



The Global Legal Network
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Navigating the *Ever Changing Terrain* of Labor and Employment Laws

ALFA INTERNATIONAL 2017 LABOR & EMPLOYMENT SEMINAR
RITZ-CARLTON, LAKE TAHOE
JULY 26-28, 2017

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WELCOME TO LAKE TAHOE!

Welcome to The Ritz-Carlton, Lake Tahoe. It is a Northern California mountain retreat unlike any other. This mid-mountain Northstar resort is located 15 minutes from Lake Tahoe, 45 minutes from Reno, Nevada airport and two hours from Sacramento.

Employers were greeted with several new or amended federal, state and/or local ordinances governing the workplace in 2017. Last fall's election also created uncertainty as to how the new Administration and Congress may alter those federal obligations and the employment landscape. Significant labor and employment legislation and regulations were enacted at the state and municipal level - multiple states approved minimum wage increases, medical and recreational use of marijuana was liberalized throughout the country, and new statewide paid sick leave measures were enacted, to name but a few. Simply keeping track of the many local law developments may therefore be one of the most challenging compliance hurdles for multi-state and national employers.

In an effort to assist employers navigate this ever changing terrain of employment laws, ALFA International's Labor and Employment Practice Group constructed this program in recognition of the current issues facing employers. We have assembled panels of experienced and insightful speakers who will provide invaluable information by sharing their knowledge and experiences, and suggesting practical tips regarding issues currently confronting employers.

The conference will begin with a general session where we will discuss recent developments affecting confidentiality provisions in handbooks, employment contracts, policies and separation agreements as the core of confidentiality obligations is the protection of a company's trade secrets. Following the opening general session will be a discussion about drug and alcohol testing, which is especially timely given recent marijuana legislation.

Thereafter, we will provide a series of breakout panels from which you can select among the following topics: ADA/reasonable

accommodations/website accessibility; compliance with regulations and background checks when hiring and firing employees; workplace violence; maintaining the attorney/client privilege with general counsel, managers, etc.; employees' use of social media and wearable device data and its impact in litigation, privacy rights and health & wellness initiatives; and best practices in the developing legal landscape of managing LGBT employees.

The second day of the conference commences with a general session focusing on E-Discovery which can plague every action and situation in this Information Age. We will then transition to roundtable discussions concerning litigation holds and practical lessons learned in trial, the ever present interplay of leave laws, overtime rules, and 2017 employment law updates where we encourage active participation and collaboration.

Closing the program will be a panel addressing class action updates concerning arbitration agreements, class action waivers and joint employer issues since class actions continue to vex employers.

All conference attendees will receive comprehensive course book materials, and an updated state-by-state compendium. We look forward to seeing you in the picturesque Lake Tahoe for what promises to be an illuminating program, and a wonderful opportunity to meet and connect with colleagues at the invitation of ALFA International.

Yvette Davis

Program Chair, 2017 Labor & Employment Practice Group Seminar
HAIGHT BROWN & BONESTEEL LLC
Los Angeles, California

What is ALFA International?

ALFA International is the premier network of independent law firms. Founded in 1980, ALFA International is 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 well respected by their peers in the legal and business community.

WEDNESDAY, JULY 26TH

2:00 pm - 4:30 pm

FACULTY REHEARSAL

Salon I/II

2:00 pm - 9:30 pm

REGISTRATION

2:00 pm - 6:00 pm

Ballroom Foyer

4:30 pm - 5:30 pm

ALL ALFA INTERNATIONAL ATTORNEY MEETING

Ponderosa/ Pinyon

4:30 pm - 5:30 pm

CORPORATE COUNSEL ROUNDTABLE

Foxtail/ Lodgepole

5:30 pm - 6:30 pm

Women's Initiative Event

Fireside Terrace

Join fellow female attorneys and clients for cocktails & light refreshments before the seminar gets into full swing. The fireside terrace is the perfect spot to enjoy the beauty and wonder of Lake Tahoe with fellow attendees.



6:30 pm - 9:30 pm

Welcome Reception, Buffet Dinner & Registration

Backyard BBQ Terrace with Dessert at the Fire Pit

Welcome to Lake Tahoe! All attendees are welcome to join us for a cocktail reception and buffet dinner. Resort casual attire is encouraged.



THURSDAY, JULY 27TH

7:00 am - 9:00 am

BREAKFAST BUFFET

Salon III & RC Ballroom Foyer

7:00 am - 8:00 am Meeting Attendees

8:00 am - 9:00 am Spouses & Significant Others

8:00 am - 4:30 pm

PROGRAM SESSIONS

Salon I & II (General Sessions) & Foxtail/ Lodgepole (Breakout Sessions)

8:00 am - 8:15 am

INTRODUCTORY REMARKS

Gary Bague

Chair, ALFA International Board of Directors

HAIGHT BROWN & BONESTEEL LLP

Los Angeles, California

David Paxton

Chair, ALFA International Labor & Employment Practice Group

GENTRY LOCKE

Roanoke, Virginia

Yvette Davis

Program Chair, 2017 Labor & Employment Practice Group Seminar

HAIGHT BROWN & BONESTEEL LLP

Los Angeles, California

8:15 am - 9:45 am

GENERAL SESSION 1

A GOOD OFFENSE IS THE BEST OFFENSE

Has this happened to you? An employee leaves and takes with her proprietary information, trade secrets and other important data which harms your company's competitive position. The panel will discuss crafting the appropriate language in handbooks, employment contracts, policies and separation agreements to protect the intellectual property of a company. The panel will also describe and analyze those tools provided to employers in the Defend Trade Secrets Act of 2016. The Defend Trade Secrets Act of 2016 provides employers with a private right of action and tools for the seizure and recovery of stolen trade secrets.

Mike Murphy

Moderator

CARTER CONBOY

Albany, New York

Gina Zylstra

Corporate Counsel

DIALYSIS CLINIC INC.

