

ALFA INTERNATIONAL

THE GLOBAL LEGAL NETWORK



A truly GLOBAL economy:
new SOLUTIONS to new
CHALLENGES

**ALFA INTERNATIONAL
2013 INTERNATIONAL CLIENT SEMINAR**

**March 7-10, 2013
La Quinta Resort, A Waldorf Astoria Property
Palm Springs, California**

www.alfainternational.com

A truly GLOBAL economy: new SOLUTIONS to new CHALLENGES

ALFA INTERNATIONAL
2013 INTERNATIONAL CLIENT SEMINAR

March 7-10, 2013 ■ La Quinta Resort ■ Palm Springs, California

ALFA International Member Firms represent a broad spectrum of businesses and industries in a truly global economy. The many ALFA International Practice Groups have collaborated to restructure our 2013 program to begin and end with topics of universal appeal to our broad client base but also to be presented in four tracks to offer our clients a customized curriculum tailored to address new industry-specific challenges.

1

TRACK 1

Litigation: Managing a Business Problem in an Era of Too Many Lawyers.

2

TRACK 2

Transactions: Managing Toward Predictability in a Global Marketplace.

3

TRACK 3

Managing Employees in Hard Times: "Can't Live With 'Em; Can't Live Without 'Em."

4

TRACK 4

Emerging Legal Challenges in a Difficult Business Climate.

Our clients are encouraged to attend presentations "mixed and matched" from among the Tracks for a unique seminar experience. We hope to see you in Palm Springs!

Lee Stephen MacPhee

Program Chair,
2013 International Client Seminar
MORRISON MAHONEY LLP
Boston, Massachusetts

All About Palm Springs



Nestled at the base of the Mount San Jacinto Mountains, Palm Springs, California is known for its crystal blue skies, year-round sunshine, stunning landscape, palm tree

lined streets and starry nights. Often described as a small city with the cultural amenities of a large metropolitan area, the shopping, entertainment, dining and recreational opportunities are truly world-class. Amongst the over 130 resorts and hotels in the area lies the beautiful La Quinta Resort & Club, the site of this year's ALFA International Client Seminar. Built in the 1920's by San Francisco businessman Walter H. Morgan, La Quinta provided a place of solitude and relaxation for Hollywood's elite, far away from the glare of the spotlights. As the legends of stage and screen have come and gone, La Quinta has expanded into a playground for championship golf, world-class tennis, fine dining and blissful spa experiences. The resort is located approximately 30 miles from Palm Springs Airport (PSP), 90 miles from LA/Ontario airport (ONT) and 145 miles from Los Angeles International Airport (LAX). A rental car is recommended and is easily accessible at all airports.

THURSDAY, MARCH 7, 2013

12:00 p.m. – 6:00 p.m.

HOSPITALITY SUITE & REGISTRATION

Hacienda Grande

2:00 p.m. – 5:00 p.m.

FACULTY REHEARSAL

Flores Ballroom

4:00 p.m. – 5:30 p.m.

CORPORATE COUNSEL ROUNDTABLE

Fiesta 9

5:00 p.m. – 5:30 p.m.

ALL ALFA ATTORNEY MEETING

Fiesta 10

5:30 p.m. – 6:30 p.m.

WOMEN'S INITIATIVE RECEPTION

San Vicente Courtyard

The Women's Initiative Practice Group will kick off the festivities in style. Enjoy a glass of wine or specialty cocktail and share stories with your female colleagues before the official start of the program.

Sarah Lamar

ALFA International Women's Initiative Practice Group Liaison
HUNTER MACLEAN EXLEY & DUNN, P.C.
Savannah, Georgia

6:30 p.m. – 9:30 p.m.

WELCOME RECEPTION, BUFFET DINNER & REGISTRATION

Waterfall Patio and Main Lawn

9:30 p.m. – 11:30 p.m.

HOSPITALITY SUITE

Hacienda Grande

FRIDAY, MARCH 8, 2013

7:30 a.m. – 8:30 a.m.

BREAKFAST BUFFET

Waterfall Patio and Main Lawn

Attendees: 7:30 a.m. – 8:30 a.m.

Spouses: 8:30 a.m. – 9:30 a.m.

8:30 a.m. – 12:25 p.m.

PROGRAM SESSIONS

Flores Ballroom

8:30 a.m. – 8:45 a.m.

INTRODUCTORY REMARKS

Michael J. Murphy

Chair, ALFA International Board of Directors
CARTER, CONBOY, CASE, BLACKMORE,
MALONEY & LAIRD, P.C.
Albany, New York

Lee Stephen MacPhee

Program Chair,
2013 International Client Seminar
MORRISON MAHONEY LLP
Boston, Massachusetts

8:45 a.m. – 9:45 a.m.

PLENARY SESSION:

VIOLENCE IN PUBLIC AND IN THE WORKPLACE

The workplace increasingly seems no stranger to violence. Employers need to keep their workers safe while not intruding into workers' personal lives in an effort to learn whether a current or former employee is one step from exploding. What if the danger was "knowable" with a fuller background check, an interview with a friend or neighbor, or some digging on a social media site? What should—and what can—employers do to identify threats and protect their employees, their customers and others? This program will focus on tackling this problem without running afoul of laws that protect workers' privacy and right to vent. These protections have been increasingly considered "concerted activity" by the NLRB regardless of how profane the rantings, while background checks are increasingly under scrutiny at the EEOC.

Thomas Lyons

Moderator
HALL & EVANS, L.L.C.
Denver, Colorado

Deborah Kelly

DICKSTEIN SHAPIRO LLP
Washington, District of Columbia

Julie Payne

Chief Legal Officer
G4S SECURE SOLUTIONS, INC.
Jupiter, Florida

John Nicoletti

Clinical Psychologist
NICOLETTI-FLATER ASSOCIATES
Lakewood, Colorado

9:45 a.m. – 10:05 a.m.

BREAK

10:05 a.m. – 11:05 a.m. **BREAKOUT SESSIONS – GROUP 1**



Popular Strategies and Tactics in Mediation: Which Work and Why?

About 97 percent of civil cases settle, and more and more this happens through mediation. A good mediation is one in which both sides leave unhappy. However, a successful resolution does not happen by chance – it is the product of forethought and application of specific settlement methods to the unique facts, law and parties. Just as no two cases are alike, each mediator is different, bringing a range of diverse talents, experiences and approaches to the table. Our all-star panel explores today's most popular mediator strategies and tactics, and we debate which are most effective in resolving complex disputes. We will share the competing perspectives of typical participants in the settlement process, including those of the client, advocate and mediator. Techniques covered include: decision tree analysis; brackets; "the mediator's number;" sharing bottom lines in confidence; direct client

discussions; involvement of "settlement counsel;" and using multiple facilitators. Join us for an insightful look at the facilitated settlement

Benton Barton
Moderator
HALL & EVANS, L.L.C.
Denver, Colorado

Thom Brown
COSGRAVE VERGEER KESTER LLP
Portland, Oregon

Jessica Rogin
Vice President,
Environmental and Casualty Claims
LIBERTY INTERNATIONAL
UNDERWRITERS
New York, New York

Paula C. Gentile
Senior VP and General Counsel
MGM RESORTS INTERNATIONAL
RISK MANAGEMENT
Las Vegas, Nevada



Representations and Warranties: What You Don't Say Can't Hurt You

Representations and warranties typically constitute one of the more fiercely negotiated aspects of purchase and sale agreements with buyers wanting as much disclosure as possible while sellers seek to provide as little information as necessary to entice the buyer to close. These negotiations, along with related efforts to impose limitations as to materiality and the knowledge of the seller, frequently impact pricing, can cause negotiations to terminate and, when the representations and warranties are inaccurate, lead to post-closing litigation. This panel will discuss best practices in negotiating representations and warranties with an eye towards balancing the risks and rewards from the perspective of both the buyer and the seller.

