar LEWIS WAGNER Indianapolis, Indiana

# 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 150 member firms throughout the world. Our 80 U.S. firms represent 95 of the 100 largest metropolitan areas. Our 70 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 wel respected by their peers in the legal and business community.



#### **TUESDAY, MARCH 2**

All times noted are in the Central Time Zone (U.S.)

# 2021 International Client Seminar Committee Members

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2021 International Client Seminar

LEWIS WAGNER Indianapolis, Indiana

**Chris Page** 2021 International Client Seminar –

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Albuquerque, New Mexico

Tom Singer AXILON LAW GROUP, PLLC

Billings, Montana

lohn Tarpley LEWIS THOMASON

Nashville, Tennessee

3:00 p.m. – 4:30 p.m.

### **Introductory Remarks & Opening Keynote**

# Are You Merely Surviving or are You Thriving through Transformative Change?

Those who have developed a key form of intelligence will thrive and be ahead of the curve. The most adaptive lawyers are inclusively intelligent, meaning they have intentionally created broad networks of information and ideas and regularly put themselves in situations that prompt cognitive friction to elevate their critical and analytical thinking. Lawyers with inclusive intelligence are also aware of their cognitive biases – the glitches that impact good decisions – and work to interrupt them. Inclusive intelligence is such a critical competency that companies specifically require it in new executive hires. Attend this session to learn more about this valuable form of personal and organizational intelligence and how to cultivate it.



**Kevin Owens**Chair, ALFA International
Board of Directors
JOHNSON & BELL, LTD.
Chicago, Illinois



Dina Cox Program Chair, 2021 International Client Seminar LEWIS WAGNER Indianapolis, Indiana



Kathleen Nalty
Keynote Speaker
KATHLEEN NALTY CONSULTING
Denver, Colorado

Kathleen is a lawyer, author, and consultant who helps legal organizations advance diversity and inclusion. She has received 10 awards for her groundbreaking work in diversity and inclusion. In 2019 she published the second edition of "Going All-In on Diversity & Inclusion: The Law Firm Leaders' Playbook." Previously, Kathleen founded the Center for Legal Inclusiveness (CLI) in Denver, Colorado and led the nonprofit as its Executive Director for over five years. Kathleen earned her J.D. from the University of Colorado Law School. Early in her legal career she worked as a federal civil rights prosecutor for the U.S. Department of Justice in Washington, DC where she prosecuted hate crimes, slavery, and police brutality cases.

4:30 p.m. - 4:40 p.m.

#### **BREAK**







2:00 p.m. - 3:05 p.m.

## **Welcome & Group One Breakouts**

TRACK 1

#### Stepping Out of the Darkness: What We Know so Far about the Impact of a Pandemic, Civil Unrest and Political Change on Jury Decision-Making

Decisions in litigation are influenced by our perceptions of how jurors will respond to facts and arguments. After a pandemic, civil unrest and political discourse and change, which if any of our assumptions are still valid? What personality strengths and weaknesses emerge following events like those we have just experienced in America? Will jurors be more or less empathetic to plaintiffs or to businesses who have struggled to keep their doors open and employees on the payroll? Will truth, personal responsibility and beliefs in self-sacrifice play a bigger role in decisions or will denial, self-interest, fear and distrust dictate results? Will composition of juries change because of fear of service? Will new rules governing jury assembly, selection and service together for days or weeks change the demographics, the dynamics and results? How do we identify potential jurors whose actions will be influenced by the answers to these and other questions that will shape the outcome of a trial? No one has all the answers, but our panel, which includes experts

in jury psychology and political science along with experienced litigators and managers of litigation, will shine some light on what has been learned so far and where caution about the unknown still rules the day.



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



**Emily Frascaroli** Manaaina Counsel, Product Litiaation FORD MOTOR COMPANY Dearborn, Michigan



Samantha D. Holmes **EDGE LITIGATION** CONSULTING LLC Memphis, Tennessee



**Sonia Valdes** Vice President of Claims MEDMARC Chantilly, Virginia



**Greg Jones** WRIGHT, LINDSEY & JENNINGS LLP Little Rock, Arkansas

#### TRACK 2 Ain't it a Shame (How Discrimination Law Perpetuates Inequality)

Workplace discrimination has been prohibited in the United States since 1964, yet a recent study supported by the ABA Foundation confirms that our current legal processes may actually exacerbate employment discrimination. We suggest the system fails because of the toxic consequences of shaming, as described by Brené Brown and others. This panel will address how both the system and the roles we play in it can and should be transformed.



Tom Singer Moderator AXILON LAW GROUP, PLLC Billings, Montana



Jasmine Kingsley General Counsel Lincoln, Nebraska



Ron Peppe Executive Vice President, EH&S, Legal and HR, Corporate Secretary, Director CANAM STEEL CORPORATION Point of Rocks, Maryland



Alicia Wilson Vice President For Economic Development JOHNS HOPKINS UNIVERSITY Baltimore, Maryland



Schaun Henry MCNEES WALLACE & NURICK LLC Harrisburg, Pennsylvania



**Gero Schneider** TIEFENBACHER Heidelberg/Frankfurt, Germany

#### TRACK 3 Two Sides Of The Same Coin: Understanding The Costs and Benefits of the **Bankruptcy Transformation**

Most change is hard, but a transformational change within a business entity can be intense. A Chapter 11 bankruptcy reorganization is one of the most fundamental transformational changes that a company can experience – one that affects creditors, vendors, employees, and others in distinct ways. For a debtor, it will change the company's finances, affect operations, and might upend various employees – including the C-suite. A creditor will face not just a financial impact, but may jeopardize its relationship with a key business partner. Many tough decisions will need to be made. How do you choose the right stakeholders throughout the process? How do you identify strategic alternatives and carefully weigh the options? What are the "costs" for each side - money, personnel, relationships, image, and intangibles? Once the dust settles, how can you rebuild that once critical relationship?

This session will discuss how a Chapter 11 plan of reorganization effectuates such a transformational change, providing firsthand experiences and perspectives from panelists who have served both reorganized debtors and their creditors. The panel will address the "two sides" of the same bankruptcy "coin" – using a hypothetical example to

explain what a debtor must do to plan for and secure confirmation of a reorganization, as well as examine how a key creditor can best position itself pre- and post-petition to lessen the likely impact. Whatever the course ahead provides, one thing is clear: neither will come out on the other side of bankruptcy the same as it was before.



**Lea Pauley Goff** Moderator STOLL KEENON OGDEN, PLLC Louisville, Kentucky



Ben Gross Chief People Officer & General Counsel **BACKCOUNTRY** Park City, Utah



Joe Kamer Former General Counsel **TEMPUR SEALY** INTERNATIONAL, INC. Lexington, Kentucky



**David Lerner** PLUNKETT COONEY Detroit/Bloomfield Hills, Michigan



**Adam Russ** LORANCE THOMPSON, P.C. Houston, Texas

3:05 p.m. – 3:15 p.m.

3:15 p.m. - 4:15 p.m.

## **Group Two Breakouts**



#### TRACK 1

#### Walking the Line Without Crossing It: How to Have Respectful Conversations in the Workplace

Conversations in the workplace (and outside of the workplace) have become more difficult and contentious as people discuss racial, sexual and political issues, and react with hostility and sometimes violence to the opinions of others. This panel will explore the underlying cause of the visceral reactions we sometimes have to the comments of others, and address how to have a greater understanding of varying perspectives among those in the workplace and how to engage in respectful dialogues.