Nashville, Tennessee

Jennifer Reynolds

Corporate Counsel

AMETEK

Berwyn, Pennsylvania

John Sheller

STOLL KEENON OGDEN

Louisville, Kentucky

9:45 am - 10:00 am

BREAK

10:00 am – 11:30 am **GENERAL SESSION 2**

DRUG AND ALCOHOL TESTING IN THE WORKPLACE: THE MESSY PROCESS OF ENSURING A CLEAN AND SOBER WORKFORCE

Workplace drug and alcohol testing is an expensive and sometimes controversial subject that has long been considered a necessity. But with marijuana now legal in some capacity in more states than it is not, and abuse of prescription medications reaching an epidemic level, employers may need to rethink their positions and revise their policies. Employers may also need to consider special circumstances such as safety-sensitive positions, ADA accommodations, and employee assistance programs. The panel's interactive presentation will address these testing concerns and more as we discuss the ins and outs of workplace testing for current and prospective employees.

Gillian Dale
Moderator
HALL & EVANS
Denver, Colorado

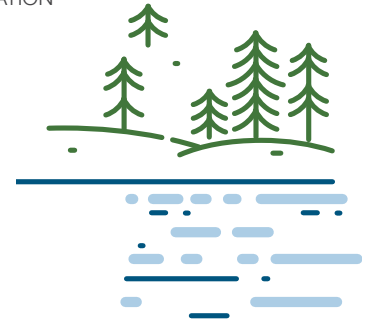
Denise Evans
Director of Claims
STAFFMARK
Cincinnati, Ohio

Rachel L. Molina
Senior Counsel Labor & Employment
SWIFT TRANSPORTATION
COMPANY
Phoenix, Arizona

Melanie Cheairs
LORANCE &
THOMPSON, PC
Houston, Texas

11:30 am – 12:30 pm
LUNCH

Backyard BBQ Terrace



12:30 pm – 2:45 pm **BREAKOUT SESSIONS** Foxtail/ Lodgepole/ Ponderosa

12:30 pm – 1:30 pm **BREAKOUT SESSIONS: GROUP 1**

A NAVIGATING REASONABLE ACCOMMODATION AND WEBSITE ACCESSIBILITY ISSUES UNDER THE ADA: HOW TO INCREASE YOUR ODDS OF SUCCESS AT THE EEOC'S CRAP TABLE

Employers are increasingly advertising their job openings on the internet and requiring applicants for employment to submit applications exclusively on-line. In response to employers' use of technology, individuals with disabilities are bringing actions alleging that they have been denied access to employment when their disability prevents or limits their ability to discover open positions and complete on-line applications. This panel will discuss practical solutions to these and other reasonable accommodation issues, such as working from home, workplace irritants, and adjustments to schedules and supervisors.

Joel R. Hlavaty
Moderator
FRANTZ WARD LLP
Cleveland, Ohio

Terri Lynch
*Associate General
Counsel*
ANHEUSER-
BUSCH INBEV
St. Louis, Missouri

Kim Metrick
*Managing
Counsel/ Director,
Employment Law*
WALGREEN CO.
Deerfield, Illinois

Dalton Hooks
ALVERSON, TAYLOR,
MORTENSEN
& SANDERS
Las Vegas, Nevada

B GOOD HIRE—BAD HIRE

Every Human Resource Manager knows the importance of making a good hire and the cost of a bad hire. But how do you make the best hiring decisions and stay within the confines of the laws that limit what you can ask and what you can use to make your decision? This session will present an overview of the many laws that come into play during the hiring process and will engage the audience in analyzing real scenarios to identify the pitfalls and best hiring practices.

Kathleen Peahl
Moderator
WADLEIGH, STARR
& PETERS, PLLC
Manchester,
New Hampshire

Ben Gross
General Counsel
RUE21
Warrendale,
Pennsylvania

Joanne Mullen
*Chief Compliance
Officer and Associate
General Counsel -
Employment and
Compliance*
ECOLAB
St. Paul, Minnesota

Randy Ayers
KEATING MUETHING
& KIEKAMP, PLL
Cincinnati, Ohio

Lindsey Hazelton
HANCOCK
ESTABROOK, LLP
Syracuse, New York

C STICKS AND STONES— MINIMIZING THE THREAT OF WORKPLACE VIOLENCE

In the dog eat dog world of modern business, human sensibilities can be pushed to the very edge of their capability. People have difficulty coping with the stresses of daily life and lash out at others. Unfortunately, since we spend at least half our waking hours at work, it is very likely that some portion of that lashing out will occur at work. Workplace violence is in the news and seems an ever present, though unwanted, specter at the workplace. Come join us as our panel explores methods of identifying potential threats, providing employees with tools to support and safeguard themselves, addressing the problem when the wolf is at the door and how to cope with the aftermath of an event. We will consider all of these factors and provide you with invaluable insight into methods of providing workforce protection while limiting liability.

Schaun Henry
Moderator
MCNEES WALLACE
& NURICK LLC
Harrisburg,
Pennsylvania

Rob Bertram
*Vice-President ,
General Counsel*
OLLIE'S BARGAIN
OUTLET
Harrisburg,
Pennsylvania

Sarah Johnson
*Senior Employment
Counsel*
NORDSTROM, INC.
Seattle, Washington

Tamara Nelson
MERRICK,
HOFSTEDT &
LINDSEY
Seattle, Washington

1:30 pm – 1:45 pm BREAK

1:45 pm – 2:45 pm BREAKOUT SESSIONS: GROUP 2

A HOW TO PRESERVE THE ATTORNEY-CLIENT PRIVILEGE WHEN EVERYONE AROUND YOU IS DOING THEIR BEST TO WAIVE IT—MAINTAINING THE GENERAL COUNSEL ATTORNEY-CLIENT PRIVILEGE

General counsel currently face daunting challenges from diverse sources to maintaining privileged communications: Cautious clients running everything run past the company attorney. Managers and employees engaged in litigation on behalf of the company. Lawyers solicited for business advice. Cloud sharing resulting in inadvertent disclosure. Professional colleagues who fail to keep their bar memberships active. Foreign colleagues not admitted to the bar of any court. Discussions among attorneys employed by a corporation or within a law firm.