Christopher T. Greene
Moderator
DAMON MOREY LLP
Buffalo, New York

Denson N. Franklin
BRADLEY ARANT BOULT
CUMMINGS LLP
Birmingham, Alabama

David Walker
CFO, Chief Legal Officer
EBSCO INDUSTRIES
Birmingham, Alabama

Alan Korman
Vice President & General Counsel
COLUMBUS MCKINNON
CORPORATION
Amherst, New York



The NLRB and Labor Law: What all Employers Need to Know Now

In the last several years there has been unprecedented activity at the National Labor Relations Board, including a new poster requirement, new regulations establishing a streamlined, "quickie" election process, and a new rule on micro-units. In addition, the NLRB General Counsel has opined on at-will employment, confidentiality and social media, employer policies, and their impact on employees' rights under the NLRA. At the same time, the US Department of Labor has proposed a new rule which would expand the definition of "persuader" to include for the first time many labor/management attorneys and advocates. As these rules impact nearly every private employer in the nation, companies should be well aware of these developments and plan ahead. This session gives targeted and practical information about what to expect and how to prepare for the next wave of developments.

Sarah Lamar
Moderator
HUNTER MACLEAN EXLEY
& DUNN, P.C.
Savannah, Georgia

Matthew E. Damon
NILAN JOHNSON LEWIS PA
Minneapolis, Minnesota

T. Merritt Bumpass
FRANTZ WARD LLP
Cleveland, Ohio

Sandro Garofalo
*Senior Group Manager
& Senior Counsel*
TARGET CORPORATION
Minneapolis, Minnesota

Rob Porcarelli
Director, Corporate Counsel
STARBUCKS COFFEE COMPANY
Seattle, Washington



Protecting Rights or Picking Fights: What Should Lawyers Really Be Doing for Their Clients?

Whether we spend our days making deals or litigating cases, we are negotiating, almost always based on imperfect information, particularly about adverse parties. Even when we trust the people on the other side, we still never know when they might stab us in the back. So, how do we decide when to cooperate, and/or feel confident a negotiation strategy will be successful? Dr. Ryan Murphy, a professor of decision making and negotiations at the Swiss Federal Institute of Technology, suggests we apply "game theory," the field of mathematics popularized in the movie "A Beautiful Mind." Dr. Murphy will join our panel of lawyers and business leaders to explore – with audience participation – how we can negotiate most effectively, and without abandoning our obligations to be honest and ethical.

Thomas Singer
Moderator
AXILON LAW GROUP, PLLC
Billings, Montana

Stanley Siegel
NILAN JOHNSON LEWIS PA
Minneapolis, Minnesota

Ryan O. Murphy
*Chair, Decision Theory and
Behavioral Game Theory*
SWISS FEDERAL INSTITUTE
OF TECHNOLOGY
Zurich, Switzerland

Jurgen Suuck
Vice President
TOKIO MARINE CLAIMS SERVICE
Pasadena, California

11:05 a.m. – 11:25 a.m. **BREAK**

11:25 a.m. - 12:25 p.m. BREAKOUT SESSIONS - GROUP 2



Cost Effective Handling of Litigation by Inside and Outside Counsel

Challenging economic times have resulted in corporations doing more with less. Litigation expenses are a significant burden to businesses of all size and corporate in-house attorneys are subject to pressures to reduce these costs while obtaining excellent results. This program will feature inside and outside counsel who are very experienced with the handling of litigation. The discussion will focus on key steps during the litigation, including the initial evaluation, the selection of counsel and the benefits of national or regional counsel, the discovery process and methods of streamlining that process, and the use by ALFA law firms and clients of their buying power to obtain favorable pricing for necessary services. The program will also examine the

importance of coordination and communication among inside and outside counsel and the use of feedback to help ensure successful partnerships.

Neal Rains
Moderator
FRANTZ WARD LLP
Cleveland, Ohio

Timothy M. Miller
ROBINSON & MCELWEE PLLC
Charleston, West Virginia

Rob Hunter
General Counsel
ALTEC, INC.
Birmingham, Alabama

Jane Stahl
Deputy Chief Counsel
SHAW INDUSTRIES, INC.
Dalton, Georgia



International M&A – Getting it Right in Tough Times

Economies around the world are in difficulty and there are constraints on corporate debt and equity funding. While tough times have placed pressure on the M&A market, there are also excellent opportunities for companies in good financial shape. Getting M&A transactions right has never been more important. Our panel of M&A experts represent major jurisdictions around the globe and will provide valuable insights and tips for international M&A transactions.

Brett Cowell
Moderator
COWELL CLARKE
Adelaide, Australia

Wenjie Sun
GRANDALL LAW FIRM
Shanghai, China

Arturo Alessandri
ALESSANDRI & COMPAÑIA
Santiago, Chile

Ignacio Lopez-Balcells
BUFETE B. BUIGAS
Barcelona, Spain

Mark B. Forseth
Vice President & Assistant General Counsel
MARRIOTT INTERNATIONAL, INC.
Myersville, Maryland

Håkan Osvald
General Counsel
ATLAS COPCO
Stockholm, Sweden



Breaking Bad – Compliance, Risk Prevention and Privilege in an Ever Changing Environment

Join us as we address real world compliance dilemmas in the financial, healthcare and technology areas with the complexities of privilege, scope of authority, risk management and ethics. This is a fully interactive program where you will electronically vote for the appropriate and ethical way to handle each compliance situation and instantaneously view the results. The outcomes may surprise you and are sure to spur lively debate.

Kim Moore
Moderator
STRASBURGER & PRICE, LLP
Dallas, Texas

James Peterson
HIGGS, FLETCHER & MACK, LLP
San Diego, California

Justin McCarthy
Senior Counsel
DENTSPLY INTERNATIONAL, INC.
York, Pennsylvania

Adair Bledsoe
Senior Counsel
CSC FINANCIAL SERVICES GROUP
Columbia, South Carolina



Maritime Law – Its Implications to Manufacturers and Sellers

This program will address admiralty and maritime law as it affects or could affect product liability claims and claims for loss or damage to cargo during ocean transportation. It will cover the unique features of admiralty and maritime substantive law and procedures applicable to such claims. Subjects of interest to manufacturers, ocean and inland carriers, distributors, retailers, and users of products manufactured abroad and products used in the marine environment, will also be covered.

James W. Bartlett
Moderator
SEMMES, BOWEN & SEMMES
Baltimore, Maryland

Allan Kelley
FOWLER WHITE BURNETT P.A.
Miami, Florida

Aogu Andrew “Andy” Tsukamoto
Attorney
MAERSK INC.
Madison, NJ

Yves St-Arnaud
Senior Legal Counsel
BOMBARDIER RECREATIONAL PRODUCTS, INC.
Valcourt, Quebec

12:25 p.m. – 1:30 p.m.

LUNCH BUFFET

Waterfall Patio and Main Lawn

1:30 p.m. – 6:00 p.m.

OPTIONAL ACTIVITIES

See activities sheet

7:00 p.m. – 10:00 p.m.

COCKTAILS AND DINNER

La Casa Complex

1:15 p.m. – 6:00 p.m.