Joel Hlavaty Moderator FRANTZ WARD LLP Cleveland, Ohio





Kim Metrick Vice President, Employment Law, Legal Operations and Investigations WALGREEN CO. Deerfield, Illinois



**Tom Smith** Vice President, Associate General Counsel **DICK'S SPORTING** GOODS, INC. Coraopolis, Pennsylvania



**Bvrona Maule** PHILLIPS MURRAH P.C. Oklahoma City, Oklahoma

#### TRACK 2

#### Making Lemonade: Using Tools Forged During the Pandemic to Augment Complex Cases

Since March of 2020, businesses, lawyers, and courts have had no choice but to dramatically change their ways of operations, and adopt methods which have been new, unsettling, disruptive, expensive, and (in some cases) painful. While some may view these adjustments as "necessary evils" which they hope will be nothing more than "war stories" in short order, the techniques, processes, skills, and technology forced upon us by the pandemic offer all of us some phenomenal opportunities to enhance, expand, and transform the ways in which we effectively litigate and try cases.

In this presentation, our panel will discuss and demonstrate how inside and outside counsel, clients, and courts have adapted to litigating and trying disputes in the COVID-imposed world. Using that as a launch point, we will explore how, even as the world returns to semi-normalcy, we can use those adaptations to broaden the scope of how we represent clients, whether by enlisting experts regardless of location, presenting witnesses remotely who might otherwise not be available, engaging arbitrators across the globe, and otherwise thinking outside the box. After discussing what rules exist - or

may be needed – to facilitate using these tools, our panel will offer practical tips and suggestions that will help you cost-effectively make satisfying lemonade from the lemons presented by the pandemic.



Joe Fortner HALLORAN SAGE LLP Hartford, Connecticut



Laura Altieri Deputy General Counsel DEL MONTE FOODS, INC. Walnut Creek, California



Jaci Lee General Counsel FLYNN RESTAURANT GROUP San Francisco, California



**Ako Williams** Vice President and General Counsel USHIO AMERICA, INC Cypress, California



Doug Halijan **BURCH, PORTER &** JOHNSON, PLLC Memphis, Tennessee



Scott Stimpson SILLS CUMMIS & GROSS P.C. New York, New York

#### TRACK 3

#### Corporate Accountability in a Changing Business World: Increasing Demands on **Boards and Counsel**

Every day somewhere a corporation is in trouble for a breach of law or a compliance failure traced back to poor corporate culture. Directors and senior management and counsels who advise them are under increasing public scrutiny over ESG matters. ESG failures are increasingly being attributed to poor corporate culture starting from the top. Investors are determining their investment strategies by reference to corporate ESG compliance. This session will work through some scenarios that ask questions about corporate culture when the rubber hits the road. In particular, we will ask how in-house counsel advise their boards and senior management in situations that present very real conflicts between "getting business done" and compliance with laws and cultural expectations in the context of anti-corruption.



**Brett Cowell** Moderator COWELL CLARK Adelaide, SA, Australia



**Philip Maynard** Chief Legal Officer **TFALIUM** San Diego, California



**Matthew Moore** Staff Attorney SHAW INDUSTRIES GROUP, INC. Dalton, Georgia



Mario Di Stefano DSM AVOCATS A LA COUR Luxembourg, Luxembourg



**Bonnie Dixon** ATSUMI & SAKAI Tokyo, Japan



Letitia Y. Hsiao LCS & PARTNERS Taipei, Taiwan



**Craig Miller** MANATT, PHELPS & PHILLIPS LLP San Francisco, California



Lora Stylianou LC LAW STYLIANOU & ASSOCIATES LLC Nicosia, Cyprus

4:15 p.m. - 4:30 p.m. **BREAK** 



4:30 p.m. - 6:30 p.m.

## **Optional Activities**

Meaningful optional activities that allow for smaller group interactions and enjoyment are a hallmark of the International Client Seminar. Even though the 2021 event is virtual we still have an array of optional activities available to provide a casual opportunity to relax and have some fun with your ALFA International friends. Please review the social activity brochure for additional information on the virtual events available. Advance registration is required.



8:30 a.m. - 9:35 a.m.

### **Welcome & Group Three Breakouts**

TRACK 1

# Finding the Phoenix in the Ashes of 2020: Using Our Positions in Law to Achieve Diverse and Inclusive Workplaces That Promote Justice in the World Around Us

2020 was a year of change in ways most of us could not even imagine in 2019. From a pandemic that shut down the world and impacted women and minorities more sharply than white men, to protests over police violence and racial inequality in our criminal justice system, to a Supreme Court decision over LGBTQ rights in the work place, to a new woman Supreme Court justice appointed weeks before the presidential election, there was unprecedented change in the world as we know it. As those who work in law and our system of justice, it is our dual privilege and responsibility to leverage our positions to cause positive change in 2021 and beyond in response to the events of 2020. This panel will focus on how we can start discussions and bring the positive changes home to our own workplaces to increase both diversity and inclusion in our everyday world.



Kate Whitlock Moderator HAWKINS PARNELL & YOUNG, LLP Atlanta, Georgia



Ed Blakemore Assistant General Counsel, Litigation ROCKWELL AUTOMATION, INC. Mayfield Heights, Ohio



Lorrie Leonard VP & Associate General Counsel ALLIANZ GLOBAL CORPORATE & SPECIALTY NORTH AMERICA Chicago, Illinois



Jessica Thomas Director Counsel, Employee Relations TARGET CORPORATION Minneapolis, Minnesota



**Susan Ridgeway** AXILON LAW GROUP, PLLC Missoula, Montana

#### TRACK 2 Yes in the Age of No: The Transformative Power of Yes

Don't let the simplicity of the word "yes" fool you. This one word possesses a transcendent, transformative power. This panel will explore the many ways in which positivity, creativity, and the use of "yes" can be persuasive tools in the practice of law for the benefit of clients.



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



Mark Dely Chief Legal Officer and Corporate Secretary VERA BRADLY DESIGNS, INC. Roanoke. Indiana



**Delphina Yuen**Director of Legal
LYFT
San Francisco, California



Yvette Davis
HAIGHT BROWN &
BONESTEEL LLP
Los Angeles, California

9:35 a.m. – 9:45 a.m.

**BREAK** 

9:45 a.m. - 10:45 a.m.

# **General Session**

# Transformation Through Looking in the Mirror: Tackling Blind Spots and the Amygdala Hijack

Blind spots and Amygdala Hijacks are two of the most deadly barriers to strong interpersonal relationships as well as healthy organizations. Successfully uncovering blind spots and avoiding Amygdala Hijacks depends on individual self-awareness and a willingness to address both issues. If you find yourself unaware of blind spots and experiencing untimely and frequent emotional outbursts, the tips and stories offered in this seminar will help you toward a trajectory of greater Emotional Intelligence and improved relationships, both at the office and at home.



Henry Deneen Moderator MURPHY & GRANTLAND, PA Columbia, South Carolina



Nicole Brunson Associate General Counsel, Litigation TRANE TECHNOLOGIES Davidson, North Carolina



Todd Fulks Associate General Counsel CLAYTON HOMES COMPANIES Maryville, Tennessee



**Donna Roberts**VP, Deputy GC, and
Interim VP of HR
CRACKER BARREL OLD
COUNTRY STORE, INC.
Lebanon. Tennessee



**Cate Huff** GENTRY LOCKE Roanoke, Virginia

# THURSDAY, MARCH 4

All times noted are in the Central Time Zone (U.S.)





#### **Closing Remarks**



**Kevin Owens**Chair, ALFA International Board of Directors
JOHNSON & BELL, LTD.
Chicago, Illinois



Dina Cox
Program Chair,
2021 International Client Seminar
LEWIS WAGNER
Indianapolis, Indiana





#### Breakfast, Brunch or Lunch on Us

At the conclusion of the final general session attendees are encouraged to stay for a final opportunity to connect with colleagues and new friends via various Zoom breakout groups. Attendees will receive a virtual gift card that can be used to deliver coffee, a mid-morning snack or lunch to enjoy while chatting with your fellow seminar attendees about what you took away from the sessions.