This panel will discuss the challenges faced by general counsel today in attempting to preserve the confidentiality of their communications with clients, employees, and professional colleagues in a global sharing business environment. The discussion will focus on the general principles underlying the attorney-client privilege, steps counsel can take to prevent inadvertent waiver of the privilege, and recent case law which highlights new challenges.

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

David Vanalek
Director
MARKEL INSURANCE
COMPANY
Chicago, Illinois

Kim P. Bush
*Assistant
Vice President*
AWAC SERVICES
COMPANY
Farmington,
Connecticut

Agnes Padilla
BUTT THORNTON
& BAEHR PC
Albuquerque,
New Mexico

B CONGRATULATIONS! YOU'VE TAKEN 2 STEPS FORWARD TODAY! OR IS IT 1 STEP BACK? THE FITBIT REVOLUTION'S IMPACT ON THE EMPLOYMENT RELATIONSHIP

The worldwide wearable market has exploded in recent years. Wearable devices can track information like heart rate, calories, general level of physical activity, steps taken, diet, blood glucose levels and even sleep patterns. Given the nature of the information captured, it is easy to see how wearable device data may be relevant to claims of disability discrimination, workers' compensation and even harassment, despite privacy concerns. In the near future, will employers mandate use of wearable devices, as wearable devices can improve employee productivity and can help reduce employee accidents? Is this Orwellian fiction or the wave of the future? In this entertaining and interactive session, this presentation will address wearable devices and other emerging technology and their impact on employment relationships and employment litigation. The panel will also discuss the EEOC's recent guidance on health and wellness plans.

Christopher Page
Moderator
YOUNG MOORE AND
HENDERSON, PA
Raleigh, North
Carolina

Tamara de Wild
*Associate General
Counsel & Director
of Legal Services*
O'REILLY AUTO
PARTS
Springfield, Missouri

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

Marnie DeWall
*Associate General
Counsel*
LIFE TIME FITNESS
Chanhassen,
Minnesota

Gero Schneider
TIEFENBACHER
Heidelberg, Germany

C FINDING THE RAINBOW ATOP A NEW VOLCANO: BEST PRACTICES IN THE DEVELOPING LEGAL LANDSCAPE OF MANAGING LGBT EMPLOYEES

The recognition of the LGBT community as a specifically-protected class of employees has proven more socially divisive than similar initiatives for other employees. The issues affecting LGBT employees and their employers are far broader and more complex than harassment or failure-to-hire allegations. This area is expected to remain a focus of both targeted EEOC enforcement and public debate as society grapples with issues impacting these employees. This panel will give an overview and update on this constantly-evolving legal landscape, highlight areas of concern which employers may not anticipate, and invite a group discussion of best practices for inclusion of and preventing potential claims from LGBT employees.

Christine Vaporean
Moderator
BROWN &
JAMES, P.C.
St. Louis, Missouri

Megan Kelley
*Director, Employee
Relations Counsel*
TARGET
Minneapolis,
Minnesota

James Heartfield
General Counsel
CONVENANT
TRANSPORTATION
GROUP, INC.
Chattanooga,
Tennessee

Timothy M. Peebles
DANIEL COKER
HORTON & BELL, PA
Oxford, Mississippi

**2:45 pm
MEETING ADJOURNS**



3:00 pm – 6:00 pm

Networking Time at the Hospitality Suite

Fireside Terrace

Come and go as you please during this time. Use the new ALFA International App to set up time to meet with fellow attendees while enjoying drinks and snacks while taking in the incredible views.

6:00 pm – 9:00 pm

Cocktails & Dinner Buffet

The Meadows

Enjoy signature cocktails, a sprawling buffet, live music and breathtaking views. We will be outside and on the grass, so resort casual attire and flat shoes are encouraged!

FRIDAY, JULY 28TH

7:00 am – 9:00 am

BREAKFAST BUFFET

Salon III/ RC Ballroom Terrace

7:00 am – 8:30 am

Meeting Attendees

8:00 am – 9:00 am

Spouses & Significant Others

8:30 am – 9:30 am

GENERAL SESSION 3

HARASSMENT IN THE DIGITAL AGE— A CASE STUDY ON E-DISCOVERY

Using a hypothetical employment suit, the panelists will discuss best practices, legal obligations, and strategy for electronic discovery, from the perspective of the client, defense counsel, and an e-discovery litigation support expert.

Shane Swilley

Moderator
COSGRAVE VERGEER KESTER, LLP
Portland, Oregon

Trent Walton

Chief Technology Officer
US LEGAL
Houston, Texas

Shelly Ranus

Director, Corporate Counsel
STARBUCKS CORPORATION
Seattle, Washington

Kelly Hoffman

NORMAN HANSON DETROY
Portland, Maine

9:30 am – 9:45 am

BREAK



9:45 am – 11:15 am
ROUNDTABLE SESSIONS

There will be two, 40 minute roundtable sessions with a 10 minute break in between. These roundtables are meant to be interactive group discussions!

1 PRACTICAL LESSONS LEARNED IN TRIAL

The courtroom is a litigators stage. A successful performance on the courtroom stage is closely tied to early preparation – often preparation before a Judicial Complaint is filed. This roundtable will focus on the practical. We will explore the import of litigation holds and other pretrial strategies as well as practical lessons learned in trial. “Perry Mason moments” are exciting on television, but should be avoided at all costs in a real courtroom.

Ron Polly
Moderator
HAWKINS PARNELL
THACKSTON & YOUNG LLP
Atlanta, Georgia

**2 SHOULD I STAY OR SHOULD I GO:
NAVIGATING THE MAZE OF EMPLOYEE LEAVE LAWS**

This roundtable will explore the interplay of Federal and State leave laws and offer practical information for handling leave requirements. The interaction between the Americans With Disabilities Act, the Family and Medical and Leave Act, the Pregnancy Discrimination Act, USERRA, and State workers’ compensation and leave laws presents a web of overlapping and often confusing rules for granting or denying employee leave. Notably, the roundtable will focus on recent developments in ADA leave accommodation law, concurrent and intermittent leave and light duty requests.