GOLF - TOURNAMENT PLAY

La Quinta Mountain Course

Shotgun Start—Lunch on the carts

1:30 p.m. – 7:00 p.m.

HOSPITALITY SUITE

Hacienda Grande

10:00 p.m. – 1:00 a.m.

HOSPITALITY SUITE

Hacienda Grande

SATURDAY, MARCH 9, 2013

7:30 a.m. – 8:30 a.m. **BREAKFAST BUFFET**

Waterfall Patio and Main Lawn Attendees: 7:30 a.m. – 8:30 a.m.
Spouses: 8:30 a.m. – 9:30 a.m.

8:30 a.m. – 12:10 p.m. **PROGRAM SESSIONS**

Flores Ballroom

8:30 a.m. – 9:30 a.m. **BREAKOUT SESSIONS – GROUP 3**



Turning Chaos into Conformity – How to Get the Most from the ALFA International Network

You are General Counsel of a company that is engaged in operations throughout the United States. The company has long-standing relationships with law firms for its corporate, securities, and tax work. The company's legal bills have been growing rapidly as a result of an upsurge in litigation around the country. In the past, General Counsel has retained the best local firms it could find wherever litigation was filed, but many of the firms had a steep learning curve regarding the company's business operations and the specific legal issues facing the company, and the legal bills reflect that learning curve. The Board of Directors has instructed you to reduce the amount of money the company is spending on lawyers, particularly for litigation. It is your responsibility to prepare an Request for Proposals ("RFP") which includes all the criteria necessary to select the right firms, as well as a plan for the company to work closely with the chosen firms to effectively manage the company's litigation and reduce costs. What components should be included in the RFP to address your company's strategic objectives? The Business Litigation Practice Group has developed a series of models and protocols

for the cost effective management of national and regional litigation utilizing the ALFA International network. This program will describe these models and their application whether they are used to manage hundreds of lawsuits across the U.S., or as an extension of your legal department to manage a limited number of claims.

Darryl M. Bloodworth

Moderator
DEAN, MEAD, EGERTON,
BLOODWORTH, CAPOUANO
& BOZARTH, P.A.
Orlando, Florida

Patrick W. Michael

DINSMORE & SHOHL LLP
Louisville, Kentucky

James C. Green

*VP, General Counsel
and Corporate Secretary*
MANITOU AMERICAS, INC.
West Bend, Wisconsin

Michael Zylstra

General Counsel & Vice President
CRACKER BARREL
OLD COUNTRY STORE, INC.
Lebanon, Tennessee



Where the Wild Things Are – Taming Distribution Nightmares in M&A

How prepared are you to wrestle with the goulsh M&A due diligence issues that can lurk in distribution agreements? This panel will look at ways to mollify distribution agreement problems caused by conflicting territories, required consents, assignment issues, termination limitations and other related monsters in M&A transactions in a variety of jurisdictions around the globe. With the aid of audience participation, the panel will develop some best practices for pre-transaction planning by would-be targets and acquirors and for early due diligence issue spotting and management.

Henry Beck

Moderator
HALLORAN & SAGE LLP
Hartford, Connecticut

Frederic Cohen

COURTOIS LEBEL
Paris, France

Javier Lizardi

VON WOBESER Y SIERRA, S.C.
Mexico City, Mexico

Scott Barrett

General Counsel
BURTON SNOWBOARDS
Burlington, Vermont

Roger F. Joyce

Executive Vice President
THE BILCO COMPANY
West Haven, Connecticut



To battle or not to battle the EEOC's recent tactics? Time to take a stance!

Is your company prepared to respond to the tactics recently employed by the EEOC? This panel will discuss the EEOC's recent systematic discrimination initiative to turn charges into class actions, as well as its focus on the use of statistics to look for systematic discrimination. The panel will also discuss the EEOC's failure to conciliate in spite of its statutory obligation to do so. We will explore ways a company can deal with such tactics.

Colleen P. Lewis

Moderator
DINSMORE & SHOHL LLP
Cincinnati, Ohio

Sharon Bauman

MANATT, PHELPS & PHILLIPS, LLP
San Francisco, California

Gregory Newman

Litigation Counsel
WAFFLE HOUSE, INC.
Norcross, Georgia

Matt Huber

General Counsel & Ethics Officer
SOGETI USA LLC
Dayton, Ohio



No Good Deed Goes Unpunished: Professional Liability Exposures for In-House Counsel

Corporate in-house counsel present potentially inviting targets during business downturns and in a difficult economic environment. Liability claims may be brought by a new management team, shareholders asserting derivative or class actions, bankruptcy trustees, and financial institutions. Government agencies may include corporate attorneys as parties to civil claims against the corporation, as well as institute criminal investigations or prosecutions. Unanticipated allegations of professional negligence, breach of fiduciary duty, breach of contract, fraud or statutory violations can confront lawyers customarily focused on achieving management objectives. Even the most frivolous claim can result in costly legal fees. May corporate counsel confidently rely upon indemnification from the corporation for defense costs? Will the corporation settle or pay a judgment on behalf of its lawyers? Does the corporation's errors and omissions or directors and officers policies provide coverage to corporate counsel? The panel will explore the best solutions and strategies for protection of the corporate lawyer.

Richard Granofsky

Moderator
LESTER SCHWAB KATZ
& DWYER, LLP
New York, New York

Joseph Marconi

JOHNSON & BELL, LTD.
Chicago, Illinois

Paul Alban

President
ONEBEACON PROFESSIONAL
INSURANCE
Minnetonka, Minnesota

Monte Baier

*Senior Vice President and
General Counsel*
PANDA RESTAURANT GROUP, INC.
Rosemead, California

Daniel O. Kennedy

*Vice President, General Counsel
and Corporate Secretary*
RLI CORP.
Peoria, Illinois

9:30 a.m. – 9:50 a.m. **BREAK**

9:50 a.m. – 10:50 a.m. **BREAKOUT SESSIONS - GROUP 4**



Managing Conflicts Between General Counsel and Executives – Issues and Strategies in Dealing with Legal, Business and “Political” Conflicts

We have all seen situations where a company president or CEO is alleged to have engaged in some illicit or illegal activity, such as sexual harassment or a violation of Sarbanes-Oxley. When a company executive or corporate officer is named in an action or accused of some impropriety, he or she may disagree with in-house counsel regarding who is the real client, who needs to be protected, and how best to defend the organization. This panel will examine and discuss the legal and ethical issues, along with the business and political conflicts, that arise in matters involving allegations against a company’s executives. The presentation will include a review of the applicability of the attorney-client privilege for communications between in-house counsel and a company’s executives, and discuss ways to best protect all concerned.

Joel R. Hlavaty
Moderator
FRANTZ WARD LLP
Cleveland, Ohio

Heidi G. Goebel
CHRISTENSEN & JENSEN, P.C.
Salt Lake City, Utah

Bradford R. Turner
Vice President & Deputy General Counsel
NEWELL RUBBERMAID INC.
Atlanta, Georgia

Teresa M. Sebastian
Senior Vice President, General Counsel and Secretary
DARDEN RESTAURANTS
Orlando, Florida



The Effective Management of Intellectual Property in an International Marketplace

This program will investigate best practices for managing international intellectual property portfolios. The topics to be covered include: (1) internal and external staffing; (2) IP audits; (3) tax considerations; (4) financial management and accounting; (5) budgeting; (6) IP clearance and protection alternatives; (7) IP business objectives; (8) M&A issues; and (9) enforcement litigation management. A significant focus of the program will be on how inside and outside counsel can work together to manage these portfolios cost-effectively and within ever decreasing budgets.