#### **2021 International Client Seminar Bios**

**LAURA ALTIERI** is Deputy General Counsel of Del Monte Foods, Inc., a major food manufacturer and brand owner producing products under such brands as Del Monte, Contadina, College Inn and S&W. She was previously an Assistant General Counsel of the E. & J. Gallo Winery, the world's largest winery, for six years and prior to that worked as a Staff Attorney for the Ninth Circuit Court of Appeals and as a litigation Associate at O'Melveny & Myers. Laura is a double Golden Bear (UC Berkeley BA and JD) and has a Masters in International Relations from the School of Advanced International Studies, Johns Hopkins University. She serves on the Board of Las Trampas School, a center for moderately to profoundly developmentally disabled adults in Lafayette, CA. She speaks frequently to groups on legal topics ranging from opening a brewery to protecting and "future-proofing" one's trademarks.

EDWARD BLAKEMORE is Assistant General Counsel with Rockwell Automation, where he has primary responsibility for the management of all product liability litigation, commercial litigation, environmental liability litigation, and toxic tort litigation filed against the Fortune 500 Company. Prior to joining Rockwell Automation, Mr. Blakemore was Counsel- Litigation for Eaton Corporation where he managed the defense of product liability, commercial, employment, and intellectual property disputes for 7 years for the Fortune 500 Company. Mr. Blakemore is the President of the Cuyahoga County Public Library Board of Trustees and is a member of the Applewood Centers Board of Trustees. He earned his B.A. degree from Morehouse College in Atlanta, Georgia and his J.D. degree from the University of Dayton School of Law in Dayton, Ohio.

**NICOLE M. BRUNSON** is Associate General Counsel with Trane Technologies. In this role, Nicole practices general tort litigation,

product liability, construction and commercial litigation. She also advises on various corporate matters dealing with contracts, fleet and collections. 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 Ingersoll Rand in 2012, Nicole worked for Swanson Martin & Bell, LLP, a boutique litigation firm in Chicago, Illinois where she practiced tort litigation in the areas of medical malpractice, nursing home litigation and asbestos litigation.

BRETT M. COWELL is a founding partner and the chairman of the ALFA International member firm, Cowell Clarke, in Sydney and Adelaide, Australia. He is also head of the Corporate Transactions Practice Group. Brett advises the firm's corporate and business clients on corporate transactions, takeovers, mergers and acquisitions, securities market issues, capital raisings, debt and equity funding and joint ventures. In connection with these matters, he deals with banks and corporate advisors, private equity and venture capital investors, underwriters, ASX and ASIC. He consults to board chairs and CEOs on corporate issues such as strategic issues, governance and shareholder relations, including activist matters. Clients range from large publicly listed companies to smaller, fast growing entrepreneurial businesses. Many of the transactions Brett advises on involve high value IP and technology assets. He is also a nonexecutive director on a number of boards.

**DINA M. COX** is a partner with ALFA International member firm, Lewis Wagner, in Indianapolis, Indiana and is 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. She received her J.D. degree, cum laude, from Indiana University School of Law at Indianapolis in 1995. For many years, Dina has been heavily involved in managing Lewis Wagner and she currently chairs the firm's 3-lawyer executive committee along with the chief administrative officer.

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, 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 and the Women's Initiative Practice Group Steering Committee.

MARK C. DELY is the Chief Administrative & Legal Officer, as well as the Corporate Secretary for Vera Bradley, Inc., a publicly traded leading designer and retailer of women's handbags, luggage and travel items, fashion and home accessories and unique gifts. Mr. Dely oversees the legal, compliance, human resource, information technology, and distribution functions for the Company. Mr. Dely is a graduate of the NYU School of Law and has a degree in Business Administration with high honor from the Michigan State University Honors College.

**HENRY L. DENEEN** joined the ALFA International member firm of Murphy & Grantland, in Columbia, SC, in July 2016. Henry began his legal career as a litigator in private practice, later being appointed a municipal judge for the city of West Columbia, SC. He served as chief legal counsel for then-South Carolina Governor, David M. Beasley from 1995 through 1997. David and Henry co-founded The Center for Global Strategies, Ltd. (CGS), a non-profit organization connecting business people to international initiatives. Henry currently serves as the executive director of CGS. He most recently served as president of Greater Europe Mission, during which time he earned a Doctorate in Executive Leadership, with a focus on Emotional Intelligence. He now regularly offers CLE-accredited courses on Emotional Intelligence designed specifically for lawyers. Henry also founded Blindspot Solutions, LLC, in July 2019, focusing on El training for professionals and executive coaching. A South Carolina native, he serves clients in matters involving the defense of South Carolina businesses and through mediation primarily in the upstate

from his home in the Greenville area. He is certified as a Mediator in South Carolina Circuit, Family, and Probate Courts. He received his Juris Doctor from the University of South Carolina School of Law.

MARIO DI STEFANO is the founding and managing partner of the ALFA International Luxembourg member firm, DSM Avocats à la Cour. He is the head of the firm's Corporate/M&A, Real Estate and Employment Law departments. He specializes in complex national and international crossborder contracts and in particular M&A and real estate transactions, and is a recognized Luxembourg expert in that field. He regularly assists investment funds, family office-type private equity investors, real estate developers, banks, construction companies, architects and engineers with respect to transactions including real estate development, sale or acquisition as well as commercial and residential leases, including the tax aspects thereof. Mario also assists clients in private equity and corporate finance transactions related to real estate projects, particularly in the acquisition and sale of buildings, and complex real estate development projects in Luxembourg and abroad. He is a member of Luxembourg's American Chamber of Commerce Real Estate Committee, and served as an ALFA International board member from 2003 to 2006. Mario advises his clients, and has published in, English, French, German, Italian and Luxembourgish. He grew up in Luxembourg and received his law degree from the University of Trier in Germany. He is a member of the bars of Luxembourg and Frankfurt/ Main.

BONNIE DIXON is a partner at ALFA International member firm Atsumi & Sakai in Tokyo, Japan. In 2005, when Ms. Dixon joined Atsumi & Sakai (formerly, Atsumi & Partners) she became the first non-Japanese attorney to become a partner of a domestic Japanese law firm, pursuant to legislation that for the first time allowed law partnerships between Japanese lawyers and lawyers licensed elsewhere. Bonnie Dixon is licensed to practice law in the State of New York and is registered in Japan as a Foreign Registered Lawyer. She has extensive experience in international transactions, cross border litigation, labor and employment, structured finance, banking transactions, investment funds, etc. Ms. Dixon speaks fluent Japanese and has worked in Tokyo for more than 20 years in the aggregate. Before returning to Tokyo in 2002, Ms. Dixon practiced law in New York City, where she became a partner of Schulte Roth & Zabel LLP, and later of Morgan Lewis & Bockius LLP.

JOSEPH G. FORTNER, JR. is co-chair of the Commercial Litigation Practice Group of the Hartford, Connecticut ALFA International law firm of Halloran & Sage LLP. He is the chair emeritus of ALFA International's Business Litigation Practice Group, and chaired its 2017 Seminar. Joe is an experienced business litigator and trial lawyer in a wide range of business, intellectual property and related commercial matters in state and federal courts, ranging from trade secret claims, contract disputes, business fraud and other commercial torts, technology-related matters, trade regulation, unfair trade practices, employee termination, and product-related commercial disputes. Joe represents clients in trademark and trade dress, copyright, patent, cyber defamation, domain name, licensing and other intellectual property matters. Among the market segments in which he works are financial services, chemical processing, construction, information technology, marketing, firearms, music, and other manufacturing and services industries. 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, trademark dilution, antitrust issues and e-commerce, including authoring the Connecticut portions of several ALFAI compendiums regarding trade



secrets. He 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 blues, jazz and country guitar skills, and performs with his wife (also an attorney) in their vocal and guitar duo, "Blind Date."