Brenton Bean
Moderator
HAWKINS PARNELL
THACKSTON & YOUNG LLP
Atlanta, Georgia

**3 OVERTIME—WHAT’S IN, WHAT’S OUT, WHAT’S STILL UP IN THE AIR:
BEST PRACTICES IN AN UNCERTAIN TIME**

This roundtable will explore the status of the Federal wage and hour regulations regarding overtime. We will discuss the impact of *State of Nevada, et al. v. USDOL et. al*, pending before the 5th Cir. and look at the actions and inactions taken by the current administration, and their impact if any on the wage and hour regulations. We will share best practices for compliance during an uncertain time, covering issues related to the white collar exemptions for overtime, the salary basis, the highly compensated exemption to overtime and joint employment issues.

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

**4 A SIERRA NEVADA LOOK INTO RECENT EMPLOYMENT
AND LABOR LAW DEVELOPMENTS**

The Sierra Nevada landscape will provide the back drop for an open discussion of issues affecting our practice, recent developments in the law and a look forward in light of the change in philosophy in the executive branch.

Joseph Spitzer
Moderator
JOHNSON & BELL, LTD
Chicago, Illinois

11:15 am – 11:30 am
BREAK

11:30 am – 12:30 pm
GENERAL SESSION 4

**WHAT’S NEW
AND WHAT’S NEXT:
UPDATES REGARDING CLASS
ACTION LITIGATION, INCLUDING
THE ENFORCEABILITY OF
ARBITRATION AGREEMENTS AND
WAIVERS AND A DISCUSSION OF
TRENDS IN COLLECTIVE/CLASS
ACTIONS**

Class actions present unique and costly challenges for employers. What may initially appear to be a simple matter can quickly become time consuming and extremely costly. Our panel will take a critical look at recent developments in the law pertaining to class and collective actions, including the enforceability of collective action waivers under the Fair Labor Standards Act. We will also explore emerging legislative and administrative positions and identify hot-button issues that may impact class litigation in 2017 and beyond.

Courtney Nichols
Moderator
PLUNKETT COONEY
Detroit, Michigan

Donna Roberts
Associate General Counsel
CRACKER BARREL OLD
COUNTRY STORE, INC.
Lebanon, Tennessee

Steven Schwartz
BROWN & JAMES
St. Louis, Missouri



12:30 pm – 1:30 pm

LUNCH

Backyard BBQ Terrace

1:30 pm – 5:30 pm

OPTIONAL POST-SEMINAR TOURS

Please refer to the optional activities handout for more detailed information on this afternoon's activities.

6:30 pm – 10:30 pm

OPTIONAL OFF-SITE DINNER

Please refer to the optional activities handout for more detailed information on this evening's dinner event.



FACULTY BIOS

G. RANDALL AYERS is a Partner with Keating Muething & Klekamp (KMK Law) in Cincinnati, Ohio. Randy Ayers helps employers manage all issues related to labor relations, including collective bargaining, arbitration and litigation of disputes involving collective bargaining agreements and proceedings before the National Labor Relations Board and State Labor Agencies. He has broad experience providing in-depth counsel to employers in the areas of equal employment opportunity, discrimination, wrongful discharge, non-competition and trade secrets, wage and hour, and unemployment compensation. The depth of Randy's knowledge and experience allows him to provide big-picture advice to employers in all areas related to labor and employment, helping clients control costs, avoid expensive disputes whenever possible, and efficiently resolve issues when they arise. Randy has been a frequent lecturer to groups and organizations concerning fair employment practices, personnel management, and positive employee relations. Randy is a member of the Board of Directors at Keating Muething & Klekamp and also serves as leader of the Labor & Employment Group. He has been listed in Chambers USA: America's Leading Business Lawyers, (2007-2016), The Best Lawyers in America (2005-2017), and Ohio Super Lawyers (2009-2017). Randy earned his J.D. from The Ohio State University Moritz College of Law and his A.B. from Earlham College.

BRENTON S. BEAN is a Partner in the Atlanta office of Hawkins Parnell Thackston & Young, LLP. Brent's practice is primarily devoted to representing companies in lawsuits brought against them by employees. He additionally provides advice and counsel to management regarding employment law and human resource issues. Brent litigates all types of employment discrimination cases, with particular focus on class actions and

collective wage and hour claims. Brent also possesses significant appellate experience. He is admitted to practice in Georgia, Colorado and Utah. Brent is a former General Counsel of a financial services company. Brent graduated cum laude with a Bachelor's degree in Economics and German from Washington & Lee University and earned his law degree from the University of Georgia. He is fluent in written and spoken German. Brent is also an Eagle Scout.

ROB BERTRAM is the General Counsel for Ollie's Bargain Outlet, Inc. ("Ollie's"). In that capacity, he is responsible for overseeing the diverse range of legal, and many business affairs involving the company. Based in Harrisburg, PA, Ollie's is one of America's largest retailers of closeouts, excess inventory, and salvage merchandise. Ollie's more than 235 "semi-lovely" warehouse style stores, located in 20 states, offer and sell a broad variety of merchandise to an intensely loyal, and growing customer base. Prior to joining Ollie's in 2014, Rob was an attorney in the corporate department of McNees, Wallace & Nurick, LLC, in Harrisburg, PA, where he represented both growth and well established companies. Rob attended the Pennsylvania State University ("Penn State"), attaining a degree in economics, and received his JD from The Dickinson School of Law. He speaks frequently on both contracting and corporate governance issues. Rob is a youth soccer coach, and mentors undergraduate students at Penn State.