Michael Doctrow
Moderator
MCNEES WALLACE & NURICK LLC
Harrisburg, Pennsylvania

Kristine Madsen
BULL & CO ADVOKATFIRMA AS
Oslo, Norway

Michele Sullivan
Assistant General Counsel
BERWIND CORPORATION
Philadelphia, Pennsylvania

Lisa Szalaji
Director of Business & Regulatory Law
AHOLD USA
Quincy, Massachusetts



For Your Eyes Only—Privacy in the Electronic Age

In today’s business world every company has conflicting objectives of encouraging productivity requiring wide sharing of information, while also protecting its confidential information and trade secrets against disclosure. This conflict is heightened because to protect trade secrets a company must ordinarily prove that the information was protected. These conflicting interests must also be balanced against the privacy interests of the company’s employees. We will explore the boundaries of these interests, where they intersect and just how far a company can go in protecting its information before creating new problems from claimed violations of their employee’s privacy rights.

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

Bill Ireland
HAIGHT BROWN & BONESTEEL
Los Angeles, California

Raquel Rochelle
Senior Attorney
TRANSUNION
Chicago, Illinois

David Katz
Senior Legal Counsel, Compliance & Privacy Manager
AARON’S, INC.
Atlanta, Georgia

Rankin Gasaway
General Counsel
7-ELEVEN, INC.
Dallas, Texas



What Every General Counsel Needs to Know About Transportation—A “Crash” Course

In an era where warehousing of raw materials and finished goods are outsourced, many American and international businesses in manufacturing, distribution and/or retail, depend upon “just-in-time” delivery by truck, either by private fleet, common carrier or both. This segment is designed for General Counsels, Manufacturers, and Risk Managers for whom transportation issues are an infrequent but troubling occurrence. The segment will identify legal issues and offer practical solutions for a number of diverse but recurring problems: Transportation Agreements, truck rentals/leases, broker agreements, international logistics, drivers as independent contractors, hazmat spills,

tow operators (a/k/a “pirates of the highway”), providing damages caused by delay; warehouseman’s liability; bills of lading, household moves for executives and the limits of insurance coverage.

Peter Doody
Moderator
HIGGS FLETCHER & MACK, LLP
San Diego, California

Eric Benton
LORANCE & THOMPSON, P.C.
Houston, Texas

Bryan Larson
Manager – Casualty Insurance
LEGGETT & PLATT INCORPORATED
Carthage, Missouri

10:50 a.m. – 11:10 a.m. **BREAK**

11:10 a.m. – 12:10 p.m.

PLENARY SESSION:

TAKE THE ETHICS CHALLENGE

Come take the ethics challenge and compete against your cohorts on the ethical issues facing general counsel and litigation lawyers. You will face ethical dilemmas from film clips and from hypothetical scenarios and will vote on which is the correct answer. See how you do compared to all the other attendees. See if you can get all the right answers. See if you agree with the analogies of the panel. Get 1 hour of ethics credit, not by passively listening, but by competing. Game On!

J.K. Leonard

Moderator

NAMAN, HOWELL,
SMITH & LEE, P.L.L.C.
San Antonio, Texas

Jennifer Saunders

HAIGHT BROWN & BONESTEEL
Los Angeles, California

C. Kelley Green

Associate General Counsel
HALLIBURTON CORPORATION
Houston, Texas

Janice K. Hartwell

Assistant General Counsel

SCHNEIDER ELECTRIC, USA
Palatine, Illinois

Ellen A. Pansky

Expert Witness

PANSKY MARKLE HAM LLP
South Pasadena, California

12:10 p.m. – 1:30 p.m.

LUNCH BUFFET

Waterfall Patio and Main Lawn

1:15 p.m. – 6:00 p.m.

GOLF - CASUAL PLAY

*PGA WEST TPC Stadium Course
Shotgun Start – Lunch on the carts*

1:30 p.m. – 6:00 p.m.

OPTIONAL ACTIVITIES

See activities sheet

1:30 p.m. – 7:00 p.m.

HOSPITALITY SUITE

Hacienda Grande

7:00 p.m. – 10:00 p.m.

CLOSING RECEPTION & DINNER

Fiesta Ballroom

10:00 p.m. – 2:00 a.m.

HOSPITALITY SUITE

Fiesta Ballroom

What is ALFA International?

ALFA International is a premier network of independent law firms. Founded in 1980, ALFA is the oldest and continues to be one of the largest and strongest legal networks. We have 145 member firms throughout the world. Our 80 U.S. firms represent 92 of the 100 largest metropolitan areas. Our 65 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 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 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 network and are well respected by their peers in the legal and business community.

FACULTY BIOS

PAUL ABLAN is the President of the Professional Liability Group at OneBeacon Professional Insurance. He is responsible for oversight of all non-healthcare professional liability business, including lawyers, media, technology, network security, real estate and design professionals. Paul began his career as an attorney in private law practice and entered the insurance industry in 1991. Before joining OneBeacon in late 2005, he held a variety of professional liability and public entity management positions with the U.S. and international operations of The St. Paul Companies. Paul received his B.A. from Hamline University in 1982 and his J.D. from the University of Minnesota Law School in 1985. He was certified by the Minnesota State Bar Association as a real property law specialist in 1990 and has earned the Associate in Risk Management and Chartered Property Casualty Underwriter designations from the Insurance Institute of America

ARTURO ALESSANDRI is the managing partner of Alessandri & Compañía in Santiago, Chile. He is a graduate of the University of Chile Law School and holds an LLM from Harvard University. He deals mainly with issues concerning foreign investments, mergers and acquisitions as well as project finance, concessions and commercial arbitration; he is part of the roster of domestic commercial arbitrators of the Santiago Chamber of Commerce (CAM). He is the Vicepresident of the Council of the Chilean Bar Association and heads its International Relations Committee. He has been the permanent delegate of the Chilean Bar Association before the International Bar Association where he has been actively involved for the last 23 years. He was until recently the president of the Chilean Mexican Chamber of Commerce and since 1990 is the Honorary Consul General for Singapore in Santiago. Mr. Alessandri was until 2012 a board member of ALFA International and a member of the International Membership Committee.

MONTE H. BAIER is Senior Vice President and General Counsel for Panda Restaurant Group, Inc. based in Rosemead, California. Mr. Baier is responsible for legal affairs at the restaurant chain which has approximately 1,350 company-owned restaurants, 18,000 employees (6,000 in California) and more than \$1.4 billion in annual revenues. Mr. Baier's primary duties include oversight of matter concerning employment, international joint ventures and franchise relationships, risk, and intellectual property. Prior to joining Panda Restaurant

Group in 2007, he served as General Counsel for K2 Inc., a leading sporting goods manufacturer. Mr. Baier received his J.D. from New York University and his A.B. from Dartmouth College.

SCOTT BARRETT serves as Vice President & General Counsel to Burton Snowboards, the world's leader in the design, manufacture and sale of snowboards, snowboarding related equipment, apparel and accessories. Mr. Barrett joined Burton in 1998 and has managed its legal functions since then in areas that include transactions, financing, intellectual property, mergers and acquisitions, risk management, litigation and real estate matters. In addition Scott manages the legal functions of Burton's subsidiaries and branch offices located in California, Canada, Austria, Australia, Japan and China from Burton's headquarters in Burlington, Vermont. Mr. Barrett also serves on the Board of The Chill Foundation a philanthropic organization established by Burton's founders, Jake & Donna Burton Carpenter, that provides opportunities for at risk and underserved youth to build self-esteem and life skills through board sports.