**EMILY FRASCAROLI** is managing counsel of the Product Litigation Group at Ford Motor Company, including the product litigation, asbestos, and discovery teams. She also advises globally on automotive safety, regulatory, and product liability issues, including a focus on autonomous vehicles and mobility. She has extensive experience handling complex product litigation cases, regulatory matters with the National Highway Traffic Safety Administration and other governmental entities, and product defect investigations. She also is co-chair of the Legal and Insurance Working Group for the University of Michigan's Mcity. In 2017, she was appointed by Gov. Rick Snyder to the Michigan Council on Future Mobility, and in 2019 she was appointed by Ohio Gov. John Kasich to the DriveOhio Expert Advisory Board. She is a Lecturer on the Faculty of the University of Michigan Law School where she teaches a course entitled Legal Issues Surrounding Autonomous Vehicles. Emily earned her JD, cum laude, from Wayne State University and was an editor of the Wayne Law Review. She received her BS in aerospace engineering from the University of Southern California and her MEng in aerospace engineering from the University of Michigan. Prior to practicing law, she worked in engineering at both Ford and NASA.

**TODD L. FULKS** is Associate General Counsel for Clayton Homes in Maryville, Tennessee. Since joining Clayton in 2005, Mr. Fulks has managed litigation and other legal matters nationwide. The Company's litigation covers numerous substantive areas of law and levels of exposure. Prior to coming to Clayton, Mr. Fulks worked for three years in a large, private firm and spent one year in the Office of the General Counsel for the Tennessee Valley Authority in Knoxville, TN. The Clayton Homes Companies together make up a vertically integrated, diverse builder offering traditional site-built homes, modular homes, manufactured homes, tiny homes, college dormitories, military barracks and apartments. Clayton currently consists of over 360 company-owned home centers and 40 home building facilities located nationwide. Clayton also sells homes through a diverse independent dealer network consisting of over 1,000 home centers. In 2018, Clayton built over 55,000 homes. There are currently over 18,000 Clayton team members across the country. In 2016, Clayton entered the site-built market. Since then, Clayton has acquired site-built builders in Birmingham, Atlanta, Kansas City, Nashville, Denver, Salt Lake City, Austin, Indianapolis, the Carolinas and Florida, making it one of the nation's top-10 site-built builders. Through its financial services operations, Clayton Homes also finances more than 400,000 customers with a mortgage loan portfolio of nearly \$14 billion, and insures over 160,000 families. Clayton Homes also owns and operates 18 subdivisions. In 2003, Warren Buffett and Berkshire Hathaway Inc. acquired Clayton Homes.

LEA PAULEY GOFF is a member of the Louisville, Kentucky ALFA International member firm Stoll Keenon Ogden PLLC. Lea chairs the Bankruptcy & Financial Restructuring practice, serves as co-chair of the Banking Litigation practice, and serves on the Board of the firm. She practices principally from SKO's Louisville office, focusing on business insolvency matters and commercial litigation in Kentucky and around the country. Lea's practice serves industries including energy, healthcare, construction, manufacturing, automotive, retail, mining, entertainment, restaurant, equine and others. She has advised clients in Chapter 11 cases including Sears, GNC, Tuesday Morning, hhGregg, McDermott International, Armstrong Coal and others. Lea is AV Preeminent® Peer Review Rated by Martindale-

Hubbell®, listed in The Best Lawyers in America® and ranked among the nation's "Top 250 Women in Litigation" by Benchmark Litigation.

**BENJAMIN GROSS** is Chief People Officer and General Counsel at Backcountry.com, LLC, a global direct-to-consumer outdoor outfitter, headquartered in Park City, Utah. Ben had previously been the General Counsel and CHRO at rue21, where he lived through the entire retail lifecycle: publicly-traded, private-equity LBO, Chapter 11, and creditor-ownership post emergence. Ben is a graduate of the University of Florida College of Law and Penn State University.

DOUGLAS F. HALIJAN is a member of Burch, Porter & Johnson, PLLC, the ALFA International member firm in Memphis, Tennessee, where he has practiced since 1994. His practice focuses on intellectual property matters and complex commercial litigation, with a particular emphasis on trade secret, trademark, copyright, information technology, and franchise-related issues. He has served as lead counsel to both plaintiffs and defendants in trade secret and unfair competition cases involving a wide range of confidential business information, software, manufacturing processes, information technology, and systems design and testing. He also regularly litigates trademark and copyright infringement cases, and counsels on clients on licensing and dealer/ distributor issues. He has moderated U.S. Department of Commerce programs on U.S. intellectual property law in Ukraine and in the Republic of Georgia. He also serves as an adjunct professor of Intellectual Property Law at the University of Memphis School of Law, where he was named Adjunct Professor of the Year in 2015. He is a Phi Beta Kappa graduate of Rhodes College and the University of Pennsylvania Law School, where he served as Articles Editor of the University of Pennsylvania Law Review.

CHARLES (CJ) HARKNESS leads Diversity Affairs at Baldwin Wallace University. As the Chief Diversity Officer and Title IX Coordinator stationed in the Office of the President, CJ provides senior leadership as a member of the President's Cabinet. Currently, he is charged with oversight of the University's diversity initiatives impacting all facets of the BW community. Outside of his work in higher education, Mr. Harkness serves as Pastor of People's Community Church in Berea, Ohio. Mr. Harkness earned degrees from Mount Union College and Ashland Theological Seminary. In addition to diversity management, CJ has served the community through his work as a consultant, program manager, course instructor and non-profit board member. A member of Alpha Phi Alpha Fraternity, Inc., CJ has a passion for helping others reach their potential and strives to accomplish this through diligent advocacy, candid advising and provocative programming.

SCHAUN D. HENRY practices in the Labor & Employment Group at ALFA International member firm, McNees Wallace & Nurick LLC, 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. Mr. Hlavaty focuses his practice on the representation of management in all phases of labor relations and employment litigation, and regularly appears in federal and state courts and administrative agencies of all jurisdictions on claims arising under federal and state labor and employment laws. Joel graduated from John Carroll University with honors with a double major in philosophy and psychology and a minor in mathematics, and he received his law degree with honors from the University of Akron. Prior to entering private practice, he served as 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. Mr. Hlavaty 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 respect to matters concerning litigation prevention and human resources management, and 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 additionally 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 is also a frequent presenter at seminars and management training programs on a wide variety of topics. Joel is a member of the Ohio Bar Association and Cleveland Metropolitan Bar Association, and is the past Chair of the Labor & Employment Law Section of the Cleveland Bar Association. In 2010 and continuing, Joel was named one of Ohio's Super Lawyers and is listed in U.S. News Best Lawyers in Cleveland.

DR. SAMANTHA (SAM) HOLMES earned her doctorate in Social Psychology at the University of Michigan in Ann Arbor. Sam has worked in the field of jury psychology for almost two decades and has worked with clients on hundreds of different cases—including insurance/bad faith, intellectual property, pharmaceutical, amusement/ leisure industry, product liability, tobacco, corporate fraud, antitrust, contract disputes, employment, toxic tort, securities, and medical and professional malpractice. She has worked on cases in a wide variety of venues including those in Illinois, New York, Pennsylvania, Florida, Texas, West Virginia, New Hampshire, Vermont, California, and even Alaska. She has helped attorneys from around the country develop persuasive strategies for both trial and mediation. Sam's training and experience have made her highly skilled at data collection and interpretation, statistical analysis, and juror profiling and have given her impeccable interpersonal skills. Sam has written several published articles and served as a faculty lecturer at many law firms, as well as regional and national conferences including ones sponsored by the American Bar Association and the Defense Research Institute. When Sam is not helping attorneys tackle high-profile cases, she enjoys traveling and tackling the world's best roller coasters.