KIM BUSH is an attorney and an Assistant Vice President at Allied World. Kim joined Allied World in 2011 as a Senior Claims Analyst. From 2011 until March 2016, Kim was responsible for directly handling complex employment practices liability (EPL) and public governmental liability insurance claims. In April 2016, Kim joined the Global TPA Operations Group of

AWAC Services Co. , Member Company of Allied World (“Allied World”) where she is responsible for the supervision and over sight of the investigation, evaluation and resolution of claims being handled by Third Party Administrator s across several lines including general liability, environmental error s and omissions liability, automobile liability, employment liability, and public governmental liability.

MELANIE R. CHEAIRS is a shareholder at the ALFA International firm of Lorance & Thompson P.C. Her Litigation and Trial practice focuses on the Hospitality and Transportation Industries where she represents a broad array of Regional and National Hotel and Restaurant Chains, and Transportation Companies in their liability and employment matters. Melanie was recently awarded the prestigious ALFA International, Nate Fishbach Attorney of the Year Award, for outstanding service to the Alfa International Organization. She served a three year term on the ALFA Board of Directors, from 2013-2016 and currently she serves on both the ALFA International Marketing Committee, and as the Marketing Chair for the Hospitality & Retail Law Practice Group, following terms as Program and Practice Group Chair of the Hospitality Practice Group. Melanie is also active on the Steering Committees of both the Transportation and Women’s Initiative Practice Group and participates in the National Association of Professional Women. Melanie is a frequent author and speaker on matters of importance to her industry clients. Melanie received her Juris Doctor in 1989 from South Texas College of Law- Houston. She is a Fellow with the Texas Bar Foundation. Melanie received her undergraduate degree from Texas A&M University, where she was an All-American Swimmer, and was chosen to the Southwest Conference Women’s All-Decade Team. As an avid Aggie, she served on the Board of Directors of the Texas A&M Women Former Student’s Network, and was WFSN President in 2012. Melanie currently serves as President of

the Advisory Board of Youth For Christ-Houston. She serves on the National Board of United Methodist Action Reach-Out Mission by Youth- (UM ARMY),and is the Director for Kingwood United Methodist Church, UM ARMY Youth Camp.

GILLIAN DALE is a Special Counsel with Hall & Evans, LLC, in Denver, Colorado. She practices primarily in the areas of employment law, civil rights litigation, and life, health, accident and disability. She represents employers in administrative proceedings, litigation, and appeals, and regularly handles matters under Title VII, the ADA, the ADEA, the FMLA, the FLSA, and ERISA. Gillian also advises employers regarding compliance issues and drafts employment-related agreements, including releases for departing employees. She is an active member of DRI, including acting as Vice-Chair for the Local Networking Subcommittee of the Women in the Law Committee, and is on the Board of Directors of the Denver Mother Attorney Mentoring Association. Gillian received her undergraduate degree in music from the University of Montana and her law degree from the University of Colorado.

YVETTE DAVIS is a partner in the ALFA International firm of Haight Brown & Bonesteel, LLP 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 Federal State Courts. Prior to rejoining Haight Brown & Bonesteel, LLP, Ms. Davis 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 as the 2017 Program Chair and is

also involved in the Women’s Initiative Practice Group Steering Committee.

MARNIE DEWALL is Associate General Counsel of Life Time Fitness, Inc. Life Time owns and operates more than 120 distinctive, resort-like destinations throughout the country that meet the health and fitness needs of the entire family. Marnie joined Life Time in July of 2016 to manage Life Time’s employment law function. In this capacity, Marnie maintains primary responsibility for all of the company’s employment law issues for its approximately 28,000 employees. Marnie handles and manages the company’s employment litigation and administrative proceedings, develops and implements employment policies and procedures, and counsels internal clients -- both in the company’s health and fitness clubs and at its corporate office -- on a wide variety of employment legal issues. Prior to employment with Life Time, Marnie worked in private practice for 15 years.

TAMARA F. DE WILD is Associate General Counsel and Director of Legal Services for O’Reilly Automotive Stores, Inc. d/b/a O’Reilly Auto Parts and its subsidiaries. O’Reilly Auto Parts (ORLY) is a retailer of aftermarket automotive parts, tools, supplies, equipment, and accessories based in Springfield, Missouri. At O’Reilly, Ms. de Wild counsels Human Resources and management on labor and employment related issues including ADA, FMLA, Title VII, ADEA, wage and hour issues, severance matters, non-compete and non-solicitation agreements, labor relations/union avoidance, and other employment related matters; reviews and responds to complaints and charges filed with the EEOC and state agencies; coordinates with Human Resources in responding to wage claims; manages and coordinates the defense of all employment related litigation with outside counsel; manages and coordinates the defense of unfair labor practice charges filed with the NLRB; works with Human Resources and operations representatives

in the negotiation of collective bargaining agreements; and works with Human Resources and other departments in developing, implementing, and updating employment policies, procedures, and practices and training materials relating to the same. In addition, Ms. de Wild provides support to the General Counsel and Vice President of Legal Services on corporate governance issues. Prior to joining O'Reilly, Ms. de Wild was in private practice for 13 years, most recently at Lathrop & Gage in Springfield, Missouri. Ms. de Wild received her undergraduate degree from Drury University and her J.D. from Wake Forest University School of Law.

RICHARD GRANOFSKY is the Chair Emeritus of ALFA International's Professional Liability Group. He is a partner of the New York City ALFA International firm Lester Schwab Katz & Dwyer, LLP. He heads the firm's Professional Liability and Labor and Employment Practice Groups. He is a senior trial lawyer and has extensive experience defending lawyers, accountants, miscellaneous professionals and employers in state and federal court, administrative proceedings, and arbitration. He has defended attorneys in disciplinary proceedings. He counsels employers in all aspects of the employment relationship including employment agreements, employee handbooks and termination decisions. He received his Bachelor's degree from Columbia University, and his J.D. from Boston University.