JAMES W. BARTLETT III has been a maritime lawyer for over thirty years, with other areas of concentration being products liability, insurance coverage, commercial litigation, and appellate practice. He argued a maritime products liability case before the United States Supreme Court in 1995. He currently is the Vice Chairman of Semmes, Bowen & Semmes in Baltimore, Maryland. Mr. Bartlett was the Secretary of The Maritime Law Association of the United States from 2004 to 2008, was the Chair of its Committee on Practice and Procedure from 2000 to 2004, and served on its Board of Directors from 1998 to 2001. He currently is the MLA's Delegate to the House of Delegates of the American Bar Association. He is a past Chair of the Admiralty and Maritime Law Committee of the Section of Tort and Insurance Practice of the ABA and a past Chair of the Admiralty and Maritime Litigation Committee of the Section of Litigation of the ABA. Mr. Bartlett is a member of Maryland Defense Counsel and the Defense Research Institute and is a permanent member of the Judicial Conference of the United States Court of Appeals for the Fourth Circuit. He is an Associate Editor of American Maritime Cases, a subscriber of the Association of Average Adjusters (United Kingdom), a resident associate of the Association of Average Adjusters of the United States, and a past President and Director of the

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SHARON BAUMAN is a partner in ALFA's San Francisco firm, Manatt, Phelps & Phillips, LLP, and is active in their Employment and Labor practice group. Her practice focuses on advising management regarding all aspects of labor and employment law, including discrimination, harassment, retaliation, discipline and discharge issues, layoffs, overtime and other related wage and hour issues, leaves of absences (family and medical leave, disability, workers' compensation, etc.), workplace violence issues, occupational safety and health issues, trade secrets, executive agreements, and severance issues, among others. Ms. Bauman also represents management in employment litigation matters in the federal and state courts, as well as before administrative agencies, in arbitration and in mediation. Ms. Bauman routinely develops and implements training programs and auditing programs for employers on a variety of employment-related subjects, as well as develops and implements employment policies and procedures for clients. Ms. Bauman performs these services for both large and small corporations in a variety

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HENRY M. BECK, JR. is a partner and chairs the International Legal Practice Group, the Mergers and Acquisitions Practice Group and the Securities Law Practice Group at ALFA International's Hartford, Connecticut member firm of Halloran & Sage LLP. Mr. Beck works with clients in a broad array of industries with both a U.S. and non-U.S. presence. His transactional practice includes domestic and international mergers and acquisitions, joint ventures, intellectual property licensing, strategic alliances, agency, distribution and sales representation arrangements, equity and commercial finance, secured transactions (Uniform Commercial Code Article 9), securities law compliance, business governance and general business and contract law. Clients include foreign and domestic enterprises and their subsidiaries and affiliates located in Australia, Austria, Brazil, Canada, Ecuador, France, Germany, Hong Kong, India, Japan, Mexico, New Zealand, Peoples Republic of China, United Kingdom, and United States.

ERIC BENTON is a Managing Director of the Houston based law firm of Lorange & Thompson, P. C. Mr. Benton has been involved in the transportation industry for over thirty years. His principal areas of practice are transportation law and civil litigation. Mr. Benton served as in-house counsel for a multi-billion dollar, international transportation corporation for almost 15 years. In this capacity, he was on the team that created what is now FedEx Ground, FedEx Custom Critical and part of what became FedEx Freight. Eric and his firm is or has represented 35 of the top 50 for-hire carriers as ranked by *Transport Topics* in 2012. Mr. Benton has experience representing carriers in all modes of transportation. He has assisted his clients in establishing operations around the globe, and has advised his clients on all aspects of international and domestic transportation. Mr. Benton served on the North American Committee on Surface Transportation to create a uniform liability regime that resulted in the NAFTA bill of lading and the U.S./Canada Cabotage Task Force to resolve conflicts involving cross-border, transportation issues. Mr. Benton has been continuously recognized as a "Super Lawyer" by Texas Monthly Magazine; an honor bestowed only upon five percent of the attorneys in Texas. Martindale Hubbell has named Mr. Benton

as an "AV Preeminent Rated Lawyer," and Lorange & Thompson as one of Texas' Top Ranked Law Firms. LexisNexis retained Mr. Benton to provide Expert Commentary on transportation issues. Mr. Benton is a frequently requested to speak or write on transportation issues.

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MATTHEW DAMON is an original shareholder of the Minneapolis firm Nilan Johnson Lewis P.A., concentrating in labor and employment law before state and federal agencies as well as trial and appellate courts. Before Nilan Johnson Lewis' formation in 1996, he practiced at Popham, Haik, Schnobrich & Kaufman, Ltd., also in Minneapolis. His practice includes employment litigation, traditional labor matters and preventive advice on behalf of management. He received his Bachelor's degree from St. Olaf College, and his law degree from the University of Wisconsin Law School.

MICHAEL A. DOCTROW is Co-Chair of the McNeese Intellectual Property group, which is comprised of over 20 professionals, including 12 licensed to practice before the U.S. Patent Office. He also practices in the Food Industry group. Mr. Doctrow practices trademark, copyright, trade secret, and advertising law. His practice focuses on trademark clearance, registration and protection, copyright protection, and advertising and branding strategies. Mr. Doctrow is involved in structuring and negotiating trademark, copyright, patent and software license agreements, entertainment contracts, franchise and distribution agreements, advertising agreements and technology contracts. He counsels clients on all aspects of domestic and international marketing and distribution matters, and is actively engaged in counseling franchise companies. Mr. Doctrow has lectured and authored materials on the subjects of advertising, trademark and copyright law, and technology licensing. Mr. Doctrow works extensively with food industry clients on marketing and advertising matters. He regularly advises food industry clients regarding product branding and packaging issues, including trade dress, trademark and copyright matters. Mr. Doctrow works closely with one of the largest grocery store chains in the Northeast and one of the largest office and school products companies in the United States. He has significant experience in structuring, documenting and negotiating distribution, supply, private label, licensing and franchise transactions and agreements.

PETER S. DOODY is a Southern California trial attorney who specializes in the defense of high casualty cases brought against transportation companies and national product manufacturers. He has extensive jury trial experience and is a member of the

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MARK B. FORSETH is a Vice President and Assistant General Counsel with Marriott International, Inc. Among other duties, Mr. Forseth is responsible for responding to legal issues involving the development and operation of franchised hotels and regulatory compliance in both domestic and international markets for the company's multiple lodging brands. Before joining Marriott, Mr. Forseth was in private practice, focusing on representation of franchise and other licensing and distribution companies in both domestic and international markets, and related business structuring, regulatory and relationship issues. Before private practice, Mr. Forseth was the Senior Franchise Examiner for the Maryland Division of Securities, responsible for enforcement of the Maryland Franchise Registration and Disclosure Law. Mr. Forseth is currently the Chair of the International Franchise Association Legal Legislative Committee. He is a recognized speaker on the topic of franchising and related legal issues and has published numerous papers and articles on the subject.

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MATT HUBER is General Counsel and Ethics & Compliance Officer, Matt manages all legal matters for Sogeti USA and assists his business teams enabling them to meet their targeted objectives. Prior to Sogeti, Matt worked for NCR Corporation as Chief Counsel of Managed Services and Business Unit Counsel for its Worldwide Customer Services Division. Matt received Accounting and International Business degrees in 1993 and his Law degree CPA from University of Dayton in 1996. In his personal life, Matt is married with four children, and enjoys family activities and other sports.