**LETITIA Y. HSIAO** is a counsel of the ALFA International member firm, LCS & Partners, in Taipei, Taiwan. Letitia is also a member of the Michigan State Bar in the US and is experienced in cross border transactions. She advises the firm's corporate and business clients on cross border corporate transactions, mergers and acquisitions, joint ventures, private equity issues, complex corporate litigations/ arbitrations, anti-trust

issues and startups related matters. Letitia joined LCS & Partners since the year 2017 and is fluent in both English and Mandarin.

CATHERINE J. HUFF is a partner with ALFA International law firm, Gentry Locke, in Roanoke, VA. Cate focuses her practice on labor and employment, professional liability and workers' compensation. She also advises businesses in the restaurant and hospitality industry on employment matters. Cate has tried a number of cases in both state and federal trial courts and has extensive experience with motions practice. Cate regularly speaks and conducts training on a variety of employment and workers' compensation issues in and outside of Virginia. She received her bachelor's degree from Virginia Tech and her J.D. from Liberty University.

**GREGORY T. JONES** is a partner with the Little Rock, Arkansas ALFA International member firm of Wright, Lindsey & Jennings LLP. During his 38 years of trial practice, Jones has handled significant high-stakes litigation in a wide variety of areas including transportation, products liability, civil rights and employment, constitutional law, and commercial disputes. Jones holds a B.A. and a J.D. from the University of Virginia and is admitted to the Bars of Arkansas, the District of Columbia, the Eighth Circuit Court of Appeals, and the United States Supreme Court. Jones currently serves as outside General Counsel for the Arkansas Trucking Association, Inc. He has represented that association, as well as the American Trucking Associations, Inc., in litigation impacting the trucking industry. He holds an A.V. Preeminent peer-review rating through Lexis Nexis Martindale-Hubbell and has been listed as a Mid-South Super Lawyer in the area of Civil Litigation Defense every year since 2006. Both the Arkansas Bar Association and the Pulaski County Bar Association have honored him with awards for his contributions to those organizations. Jones has held civic positions as Chairman of the Board for the Single Parent Scholarship Fund of Pulaski County, Commissioner for the Little Rock Sustainability Commission and Director and Secretary-Treasurer of the Pulaski County Bar Association.

JOE KAMER served as Senior Vice President, General Counsel and Secretary of Tempur Sealy International, Inc. in Lexington, Kentucky from 2017 until January 2021. While at Tempur Sealy Joe led a team of nine lawyers and five paralegals located in Lexington and London (UK), and was responsible for all legal matters worldwide for the Company, which has operations across North America and in over 100 countries. In his role at Tempur Sealy, he guided the company as a vendor through major retailer Chapter 11 cases including Sears, J.C. Penney, Innovative Mattress Solutions (Sleep Outfitters) and Mattress Firm, among others. Prior to his time with Tempur Sealy, Joe served as Vice President, General Counsel and Secretary of Steel Technologies LLC in Louisville, Kentucky from 2009 through 2017. There he was responsible for managing all legal matters for the Company and was in that role during major automotive sector Chapter 11 cases including that of Chrysler and General Motors. Prior to that, Joe served as counsel for Lexmark International from 1999 to 2009, most recently serving as Associate General Counsel and Assistant Secretary, with a focus on Corporate and Securities matters. Earlier in his career, he was employed by large national law firms. Joe graduated from the University of Louisville with a B.S. degree in Accounting and, after earning his CPA and practicing accounting with Ernst & Young LLP, earned his Juris Doctorate from the University of Kentucky College of Law. Joe and his wife Mauritia currently live in Lexington and have two grown sons.

**JASMINE KINGSLEY** is Senior Vice President, Legal & People and General Counsel at Hudl, a leading sports video technology company revolutionizing the way athletes prepare for and stay ahead of the



competition. Ms. Kingsley leads the company's global Legal and People Operations teams. She received a B.A. in International Relations from the University of Pennsylvania and a J.D. from Harvard Law School.

JACQUELINE K. S. LEE is General Counsel of Flynn Restaurant Group LP. Jacqueline ("Jaci") Lee represents America's largest franchisee in a wide range of commercial, real estate, employment, and tort disputes for over 1,200 restaurants nationwide, and provides the Company with strategic counsel on contract, risk management, corporate development, intellectual property, and employment issues. She is an experienced trial lawyer who has managed all aspects of litigation and has played a lead role in several jury and bench trials, as well as arbitration. Jaci has written and spoken extensively on litigation strategy, IP damages, and diversity in the legal profession, and her contributions have been recognized by a number of legal publications, including The Legal 500 United States and Northern California Super Lawyers. In 2015, Jaci was named to Silicon Valley Business Journal's 2015 "Women of Influence" list. Prior to joining Flynn Restaurant Group in 2018, Jaci was a partner in Jones Day's Silicon Valley office.

LORRIE VICK LEONARD is an Associate General Counsel & Chief Litigation Officer for Allianz Global Corporate & Specialty, NA. In that capacity, she leads a staff of professionals whose responsibilities include management of internal investigations, employee relations matters and litigation, vendor contracts, corporate litigation, real estate and claims for extra contractual liability. One of her major responsibilities includes creating and implementing strategy to manage outside counsel spend while achieving the best result for the Company. Before joining AGCS, she was a practicing attorney at Baker & McKenzie in Chicago, Illinois and Foster, Swift, Collins and Smith in Lansing, Michigan. Formerly, Ms. Leonard was a member of the ABA Standing Committee on Lawyers' Professional Liability and spoke at numerous Conferences on litigation management, conflicts of interest, and avoiding malpractice claims. She has been practicing law for over 35 years and is a member of the Association of Corporate Counsel Chicago Chapter and the Michigan and Illinois State Bar Associations. Formerly, Ms. Leonard was a member of the ABA Standing Committee on Lawyers' Professional Liability and spoke at numerous Conferences on litigation management, conflicts of interest, and avoiding malpractice claims.

**DAVID A. LERNER** is a shareholder with ALFA International member firm, Plunkett Cooney, in Bloomfield Hills, MI. David concentrates his practice in the area of bankruptcy, representing secured and unsecured creditors, debtors, purchasers of assets in bankruptcy sales in Chapter 7, 11 and 13. He received his B.A. and B.S. degrees from the University of Cincinnati and obtained his J.D. from Syracuse University College of Law. David is a member of the Michigan State Bar, American Bankruptcy Institute, Debtor Creditor Committee of the State Bar of Michigan, Detroit Consumer Bankruptcy Association, Federal Bar Association (co-chair of the Bankruptcy section), and New York Bar Association. David is admitted to practice law in all courts in the state of Michigan, the 6th U.S. Circuit Court of Appeals, courts in New York, Texas and the 10th U.S. Circuit Court of Appeals.

**BYRONA J. MAULE** is a shareholder in the Oklahoma City-based ALFA International law firm, Phillips Murrah, P.C., where she practices Labor and Employment Law. She represents corporations in all areas of labor and employment law transactions and litigation, such as contracts, independent contractor agreements, policies and procedures, unemployment, EEOC/state human rights charges, wage and hour compliance and provides employment training for businesses and governmental entities. Ms. Maule is a former Commissioner on the

Oklahoma Merit Protection Commission, she frequently conducts employment law training and regularly authors on current labor and employment law issues. Ms. Maule graduated Order of the Barristers from the University of Missouri – Columbia School of Law in 1986.