BENJAMIN R. GROSS is the Vice President, General Counsel and Corporate Secretary of rue21. rue21 is a retailer of young women's and men's casual apparel and accessories. rue21 has over 1,100 stores in the United States. Mr. Gross's responsibilities include management of employment litigation, internal investigations, EEOC actions, Federal and State Labor Department investigations, ADA, FMLA and Workers' Comp compliance, California Wage and

Hour compliance, and daily advice to a Human Resources Department managing 14,000 employees. Mr. Gross also has responsibilities in supply chain compliance, market compliance, intellectual property, crisis communication management, and workforce training. Mr. Gross has a Bachelor of Arts Degree from Penn State University. He received his J.D. from the University of Florida College of Law.

LINDSEY HAZELTON is a partner with the Syracuse, New York ALFA International law firm of Hancock Estabrook, LLP and a member of the firm's Labor & Employment, Health Care, and Education & Municipal practice groups. She counsels both private and public sector clients on a variety of employment issues, including discrimination and harassment, wage and overtime matters, hiring and termination strategies, leaves of absence, benefit management and other human resource policy issues. Her practice includes assisting employers in responding to investigative audits and complaints, and the frequent defense of employment litigation claims before state and federal agencies and in the courts. Lindsay regularly represents management, municipalities and school districts in labor matters, such as collective bargaining, contract management, grievance administration, labor arbitrations and unfair labor practice proceedings. She is a graduate of Cornell University and the University of Buffalo Law School, and chair of the Firm's Hiring Committee. She presently serves as a Trustee for the Crouse Health Foundation.

JAMES C. HEARTFIELD has served as General Counsel of Covenant Transportation Group, Inc. since April 2009 and Chief Human Resources Officer since 2012. Covenant Transportation Group, Inc. is a publically traded transportation holding company (Ticker Symbol CVTI) which owns and operates three asset based motor carrier companies (Covenant Transport, Southern Refrigerated Transport, and

Star Transportation) and one non-asset based brokerage company (Covenant Transport Solutions). Mr. Heartfield formerly practiced with the Chattanooga based law firm of Chambliss, Bahner & Stophel, P.C. and later he was a co-founding partner of Heartfield & Duggins, P.C. He is an undergraduate of Louisiana State University (LSU), and a graduate of University of Mississippi (Ole Miss) law school. He is a member of the National Lawyers Association, the Tennessee Bar Association, the Christian Legal Society, the Association of Corporate Counsel, the American Trucking Association, and the Transportation Lawyers Association.

SCHAUN D. HENRY is a partner of the Harrisburg, Pennsylvania ALFA International law firm of McNees, Wallace & Nurick LLC., where he provides representation and counseling to employers on a wide range of federal, state, and local labor and employment matters. He defends employers in Federal and state employment litigation matters and 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. Mr. Henry is intimately familiar with employer compliance issues and provides full service assistance with vexing requirements like Affirmative Action Plans and Planning. He has lectured extensively on many of these topics and has conducted training sessions for human resources professionals as well. Before undertaking the practice of law, Mr. Henry served in the Armed Forces, concluding his service as a major in the United States Army Special Forces. He is a graduate of West Chester University and the Dickinson School of Law.

JOEL R. HLAVATY is one of the founding partners of Frantz Ward LLP and previously was an associate and partner with Thompson Hine & Flory LLP. 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.

KELLY M. HOFFMAN is an attorney at the ALFA law firm of Norman, Hanson & DeTroy, LLC, where her practice focuses on litigation, including insurance defense and subrogation, employment and

discrimination matters, and professional liability defense. Since 2013, she has been listed in New England Super Lawyers as a Rising Star. She frequently acts as a continuing legal education presenter on both a national and state level, lecturing on employment law concerns of individuals, businesses, and counsel; evidentiary issues and challenges facing businesses and counsel during workplace investigations; and ethical dilemmas presented in litigation. Prior to joining Norman, Hanson & DeTroy, LLC, Ms. Hoffman was an associate at the law firm of Hausmaninger Kletter in Vienna, Austria. She is authorized to practice in both Maine and New York. Ms. Hoffman earned her B.A. degree from Johns Hopkins University; her M.A. degree, summa cum laude, from Seton Hall University; and her J.D. degree, cum laude, from the University of Maine School of Law.

DALTON L. HOOKS, JR., represents clients in connection with employment related disputes in State and Federal Courts and before administrative agencies. He also advises clients in various areas of employment law with an emphasis on workers' compensation and occupational safety and health. Dalton has more than 25 years of experience in occupational safety and workers' compensation law in Nevada, and was formerly the Chief Administrative Officer of the Nevada OSHA Consultation Section (SCATS). As a former compliance officer with the Nevada OSHA program, he conducted inspections in both general industry and construction settings including accident and fatality investigations. Dalton is licensed to practice before all State and Federal Courts in the State of Nevada. He is a frequent CLE instructor in Workers' Compensation courses for both NBI and Sterling Education Services. Dalton earned his Bachelor of Science in Health Education at the University of Nevada, Las Vegas, and his J.D. from the UNLV William S. Boyd School of Law.

SARAH JOHNSON is Senior Employment Counsel and Director of Employment Counsel at Nordstrom, Inc., one of the nation's leading fashion specialty retailers with over 240 full-line and Rack stores in 38 states. In her position, Sarah advises the HR divisions on a wide-range of employment issues including wage and hour, social media and state and federal anti-discrimination laws. She is also involved in managing the company's wage and hour class action lawsuits and individual employment lawsuits and arbitrations across the company. Before joining Nordstrom, Sarah was a partner at the Seattle law firm, Foster Pepper PLLC. Prior to moving to Seattle in 2000, Sarah was a partner at Bell, Boyd & Lloyd (now K & L Gates) in Chicago, Illinois.