ROBERT D. HUNTER graduated first in his Mechanical Engineering class at Mississippi State University and is a graduate of Cornell University's Law School. He practiced in Birmingham, Alabama with Lange Simpson Robinson & Somerville for 23 years defending manufacturers in products liability litigation nationwide. Rob served as Chairman of the firm's Executive Committee for six years before joining Altec, Inc. as its General Counsel in 1999. In private practice, Rob handled a number of significant matters, including representation of five Governors of the State of Alabama, he was instrumental in the drafting and passage of both Alabama's Tort Reform legislation and its Workers' Compensation Reform law. He defended the Alabama franchise tax against Constitutional challenge before the Alabama and the United States Supreme Courts. Rob is a long-time member of the Advisory Board for the Corporate Counsel College in Chicago and is currently Dean of the Corporate Counsel College, and he is President of the Lawyers for Civil Justice. He is a past President of the International Association of Defense Counsel and has been a Director of the Defense Research Institute, the Product Liability Advisory Council and the Southwestern Institute for International and Comparative Law. Rob is an active participant in The Business Roundtable and the National Association of Manufacturers. He is a member of the Advisory Board of the Mississippi State University College of Engineering and the University of Alabama at Birmingham Center for Palliative Care. He has been honored as a Distinguished Fellow by the College of Engineering at Mississippi State.

WILLIAM E. IRELAND is a Partner in Haight, Brown & Bonesteel's Los Angeles office and a member of the Business Solutions Practice Group. He is also Chair of the ALFA International Business Litigation Practice Group. Mr. Ireland's practice focuses on providing business and litigation advice to both financial institutions and medium-sized businesses. He has extensive experience in handling matters at all phases of dispute resolution from negotiation, counseling, alternative dispute resolution to trial. Mr. Ireland represents clients on matters involving: real property issues, commercial transactions, trade secret disputes, and applying equitable remedies, injunctions and temporary restraining orders. Representative clients include financial services companies, importers, property managers, real property developers and public entities. Examples of matters Mr. Ireland has handled include, commercial litigation, employment and intellectual property matters for a creative marketing and merchandise solutions

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ROGER F. JOYCE is Executive Vice President of The Bilco Company of New Haven, CT where he is responsible for business development, acquisitions, joint ventures, product development, engineering and manufacturing of architectural products. The Bilco Company was founded in 1926 by Mr. Joyce's grandfather who produced a line of access covers for local water, gas and electric utilities. The Company has grown to become the worldwide source for specialty access products such as roof hatches, fire vents, sidewalk and basement doors, and sells its products in more than 40 countries. Mr. Joyce has been awarded five patents and has served as a spokesman for the National Association of Manufacturers on tort reform before the House Judiciary Committee, and on employment and training before the House Small Business Committee. Mr. Joyce has also served as a Member of the Transportation Strategy Board of the State of Connecticut and as Chairman of the Connecticut Business and Industry Association.

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DEBORAH J. KELLY joined Dickstein Shapiro in 1988 and is head of the firm's Employment Practice as well as its Deputy General Counsel. She also served a four-year term on the firm's Executive Committee. Ms. Kelly focuses her practice on civil litigation with emphasis on all aspects of employment law. She defends employers against class action suits; regularly counsels companies in all areas of employment including advice and litigation concerning non-competes, anti-solicits, and other restrictive covenants; conducts training in all aspects of equal opportunity employment (EEO) compliance and human resources (HR) issues, including social media; drafts employee policy manuals; and represents companies in employment claims up to and including jury trial litigation. Ms. Kelly has been recognized

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ALAN S. KORMAN is Vice President, General Counsel and Secretary for Columbus McKinnon Corporation. Columbus McKinnon Corporation is a leading worldwide designer, manufacturer, and marketer of material handling systems and services, which efficiently and ergonomically move, lift, position, or secure material. From 1994 until January 2011, Mr. Korman served in various senior executive positions of responsibility at Ivoclar Vivadent, Inc., including Vice President, General Counsel and Secretary, and President of Pentron Ceramics, Inc., a wholly-owned subsidiary. Prior to joining Ivoclar Vivadent, Mr. Korman was engaged in private practice at the law firm of Nixon Peabody LLP.

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BRYAN LARSON is Manager- Casualty Insurance at Leggett & Platt Incorporated. Leggett & Platt is a diversified manufacturer that conceives designs and produces a broad variety of engineered components and products found in virtually every home, office, automobile and retail store. Leggett & Platt is a 128 year old firm headquartered in Carthage, Missouri and is comprised of 19 business units, 18,000 employee-partners, and 130 manufacturing facilities located in 18 countries. Mr. Larson's many job responsibilities include directing the purchase of casualty insurance, management of claims, loss analysis and exposure identification. Mr. Larson also is the fleet manager for Leggett & Platt's large tractor, trailer and private passenger auto fleet. Given his expertise on the trucking industry he sits on the client advisory board of ALFA's Transportation Practice Group. Before joining Leggett & Platt in 2004, Mr. Larson was claims manager for Federated Insurance where he worked for ten years in Owatonna, Minnesota. Mr. Larson is a graduate of Missouri State Southern University where he obtained a Marketing and Management degree and played on the baseball team. He is a member of Risk Insurance Management Society ("RIMS"), Property & Casualty Claims Professionals, and Global Insurance Network. Mr. Larson also is a board member of the Boys and Girls Club of Southwest Missouri.

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KRISTINE MADSEN has been a partner of Bull & Co in Norway since 2004, and is head of their internationally reputed IP/TMT-practice. Kristine has extensive experience within the field of IP/TMT, and also advice on acquisition and management of IT solutions, and purchase, sale, administration and management of copyrights, trademarks, signs and patents – IPR (Intellectual Property Rights) as well as marketing and competition issues. She is a frequent lecturer on IT and IPR, and is rated as highly recommended in Norwegian and international rankings of lawyers. She is also listed as an expert in the field of

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JAN MANNING has been General Counsel of Garland Industries, Inc. for more than 20 years. Garland is a manufacturer and provider of a broad spectrum of innovative high performance durable building envelope waterproofing solutions in the commercial industry. Garland is headquartered in Cleveland, Ohio. It has 13 subsidiaries throughout the US, UK, and Canada. Jan is responsible for the following: Hiring and managing outside counsel; litigation management; identifying government compliance needs; anticipating and guarding against legal risks; development of and implementation of solutions in an effort to mitigate legal risks; advising the organization on contract law with a focus on structuring, negotiating and drafting commercial agreements; providing oversight and guidance on employment law; labor relation efforts and negotiation of its union contract; engaging in pre-litigation dispute resolution and negotiations; providing strategic planning; assisting with new business development; management of government / legislative affairs and relations; and development of the ethics and compliance program and associated training for Garland and its subs. Before joining Garland, Jan spent 5 years with 3M in their Space Department which was responsible for 3M's involvement in sending experiments on the Space Shuttle followed by her role as Contracts Manager for the Government Contracts Division. Jan is a member of and a former Board Member of the NE Ohio American Corporate Counsel Association. She holds a BA in Business and Liberal Studies and an MBA from Bowling Green State University, a law degree from the University of Toledo, and studied International law at the London School of Economics and Political Science. She is admitted into practice in Ohio and Minnesota and in the US Federal District Court.