PHILIP C. MAYNARD is the Senior Vice President, Chief Legal Officer and Corporate Secretary for Tealium Inc., a rapidly growing provider of SaaS based Customer Data Platform services based in San Diego, California, with global offices in London, Frankfurt, Sydney, Singapore, Hong Kong and Tokyo. Phil spent about ten years in private law practice before moving into private industry. Over the last thirty years Phil has served as the senior legal officer for several public companies including National Education Corporation, Wonderware Corporation (industrial automation), Software Systems Division of Invensys plc, Filenet Corporation, Associate General Counsel for IBM (ECM group) and Limelight Networks. Phil and his wife have four beautiful, successful daughters. Phil's business mantra is "If I'm going to work for a living, I'm going to have a good time doing it!"

KIM METRICK is Vice President, Employment Law, Legal Operations and Investigations for the Walgreen Company, the nation's largest drugstore chain with more than 8,000 pharmacies across all 50 states, the District of Columbia, Puerto Rico and the U.S. Virgin Islands. Kim began her career with Walgreens in 1995 as a Senior Attorney and has held various management positions. In her current role, Kim is responsible for leading a team of employment law and employee benefit attorneys and legal staff professionals engaged in a broad based national employment and accessibility law practice. Together they work with Business Leaders and Human Resources to support employment decisions that reduce risk and drive business objectives. Kim also oversees the Legal Operations Function at Walgreens. Prior to joining Walgreens, Kim was an associate with the law firm of Ross and Hardies (now McGuire Woods). Kim holds a bachelor's degree in Political Science from the University of Michigan, Ann Arbor, and a Juris Doctorate degree from Chicago-Kent College of Law. Kim is a frequent speaker on employment law topics and is active in various community service organizations. A longtime advocate of diversity within the legal industry, she is a past President of the Coalition of Women's Initiatives in Law. Her work to advance women's initiatives was also recognized by Best Lawyers magazine where she was awarded a Woman of Influence award in 2017. She was also the 2018 recipient of the Women's Bar Foundation Rise Up and Reach Back award for her contributions to the legal profession and efforts to advance women's initiatives in law. Kim serves on the University of Michigan, Political Science Advisory Board and the Posse Foundation Advisory Board. She lives in Glencoe, Illinois with her husband, David, and two kids.

**CRAIG D. MILLER**, partner at Manatt, Phelps & Phillips, LLP, leads Manatt Financial Services and focuses his practice on representing public and private corporations in a wide range of corporate matters, including mergers, acquisitions, and public and private equity and debt securities offerings. He also regularly represents venture capital management companies and their portfolio companies in venture fund structuring, portfolio investments, capital raises and strategic transactions, including stock sales and asset sales. Craig also counsels both financial institutions and the underwriters and placement agents that service them on securities offerings, branch purchases and sales, and whole bank acquisitions, along with day-to-day corporate governance issues and periodic reporting. A frequent publisher and lecturer, Craig has



also served as Adjunct Assistant Professor of Law at the University of California Hastings College of the Law, where he taught Corporations.

MATTHEW MOORE is Senior Counsel and Chief Compliance Officer at Shaw Industries Group, Inc., the world's largest manufacturer of carpet, and a leading provider of carpet, resilient, hardwood, tile & stone, and laminate flooring products, synthetic turf, and other specialty items for residential and commercial flooring markets worldwide. Headquartered in Dalton, Georgia, Shaw has annual revenues of almost 6 billion USD and is a wholly owned subsidiary of Berkshire Hathaway, Inc. The company employs 22,000 associates with offices; R&D, manufacturing, warehousing and distribution locations; product showrooms; and/or salespeople throughout the U.S., as well as in Australia, Belgium, Brazil, Canada, Chile, China, France, India, Mexico, Singapore, United Arab Emirates, and the United Kingdom. Matthew began his career at Shaw more than 16 years ago, where his practice has been primarily focused on transactional matters, as well as having the responsibility for Shaw's Corporate Compliance function.

**KATHLEEN NALTY** is a lawyer, author, and consultant who helps legal organizations advance diversity and inclusion. She has received 10 awards for her groundbreaking work in diversity and inclusion. In 2019 she published the second edition of "Going All-In on Diversity & Inclusion: The Law Firm Leaders' Playbook." Previously, Kathleen founded the Center for Legal Inclusiveness (CLI) in Denver, Colorado and led the nonprofit as its Executive Director for over five years. Kathleen earned her J.D. from the University of Colorado Law School. Early in her legal career she worked as a federal civil rights prosecutor for the U.S. Department of Justice in Washington, DC where she prosecuted hate crimes, slavery, and police brutality cases. Contact Kathleen at kathleen@kathleennaltyconsulting.com or 303.770.2563.

**KEVIN OWENS** is a senior shareholder in the ALFA International Chicago member law firm of Johnson & Bell, Ltd., and is co-chair of the firm's Product Liability Practice Group. His trial practice includes the defense of catastrophic injury, consumer, industrial, medical device, and other product liability actions, construction and general negligence actions, and the litigation of commercial disputes in state and federal courts. His experience also includes the defense of construction product defect actions, and litigation of contract actions at law and equity. He is also a certified mediator, having completed intensive mediation training and certification through Chicago's prestigious Center for Conflict Resolution. As a complex case mediator, Mr. Owens focuses his mediation practice on civil and commercial disputes involving product liability, complex and catastrophic injury cases, and construction matters. He is a graduate of Marquette University and DePaul University College of Law. Mr. Owens is past Chairman of ALFA International's Product Liability and Complex Litigation Practice Group, and is presently a member of its Steering Committee. He is also currently Chair of the ALFA International Board of Directors.

**TIM PEEPLES** is a director of Daniel Coker Horton & Bell, P.A., the ALFA International member firm in Oxford, Mississippi. Tim serves as the chair of the firm's Information Technology 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, employment contracts, covenants not to compete and wrongful discharge. He also regularly advises employers on employment matters ranging from employee handbook provisions, hiring and firing

decisions and other employment-related policies and procedures.

Tim is a frequent presenter on Title VII, ADEA, FMLA and FLSA issues.

RON PEPPE is EVP for EH&S, Legal and Human Resources for Canam Steel Corporation, and oversees legal, human resources, health and safety, and risk management issues for the company. Canam manufactures steel construction products and, along with its sister company FabSouth, are one of the largest steel fabricators in North America. Ron previously served as VP Law and Technology for the Association of Corporate Counsel, and Vice President and Associate General Counsel at Prudential Home Mortgage. Ron is the co-chair of the ERISA subcommittee of the ACC Employment and Labor Law Committee and previously served as co-chair of the ACC Environment and Sustainability Committee. Ron has served as a member of the City Council and as Chairman of the School Board of Falls Church, Virginia and was President of the Board of Education of Frederick County, Maryland.

**SUSAN RIDGEWAY** practices in Missoula, Montana as a partner of Axilon Law Group, PLLC, the ALFA International member firm in Montana. Her practice is focused on litigation of business and commercial claims in a wide range of industries. She has represented clients in disputes involving breach of contract, construction defects, commercial real estate, condominium rights, insurance defense, insurance coverage, surety, indemnification, bad faith, product liability, professional negligence, employment, covenants not to compete, shareholder liability, disregard of the corporate entity, health care, banking, trucking, manufacturing, retail, and agriculture. More recently she has represented clients in the developing field of assisted reproductive technologies. Susan is experienced in all aspects of dispute resolution and civil litigation in both state and federal courts, including mediations, arbitrations, trials, and appeals. She also handles some transactional work. Susan has dedicated a portion of her practice to LGBTQ family rights; she has litigated ground-breaking cases and provides legal services for surrogacy arrangements and gamete or embryo donations. She is recognized as a Super Lawyer, holds an "AV" Peer Review Rating for legal ability and ethics from Martindale-Hubbell, and is a frequent guest lecturer at the University of Montana School of Law. Susan enjoys the amenities of "Big Sky Country," including cycling, mountain biking, and playing ice hockey with friends.