TERRI LYNCH currently serves as Associate General Counsel handling all employment law disputes and providing legal counsel for the U.S. operations of Anheuser-Busch InBev, the leading global brewer and one of the largest consumer products companies worldwide. A-B's U.S. operations consist of breweries, distributorships, agricultural facilities, and can/bottle/lid manufacturing plants across the U.S. Initially, she worked on labor, employment and general litigation matters for A-B. She advised on contract administration, discipline and termination, and participated in national brewery negotiations in 2013-2014. Currently, she advises and counsels HR professionals and business managers on all employment related issues and manage all employment disputes (A-B's Dispute Resolution Program, EEOC/state agencies charges, negotiations and litigation). In addition, she collaborates with corporate labor, advises on SAG/AFTRA issues, and provides training on employment best practices. Prior to joining the legal department at A-B, she was a litigator for 8 years with Armstrong Teasdale, LLP, handling a multitude of cases, including condemnation, product liability,

trucking accidents and misappropriation of trade secrets. She is also the mother of three girls – 18, 15, and 7.

BYRONA J. MAULE is a shareholder in the Oklahoma City-based law firm, Phillips Murrah, P.C. where she serves as Co-Chair of the Firm's Labor and Employment Law Group. Her practice focuses on advising and representing corporations in all areas of labor and employment law transactions and litigation, such as employment contracts, independent contractor agreements, policies and procedures, unemployment, EEOC/state human rights charges, OSHA violations and retaliatory discharge, NLRB unfair labor practice claims, federal and state wage and hour compliance, and employment law litigation before state and federal courts. Ms. Maule spent five years as corporate counsel for a health care facility, providing her with a unique insight into her client's diverse labor and employment law needs. From 2009 to 2015, she served as a Commissioner on the Oklahoma Merit Protection Commission, the entity responsible for providing an employment dispute resolution system for Oklahoma state employees. She frequently conducts employment law training for businesses and governmental entities. Ms. Maule graduated Order of the Barristers from the University of Missouri – Columbia School of Law in 1986.

KIM METRICK is Director and Managing Counsel of Walgreens' Employment Law Group. Walgreens is one of the nation's largest drugstore chains and included in the Retail Pharmacy USA Division of Walgreens Boots Alliance, Inc., the first global pharmacy-led health and well-being enterprise. Kim joined Walgreens in 1995 as a Senior Employment Attorney and was promoted to Director and Managing Counsel in 2003. In her current role, Kim leads a team of attorneys and legal professionals to successfully defend and resolve nationwide class and collective actions and other employment, wage

and hour litigation, web accessibility and regulatory matters. Prior to joining Walgreens, Kim was an associate at Ross and Hardies (now McGuire Woods). Kim earned a bachelor's degree in Political Science from the University of Michigan, Ann Arbor, and a Juris Doctorate from Chicago-Kent College of Law. Kim is a 2015 and 2016 recipient of the First Chair Top Employment Counsel Award. She is Vice President of the Coalition of Women's Initiatives In Law and currently serves on their Executive Board.

RACHEL MOLINA is responsible for managing all of Swift's labor and employment matters. In this role, Ms. Molina oversees all of Swift's employment lawsuits nationally. She provides daily advice to various departments at Swift regarding compliance with all state and federal employment laws. Ms. Molina also represents Swift in all employment-related administrative agency investigations and reviews by drafting position statements and responses for information, and by coordinating Swift's responses to audits. Prior to joining Swift, Ms. Molina was an associate in the Labor & Employment group at Quarles & Brady LLP, in Phoenix, Arizona. Ms. Molina graduated from the James E. Rogers College of Law at the University of Arizona in Tucson, Arizona.

JOANNE JIRIK MULLEN is, Associate General Counsel HR/Employment at Ecolab, which is a fortune 500 Company based in St. Paul, Minnesota. It is a global leader in water, hygiene and energy technologies and services. At Ecolab, Joanne manages all aspects of employment law issues, including litigation, EEOC, Department of Labor and other charges, union/labor consult, job classification issues, policy development and implementation, long-term strategic human resources planning, and other employment-related issues. She works closely and manages outside counsel from around the country, and is accountable

to senior leadership regarding the health of Ecolab's employment policies and practices. Joanne has been practicing in the Employment Law field for over twenty-five years, first in private practice and then in her own business where she worked with large and small corporations and colleges and universities on issues as varied as policy development and implementation, employment-related issues, workplace satisfaction training, mediation facilitation, and compliance reporting. She's been recognized by her peers as a "Leading Minnesota Women Attorney" and has been honored by the Minnesota State Bar Association as Attorney of the Year.

MICHAEL J. MURPHY is a partner of the Albany, New York ALFA International firm of Carter Conboy. Mr. Murphy is a trial attorney handling complex litigation with an emphasis on employment law. He is regularly retained by leaders in business, government and the professions to represent their interests in sensitive, high profile litigation and investigation. He maintains an active trial practice in State and Federal courts, as well as before the EEOC and the New York State Division of Human Rights. Mike is a member of the American College of Trial Lawyers. He formerly served as Chair of the Board of ALFA International and as President of the Northern District of New York Federal Court Bar Association.

TAMARA K. NELSON is a shareholder in the firm of Merrick, Hofstedt & Lindsey, P.S. in Seattle, Washington, where she maintains an active litigation practice on behalf of corporate and institutional clients. Her practice focuses on employment law, professional liability, and commercial and complex torts. Ms. Nelson has obtained successful outcomes on behalf of her clients in state and federal trial courts, and has successfully argued before the Washington State Court of Appeals. Ms. Nelson is admitted to practice in all Washington state and federal courts,

as well as the Ninth Circuit Court of Appeals; she is also a member of the Washington Defense Trial Lawyers, and the King County Bar Association where she served on the Board of Trustees 2011-2014. In addition to her work, Ms. Nelson devotes substantial time to her community through her volunteer work with King County Community Legal Services, and sitting on the Board of Directors for Lawyers Helping Hungry children, a Washington non-profit organization committed to ending childhood hunger.

COURTNEY NICHOLS is the chair of the Labor and Employment Practice Group of the Michigan ALFA International law firm, Plunkett Cooney. Ms. Nichols represents employers in workforce-related litigation under state and federal law, including disputes involving allegations of wrongful termination, discrimination, retaliation, and wage and hour violations. Ms. Nichols also advises employers on complicated contractual issues and conducts in-house training for employers of various sizes. In addition, she represents employers in administrative matters before the NLRB, DOL, and EEOC. Ms. Nichols was selected as an Up & Coming Lawyer by Michigan Lawyer's Weekly and named a Rising Star by Michigan Super Lawyers.