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TIMOTHY M. MILLER is a Member with the firm of Robinson & McElwee PLLC in the Charleston, West Virginia office, and is Chair of the Litigation Department. His practice focuses on energy and natural resources law, and related corporate representation and civil litigation. He has tried numerous civil cases to jury trial conclusion in federal and state courts throughout West Virginia. Mr. Miller has significant experience in complex litigation and class action litigation, including cases before the West Virginia Mass Litigation Panel and the West Virginia Supreme Court of Appeals. He regularly represents natural resource companies in contract, royalty, title, personal injury, property damage, environmental claims and other disputes, and also represents energy and natural resource companies before various permitting and regulatory agencies. He is recognized in *Woodward and White's* publication *The Best Lawyers in America*® in the area of Oil and Gas Law, and has been selected as one of West Virginia's "Super Lawyers" in the area of Civil Litigation Defense by the publication *Super Lawyers*®. Mr. Miller received his Bachelor of Science degree in Business Administration from West Virginia University in 1977, and received his Juris Doctor degree from the West Virginia University College of Law in 1980. He is currently serving as President of the Energy & Mineral Law Foundation and Chair of the Energy Law Committee of the Defense Trial Counsel of West Virginia. He is also a member of the Defense Research Institute, the Defense Trial Counsel of West Virginia and the American Bar Association, Section of Litigation. He also serves on the Board of Directors for the United Way of Central West Virginia and is Chair of the Research, Marketing and Development Committee of

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KIMBERLY S. MOORE is a partner of the Dallas, Texas ALFA firm of Strasburger & Price. She is the leader of the Firm's Employment Practice Group and is a board certified labor and employment attorney who represents business clients in labor and employment matters ranging from the defense of discrimination and harassment claims to the handling of Department of Labor investigations, the prosecution and defense of non-competition disputes, executive compensation agreements, and drafting of policies. Ms. Moore provides knowledgeable advice on employment agreements, contracts, stock option plans, non-compete, non-solicitation, non-disclosure and claw back agreements and covenants, and severance agreements. She also counsels clients on employment policies, implementing and updating employee handbooks, and provides employee training. Ms. Moore has successfully tried numerous employment law cases to verdict.

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GREG NEWMAN is Vice President—Litigation Counsel for Waffle House, Inc., based in Norcross, Georgia. He received his Bachelor of Arts degree from Duke University in 1995, and his Juris Doctor degree from Emory University School of Law in 1998. After graduation from law school, Mr. Newman practiced law in the Atlanta office of Holland & Knight, LLP, focusing primarily on products liability and commercial litigation. In 2003, he joined Waffle House, Inc. as its in-house Litigation Counsel, later being promoted to Vice President in 2006. Since joining Waffle House, Inc., Mr. Newman has managed all litigation for Waffle House, Inc. and its various wholly owned subsidiaries across the nation, acting as primary liaison with outside defense counsel.

JOHN NICOLETTI received his doctorate in psychology from Colorado State University. Dr. Nicoletti is a Clinical/Police Psychologist who specializes in identifying, assessing and defusing attack related behaviors and violence in various workplaces, campuses and schools. In his other area of specialization, he provides on-site psychological screenings and consultations at the U.S. bases of McMurdo and the South Pole in Antarctica. Dr. Nicoletti has written three books in the areas of violence, entitled *Violence Goes to Work* (1994); *Violence Goes to College* (2001), published by Charles C. Thomas; and *Violence Goes to School* (2002), National Education Services. Dr. Nicoletti provides national training and consultation to various university campuses and school districts. He also consults nationally to various state and federal law enforcement agencies and private corporations. In addition, he is also called upon to conduct individual direct and indirect risk assessments for campuses and corporations. Dr. Nicoletti was on-scene at the April 20, 1999 Columbine school shooting and the Platte Canyon High School shooting in September 2006. He also responded to the Aurora Theater shooting in July 2012. Dr. Nicoletti provides training for parents of young children on stranger awareness and personal safety. He is on the Colorado Governor's Task Force on Expert

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HÅKAN OSVALD is Senior Vice President, General Counsel and Secretary of the Board for Atlas Copco AB, the ultimate parent company of the Atlas Copco Group. Atlas Copco is an industrial group with world-leading positions in compressors, expanders and air treatment systems, construction and mining equipment, power tools and assembly systems. The company was founded in 1873, is based in Stockholm, Sweden, and has a global reach spanning more than 170 countries. In 2011, Atlas Copco had 37 500 employees and revenues of USD 13 billion. Mr. Osvald has been General Counsel for Atlas Copco's US operations with main focus on product liability litigation throughout the United States. After moving back to Sweden his main focus has been M&A work spanning over the whole world but also other cross-border transactions and litigation. Since January 1, 2012 he is part of the executive management and General Counsel.

ELLEN A. PANSKY is a partner in the Southern California law firm Pansky Markle Ham LLP, and specializes in the defense of attorneys, bar applicants and other professionals in regulatory and licensure proceedings and represents both plaintiffs and defendants in civil actions. She consults with and advises lawyers in legal ethics and risk management. She frequently serves as an expert witness in legal malpractice proceedings. The California State Bar Board of Legal Specialization has certified Ms. Pansky as a Legal Malpractice Specialist. Ms. Pansky is a member and past president (1995-1996) of the Association of Professional Responsibility Lawyers, "APRL." While employed as a trial attorney by the State Bar of California, and since entering private practice in 1989, Ms. Pansky has briefed and argued more than a dozen cases before the California Supreme Court. Ms. Pansky has been ranked as a top litigator in several lawyer surveys, including the Los Angeles Daily Journal, Los Angeles Times Best Lawyers, and Super Lawyers. In January, 2009, Pansky Markle Ham LLP was formed with James I. Ham and Ellen A. Pansky as partners, and continues to specialize in representing lawyers and law firms.

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JAMES M. PETERSON is a partner of the San Diego, California ALFA International law firm of Higgs, Fletcher & Mack LLP where he chairs the firm's Business Litigation Department and the Labor and Employment Practice Group. He is a past Chair of ALFA International's Labor and Employment Practice Group and a frequent participant in ALFA programs. In 2012, Mr. Peterson was named one of the top 75 Labor and Employment Attorneys in the State of California by the Daily Journal and the only San Diego employment defense lawyer named to this prestigious group. Mr. Peterson represents management in individual and class action employment related disputes in both state and federal courts including wage and hour class actions, claims for wrongful termination and discrimination and misappropriation of trade secrets. Mr. Peterson also counsels clients on all aspects of the employment relationship including wage and hour laws, protection of trade secrets and confidential information, employment agreements, policy manuals, employee handbooks, termination decisions, lay-offs, and disability management. Mr. Peterson is a graduate of the University of Utah (Finance and Marketing), the University of Utah Graduate School of Business (M.B.A.) and the University of Utah College of Law (J.D.).