**DONNA ROBERTS** is Associate General Counsel for Cracker Barrel Old Country Store, Inc., which operates more than 640 restaurant/retail stores in 43 states and employs in excess of 75,000 workers. Ms. Roberts is responsible for all aspects of the company's labor & employment practice as well as its complex litigation matters. In this role, she also regularly defends the company in Tennessee-based lawsuits and employment-related arbitrations. Prior to joining Cracker Barrel, Ms. Roberts was a partner in the Nashville office of southeastern regional law firm, Stites & Harbison, PLLC, where she practiced in the areas of business litigation, employment and mass tort litigation defense.

ADAM J. RUSS of ALFA International member firm Lorance Thompson, P.C. in Houston, Texas, helps individuals and businesses work through their most challenging risk management and legal problems. As a trial attorney licensed in Ohio and Texas, Adam offers valuable first-chair experience defending matters across a variety of courts and ADR forums. From day-to-day business counseling through to the rigors of litigation, Adam's skills and practical approach has helped clients in the hospitality, retail, manufacturing, construction, financial services, and insurance industries achieve results, whether inside the courtroom or working to avoid it. Before relocating to Texas, Adam was a partner at ALFA International member firm, Frantz Ward LLP, in Cleveland,



Ohio. Adam received his B.B.A. in finance, magna cum laude, and his J.D. from Notre Dame Law School, where he remains active as a guest instructor in its Intensive Trial Advocacy program. Adam is a member of the ALFA International Steering Committee for the Hospitality & Retail Law Practice Group and will be its incoming program chair.

**GERO SCHNEIDER** is head of Tiefenbacher's International Division and a core member of its employment and corporate practice. Tiefenbacher is the ALFA International member firm in Germany. Gero advises both German and international clients in all fields of employment law as well as any related corporate law issue with a particular focus on cross-border transactions. Gero has a wide range of experience in employment and corporate business matters, including litigation and arbitration, collective matters as well as cross-border transactions. Before joining Tiefenbacher as a partner in 2013 Gero practiced as General Counsel with the supermarket chain Lidl and another medium sized law firm as a partner. Gero earned a doctor degree from Leipzig University and a Master of Comparative Law from the University of Adelaide (South Australia). He is author of many legal publications. Gero is currently serving on ALFA International's Board of Directors and is also a past Co-Chair of the International Law Practice Group of ALFA International. He serves on a non-profit board of a trust which is committed to facilitating, supporting and promoting of various areas for a fulfilled, self-determined life in old age.

**T. THOMAS SINGER** is a founding member of Axilon Law Group PLLC, the ALFA International firm in Billings, Montana. Tom is recognized as a "Super Lawyer" in business litigation and as a "Best Lawyer" in both products liability defense and employment law - management. He has taught and moderated dozens of presentations on trial advocacy, legal ethics, and substantive areas of law for the State Bar of Montana, the International Association of Defense Counsel, ALFA International, and other organizations. He earned his undergraduate degrees from Northwest College in Wyoming and Eastern Montana College. He received his J.D. cum laude from Harvard Law School.

**TOM SMITH** is Vice President, Associate General Counsel of Dick's Sporting Goods (headquartered in Pittsburgh, PA), which he joined in 2012. Tom oversees human resources, privacy, e-commerce and firearms licensing and also provides support for a variety of business functions including the customer service, procurement and strategic investments teams. Tom is also actively involved in risk and compliance matters and leads the Company's COVID 19 store operating requirements legal team, responsible for analysis of state and local orders governing store operations and providing guidance on CDC recommendations, health and safety best practices and deescalation procedures. Prior to joining Dick's, Tom was Vice President of Legal and Employee Relations for Charming Shoppes, Inc. in Bensalem, PA. His prior employment also includes serving as General Counsel and Vice President of Human Resources for PMC Group, Inc., a Philadelphia based chemicals and plastics company, and law firm experience as a Partner in DeRaymond & Smith in Easton PA and an associate in the Philadelphia office of Reed Smith. Tom obtained his law degree, cum laude, from Villanova University School of Law in 1988. He is an active musician who has played bass guitar for one or more rock bands continuously since 1982 and is an avid outdoorsman and nature enthusiast. Tom is married with two daughters.

**SCOTT D. STIMPSON** is chair of the Sills Cummis & Gross Intellectual Property Practice Group and is a resident in the New York Office of the ALFA International member firm. Mr. Stimpson has practiced intellectual property litigation and counseling for 30 years, involving a wide range

of IP issues including patents, trademarks, copyrights and trade secrets. He has significant trial (jury and nonjury), arbitration, mediation and counselling experience in a wide range of technical disciplines. He is a Registered Patent Attorney, and has successfully litigated many patent infringement and other technology cases, serving as lead litigation counsel in numerous matters. Mr. Stimpson also has significant experience in general commercial litigation, including causes of action such as breach of contract, unjust enrichment, and other state and federal claims. Mr. Stimpson has often lectured on American litigation, giving many presentations in the United States, Asia, and Australia. Apart from his experience representing American clients, Mr. Stimpson has also served as lead counsel for clients in Japan, China and Korea.

**LORA STYLIANOU** is the founding member and the managing director of the ALFA International Cyprus member firm LC LAW STYLIANOU & ASSOCIATES LLC. She received her LL.B (Hons) and LL.M law degrees from the University of Newcastle-upon-Tyne and University College London, United Kingdom. Lora specializes in corporate cross border transactions, M&A, joint ventures, flotations on the Stock Exchange, banking and finance, tax planning, advising on inbound and outbound investments and complex due diligence. Part of her practice is also immigration, trusts and estate planning. She advises both domestic and international clients and also serves on the board of directors of a number of private and public companies across a range of sectors of the economy. Lora is also an Insolvency Practitioner. She is also a litigator and a qualified mediator acting regularly for directors, shareholders and companies in corporate disputes and administrative actions. With a career spanning over two decades, she has successfully combined expertise in an array of practice areas as a litigator, a transactional lawyer and a lifelong learner. Lora serves on the Private Companies Committee, the Tax Planning and Stock Exchange Committee and the Professional and Ethics Committee of the Cyprus Bar Association.

J. ALLEN SYDNOR, JR. is a partner with ALFA International member firm, Huie, Fernambucq & Stewart LLP (Huie), in Birmingham, Alabama. Allen joined Huie in 1987 after four years with a labor firm where he represented unions and their members in Alabama, Virginia and Louisiana. He has tried cases to conclusion in federal and state courts and before administrative law judges in Alabama, Georgia, Louisiana and Virginia. He focuses his practice on the defense of claims against health care providers, other professionals and pharmaceutical and medical device manufacturers. He has also defended numerous general insurance, premises liability, product liability, breach of warranty, and motor vehicle accident claims involving serious injuries and deaths, including class actions. His practice has included appearances in matters pending in 52 of the Circuit Courts in Alabama as well as the Alabama Supreme Court and the 11th U.S. Circuit Court of Appeals. Allen is AV-Rated by Martindale Hubbell and has been listed by The Best Lawyers in America for Medical Malpractice Law - Defendants since 2011. He is a member of the Defense Research Institute and the International Association of Defense Counsel, is a registered mediator with the Alabama Center for Dispute Resolution, and has been inducted into the International Academy of Trial Lawyers and the American Board of Trial Advocates. He has also been recognized by the Boy Scouts of America for his service as a Scoutmaster for a Birmingham Boy Scout Troop.