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M. NEAL RAINS graduated from the University of Iowa and the Northwestern University School of Law, and then joined the Cleveland firm of Arter & Hadden. As a partner in that firm Neal handled litigation and he served as a member of the firm's Management Committee. In 2001, Neal became a partner in Frantz Ward LLP. He has tried complex cases involving antitrust, contracts, products liability, and intellectual property. He has defended companies and individuals in Federal Grand Jury investigations and has represented professionals and professional organizations before state and federal licensing authorities. Among his noteworthy cases are the successful defense of a major home appliance manufacturer against antitrust claims arising out of the acquisition of a competitor; defense of Cleveland's Mayor and Law Director against employment discrimination charges; representation of an investor in real estate limited partnerships; lawsuits on for the world's largest sports marketing firm in a contract cases. Neal has served as President of the Cleveland Metropolitan Bar Foundation, is a Trustee of the Gordon Square Arts District, the Near West Theatre, the Advisory Board of the University of Iowa Department of Political Science, and he is a past President of the William K. Thomas Chapter of the American Inn of Courts and of the Northwestern University Alumnae Club of Cleveland. He currently serves as "Judge" of the Court of Nisi Prius, a 112-year old organization of Cleveland lawyers who entertain their clients with songs, skits, and humor annually at The Grand Assize, a formal dinner which culminates in the award of the Double Cross to a leading business or political figure. Neal has been recognized as an Ohio Super Lawyer for many years and he is cited in the [Best Lawyers in America](#) for Bet the Company Litigation, Antitrust, and Business Litigation.

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TERESA M. SEBASTIAN has served as Senior Vice President, General Counsel and Secretary for Darden Restaurants since October 2010. As a member of Darden's executive team and the chief legal officer of the company, Teresa oversees Darden's legal affairs, including matters of board governance, corporate finance, securities regulation, labor and employment law issues. She also directs the activities of the Internal Audit function. Darden is the world's largest full-service restaurant operating company with annual sales

of \$7.5 billion. The company owns and operates 2,000 Red Lobster, Olive Garden, LongHorn Steakhouse, The Capital Grille, Bahama Breeze, Seasons 52 and Eddie V's restaurants in North America, employs 180,000 people and serves more than 400 million meals annually. In 2011, Darden became the first full-service restaurant company ever to be named to the FORTUNE "100 Best Companies to Work For" list.

Teresa brings more than 25 years of experience in finance, business and corporate law to Darden, including extensive experience in securities, project finance, and analysis and development of global business ventures with Fortune 500 companies. Most recently she served as Vice President, General Counsel and Corporate Secretary for Veyance Technologies, Inc., a \$1.8 billion manufacturer of industrial rubber products and exclusive manufacturer and marketer of Goodyear Engineered Products. She also served as Senior Vice President and General Counsel for Information Resources, Inc., Assistant General Counsel and Assistant Corporate Secretary for DTE Energy Company, and Senior Corporate Counsel for CMS Energy Corporation. Teresa earned a bachelor's degree from the University of Michigan and an MBA from the University of North Florida's Coggin College of Business. She earned her Juris Doctor degree, magna cum laude, from Michigan State University College of Law and a master of laws degree in corporate and finance law from Wayne State University Law School. She also is a member of the American Bar Association, the Association of Corporate Counsel and the Society of Corporate Secretaries & Governance Professionals. Teresa is married to Steven Tunis, a business owner and they have two children. Their daughter, Simone Sebastian, is a journalist with the Newark Star-Ledger and a graduate of Columbia University. And, their son, George Tunis, is a film producer and director, and a graduate of Emerson University.

STANLEY E. SIEGEL is a shareholder at Nilan Johnson Lewis where he focuses principally on Business Litigation. He has extensive litigation experience having represented businesses, individuals, governmental entities, and insurers in a wide variety of business and commercial disputes and large casualty losses, arbitrations, and trials in state and federal courts in more than twenty-five states, and abroad. Mr. Siegel also represents clients in a variety of patent, copyright and trademark infringement, as well as non-compete and trade secret litigation. Mr. Siegel has been frequently named a top lawyer in the areas of business and intellectual property litigation, and is a regular author and lecturer

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AOGU ANDREW "ANDY" TSUKAMOTO is a corporate counsel and North American Claims Manager for Maersk Inc., the General Agent for Maersk Line in North America.

Maersk Line is the global containerization division of the A.P. Moller-Maersk Group. It is the world's largest ocean carrier with more than 600 vessels and a number of containers corresponding to more than 3,800,000 TEUs.* Maersk Line was named the Global Ocean Carrier of the Year at the Containerization International 2012 Awards. Mr. Tsukamoto obtained his J.D. Degree from Rutgers University. He has been a member of the New York State Bar since 1991. *Twenty-Foot Equivalent Unit – a 20 foot long container.

BRADFORD R. TURNER is Vice President & Deputy General Counsel of Newell Rubbermaid Inc., Atlanta, GA, an S&P 500 company manufacturing and marketing consumer and professional products globally, with approximately \$5.9 billion of annual sales under well-known brands including Rubbermaid®, Sharpie®, Paper Mate®, Parker®, Waterman®, Graco®, Levolor®, Calphalon®, Goody®, Irwin®, Dymo®, Lenox®, Parker®, Waterman® and Aprica®. Prior to joining Newell Rubbermaid, Inc., he was in private practice with a prominent Atlanta law firm. He is a *magna cum laude* graduate of the University of Georgia and a *magna cum laude* graduate of University of Georgia School of Law, where is served as Notes Editor of its Law Review.

J. DAVID WALKER is Vice President & Chief Financial Officer of EBSCO Industries, Inc., a family owned diversified holding company comprised of over 40 diverse business units. Prior to becoming Chief Financial Officer in 2010, Mr. Walker served as Vice President and Acquisitions Manager for EBSCO. During his tenure, the company has completed over 40 acquisitions. He continues to be actively involved in execution of the company's acquisition strategy. Prior to joining EBSCO, Mr. Walker served as Vice President & Corporate Controller of PJ America. He began his career as a CPA with Ernst & Young. Mr. Walker received a B.S. degree in Accounting (Summa Cum Laude) from Auburn University, College of Business.

MICHAEL ZYLSTRA is Vice President, General Counsel and Corporate Secretary for CBOCS Inc., which owns and operates restaurant/retail units doing business as Cracker Barrel Old Country Store®. Cracker Barrel operates 604 restaurant/retail stores in 42 states and employs in excess of 70,000 workers. Mr. Zylstra supervises the relationships with outside counsel and is responsible for the areas of labor/employment, real property/commercial transactions and Intellectual Property. Mr. Zylstra earned his J.D. from Samford University in Birmingham, Alabama and his B.A. from the University of Western Ontario.

PROGRAM INFORMATION

Meeting Location

La Quinta Resort & Club
49-499 Eisenhower Drive
La Quinta, California 92253
Tel: (760) 564-4111
www.laquintaresort.com

Registration

Please contact your ALFA International Attorney to register for this program.

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

Hotel Information

The **ALFA International Room Block Rate is \$269.00 per night**, single or double occupancy. The deadline for obtaining a room reservation at the ALFA International rate is **February 13, 2013**. After that date, or once the block is filled, reservations will be made based on hotel availability and at a rate determined by the hotel. It is possible that all rooms in the ALFA block will be reserved before the deadline so please **REGISTER EARLY**. Hotel reservation requests are submitted by completing the online seminar registration process. Please contact your ALFA International attorney to register.

Attire

The attire for the educational sessions throughout the conference is business casual. The Welcome dinner on Thursday is very casual; you are encouraged to “come as you are.” Friday evening is the most formal and cocktail attire is encouraged (cocktail dress for women, suit for men, no black tie). For Saturday evening, please dress for “a night out on the town” (no jeans or shorts, please).

CLE Credit

ALFA International certifies that this program has been approved for 5.0 hours of General CLE credit and 1 hour of Ethics Credit in the State of Illinois and California. If you need credit in another state, please contact that state bar regarding the necessary requirements to obtain CLE credit. ALFA staff is available to assist in any way possible but you must apply individually to obtain credit in your particular state.

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