**JESSICA J. THOMAS** is Director Counsel, Employee Relations at Target. Jessica provides day-to-day counseling, training, and advice to HR leaders responsible for supporting over 800 Target stores in the Northeastern region of the United States, including New York, Connecticut, Maine, Pennsylvania, New Jersey, Rhode Island, Massachusetts, Vermont, and New Hampshire. Jessica also works



with Employee Relations teams to identify and resolve legal and HRrelated issues as well as to ensure strategies and actions in Employee & Labor Relations matters support the company's brand, mission, and philosophy. In addition to supporting the execution of HR and business objectives and strategies, Jessica serves as lead ER counsel for Target's Asset Protection and Property Management teams. Jessica also leads a team of legal professionals responsible for providing ER advice to HR and other business partners, employment litigation across the Northeast, Midwest, and the South, and nationwide agency charges for the HQ, Distribution, and Stores organizations. Jessica serves on the Board of Directors for Twin Cities Diversity in Practice, and is a 2020 Leadership Council on Legal Diversity Fellow. Prior to joining Target, Jessica was Senior Corporate Counsel with Cracker Barrel Old Country Store, Inc., where she was responsible for leading the Employee Relations Department; overseeing the defense of guest litigation, nationwide agency charges, employment litigation, and employment arbitration; and project management for the company's multicultural initiative established to attract and retain diverse employees and guests.

**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 & Damp; 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.

KATE WHITLOCK, a senior partner at ALFA International's Atlanta, Georgia firm Hawkins Parnell & Young, LLP, has spent her entire professional liability, products liability, and premises liability career defending people who are accused of not doing their jobs right. Clients include lawyers, insurance claims handlers, product designers, construction professionals, property managers and others in cases with claims of malpractice, sexual misconduct, design defect and more. She takes the complex and makes it simple; the confusing, understandable. Almost all of Kate's cases come to her with complicated underlying transactions and she works hard to untangle those early on so the matter can be brought to conclusion as efficiently as possible. Kate works tirelessly for her clients, appearing in state and federal trial courts, courts of appeal, and alternative dispute forums. She has tried more than 60 cases to verdict and taken many cases all the way through appeal. Embracing pandemic realities, she has tried a virtual bench trial and argued to the Georgia Supreme Court virtually, bringing home the win in the Supreme Court case. She has received several professional honors, speaks and writes on numerous subjects, and is active in multiple professional and civic organizations. She has been married to her lawyer-husband for over 30 years, has three grown children (none of whom is a lawyer), and two dogs.

**AKO WILLIAMS** is Vice President, General Counsel and Corporate Secretary of Ushio America, Inc., in Cypress, California. Ushio America is a leading provider of light sources and solutions for a variety of

applications including scientific, medical, infection prevention, semiconductor, entertainment, horticulture, and architectural applications. Ushio America is a subsidiary of Ushio Inc., a publicly traded global manufacturer in Tokyo, Japan. In her role as General Counsel and Corporate Secretary, Ms. Williams oversees all of the company's legal, compliance, risk management, and corporate governance matters. Ms. Williams also serves on the board of directors of KA Imaging Inc. in Kitchener, Canada, a developer of cutting-edge multi-energy X-ray detectors and micro-CT scanners for a wide variety of applications. Ms. Williams serves as the Regional Chair for the Southern California/ Southwest Region of the U.S.-Japan Council. She also serves on the Board of Directors of the Southern California Chapter of the Association of Corporate Counsel (ACC) and as Chair of ACC's International Legal Affairs Network. Ms. Williams was born and raised in Japan and received her B.S., highest distinction, from Northwestern University and J.D. from Loyola University Chicago School of Law where she was on the school's law review and Editor-in-Chief of the Loyola Forum of International Law.

**ALICIA WILSON** is Vice President of Economic Development for Johns Hopkins University and Johns Hopkins Health System in Baltimore, Maryland. She leads a core team focused on developing and implementing Hopkins' institution-wide strategies and initiatives as an anchor institution in and around Baltimore, and the elevation and expansion of Hopkins signature commitment to the city through investments in economic and neighborhood development, healthcare, and education. Prior to joining Hopkins, Alicia served as Senior Vice President of Impact Investments and Senior Legal Counsel to the Port Covington Development Team and as a partner at the downtown Baltimore law firm of Gordon Feinblatt. Alicia actively serves on the boards of the University of Maryland School of Law's Board of Visitors, the Center for Urban Families, the Walters Art Museum and the National Diverse Attorney Pipeline Program. Notably, Alicia was recently elected as Chair of the CollegeBound Foundation and as such is the first CollegeBound Foundation alum, first woman, first African-American and youngest Board Chair in the thirty history of the organization. Alicia is a graduate of the University of Maryland Baltimore County and the University of Maryland Francis King Carey School of Law. For her accomplishments and public service, Alicia has received numerous awards and honors, including the National Bar Association's 40 Under 40 List of the Nation's Top Advocates 2019 Whitney M. Young Award from the Greater Baltimore Urban League and the 2019 Distinguished Women from the Girl Scouts of Central Maryland. In 2020, Alicia was named to the Maryland Daily Record's 2020 VIP List by the Daily Record for her professional accomplishments, community service, and commitment to inspiring change. In 2019, Alicia was profiled in Forbes magazine as the "The Black Millennial Lawyer Making Michelle Obama More Accessible to Baltimore's Youth" and by Savoy Magazine as one of the Most Influential Women in Corporate America. In late 2018, the National Business Journal featured Alicia as one of the nation's Top 50 Influencers under 40 and Black Enterprise produced a feature on Alicia for her work in securing the \$660 million tax increment financing for the Port Covington Project.

**DELPHINA YUEN** is a Director of Legal at Lyft, a San Francisco based rideshare service provider. She leads a team focused on product counseling for Lyft's core platform and has also advised the company's international, autonomous vehicle and scooter divisions. Prior to joining the company in 2015, Delphina provided in-house counsel at electronic medical record company, Practice Fusion. She also practiced general litigation at a boutique Los Angeles law firm and clerked for the Courts of Delaware under the Honorable William C. Carpenter, Jr. Delphina earned her J.D./M.S.Ed cum laude from Syracuse University and her B.A. from the University of California, Los Angeles.

#### **GENERAL INFORMATION**

#### **MEETING LOCATION & REGISTRATION**

This meeting will be virtual. You can register for the seminar via the link below. Please make sure you have reviewed the breakout sessions and optional activities prior to registering as you will be asked to make specific selections during the registration process. Once the registration process is complete you will receive a confirmation email with details regarding how to enter the virtual platform.

ATTENDANCE IS OPEN ONLY TO MEMBERS OF ALFA INTERNATIONAL AND THEIR INVITED GUESTS.

#### **REGISTER** >>

#### ATTIRE

This is an opportunity to show off your quarantine best; business casual on top, comfy bottoms! Participants are encouraged to join with video during Tuesday's opening keynote session and subsequent networking reception as well as the closing "Breakfast, Brunch or Lunch on Us" event on Thursday. Attendees will not be on video during any of the other substantive program sessions. If you choose to participate in an optional activity, attire suggestions will be provided, if applicable, and video may be involved.

#### **CLE CREDIT**

ALFA International certifies that this program has been approved for 5.5 hours of General CLE credit in the States of Illinois, Pennsylvania, South Carolina, Texas, Kansas and California. If you need credit in another state, please contact that state bar regarding the necessary requirements to obtain CLE credit. ALFA International staff is available to assist in any way possible but you must apply individually to obtain credit in your particular state.

#### **SEMINAR CONTACT**

**Aria Trombley Wolf** awolf@alfainternational.com

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Chicago, IL 60611 Tel: (312) 642-ALFA (2532) Fax: (312) 642-5346