CHRISTOPHER A. PAGE is a partner at Young, Moore and Henderson, ALFA International's Raleigh, North Carolina member, where he is the leader of its Retail/ Hospitality industry group. Chris is an experienced trial attorney, with special emphasis representation of clients in the Hospitality and Retail industries, where he represents a number of national clients with all of their legal needs, including claims relating to employment, business disputes, trademark infringement, false advertising, premises accidents, food-borne illnesses, Dram Shop, and construction defects. After graduating summa cum laude from Duke University, Chris earned his law degree from the Yale Law School where

he served as Senior Editor for the Yale Law Journal. Chris is the Chairman of ALFA International's Hospitality & Retail Practice Group, and also serves as the Chairman of ALFA's Marketing Committee. Chris is a frequent speaker at ALFA seminars, and has created presentations on litigation and management topics including Managing Millennials, Work-Life Balance, Reptile Theory, non-compete agreements, using social media evidence to win lawsuits, and an employer's guide to dealing with social media use by employees.

AGNES FUENTEVILLA PADILLA is a Director and Vice President of the Albuquerque, New Mexico ALFA International law firm Butt Thornton & Baehr PC. She is a graduate of University of New Mexico School of Law and practices primarily in the area of employment law, civil rights and governmental entity litigation. Agnes represents employers in all types of employment matters, providing counsel, advice and training in the areas of hiring, firing, discipline and investigations. She also defends employers against charges brought before federal and state agencies and in federal and state courts. She is an active member of ALFA International's Steering Committee on Labor and Employment Law and its Women's Initiative Practice Group, the State Bar of New Mexico, the New Mexico Defense Lawyers Association and Defense Research Institute. She is a past President of the University of New Mexico School of Law Alumni Association. Agnes has been a New Mexico Board of Legal Specialization Certified Specialist in Employment and Labor Law. She was also selected as a Southwest Super Lawyer in 2007 through 2016. She has served as an adjunct Professor at the University of New Mexico School of Law, teaching Evidence and Trial Practice and lectures frequently on employment issues.

KATHLEEN C. PE AHL is with the Manchester, New Hampshire firm of

Wadleigh, Starr & Peters, PLLC, where she currently serves as the Managing Partner. Ms. Peahl focuses her practice on labor and employment law and provides advice and representation to both private and public sector employers, including municipalities, school districts, hospitals, universities and businesses. She assists clients in all aspects of labor and employment law, providing advice on a wide range of employment and personnel issues including hiring, discipline and discharge, compliance with wage and hour laws, investigation of harassment and discrimination claims, administering disability and family leave requirements and drafting of policies and employment contracts. She has experience defending claims on behalf of employers in both state and federal court and before state and federal administrative agencies, including the Department of Labor, the New Hampshire Commission for Human Rights, Equal Employment Opportunity Commission, New Hampshire Department of Employment Security and New Hampshire Public Employee Labor Relations Board, and has successfully argued cases before the First Circuit Court of Appeals. Ms. Peahl is a former Secretary of the Board of Directors of ALFA International and a former chair of the ALFA International Women's Initiative Practice Group. She is a graduate of Boston College and Boston College Law School.

TIMOTHY M. PEEPLES is a Director in the Oxford, MS office of Daniel Coker Horton & Bell, P.A. Mr. Peeples 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. Mr. Peeples is a frequent presenter on Title VII, ADEA, FMLA and FLSA issues.

RONALD G. POLLY, JR. is a Sr. Partner of the ALFA International law firm of Hawkins Parnell Thackston & Young LLP where he serves as the Partner-In-Charge of its Atlanta office and the Chair for the firm's Labor and Employment Department. His practice is exclusively devoted to management side representation in all phases of labor and employment law, including class and collective actions. He has extensive experience in connection with drafting, negotiating and litigating employment agreements including covenants not to compete. He is also a frequent speaker on employment related issues and is the Chair Emeritus of ALFA International's Labor & Employment Group. Mr. Polly received his Bachelor's degree from the University of Virginia and his J.D. degree from the University of Kentucky.

SHELLY RANUS is a Director, Corporate Counsel in Starbucks Corporation's law department. She is a member of the Employment Law team and supports several internal clients, including the Starbucks Retail and Technology business units. Ms. Ranus also leads the eDiscovery team. She has extensive experience in employment discrimination and labor relations litigation, including federal court jury trials, federal and state appellate practice and administrative agency proceedings. Ms. Ranus has also handled numerous employment and labor matters, in both union and non-union workforces, such as reductions in force, discipline and discharge and wage and hour issues. Her experience in the area of labor and employment extends to conducting seminars for various organizations, executives, managers and employees on topics such as diversity, sexual harassment, discipline and discharge and governmental audits.

JENNIFER L. REYNOLDS is Director and Corporate Counsel at AMETEK, Inc. AMETEK, Inc., headquartered in Berwyn, PA. is a leading global manufacturer of electronic instruments and electromechanical devices with annual sales of approximately \$4.0 billion. Ms. Reynolds practices in all aspects of corporate law including labor and employment. She has experience in advising operations of an international business and managing a global work. Ms. Reynolds previously served as in-house counsel for a national hotel company as well as a large Philadelphia law firm. She earned her J.D. in 2002 from the James E. Beasley School of Law at Temple University in Philadelphia, PA.

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.

GERO SCHNEIDER is head of Tiefenbacher's International Division and a core member of its employment practice. Tiefenbacher is the ALFA International member firm in Germany. He 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 business matters, i.e. litigation and arbitration, collective matters as well as drafting of

individual and collective agreements and preparing (collective) redundancies. 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 as well as lecturer with the University of Mannheim. Gero is currently serving as co-chair of ALFA International's International Law Practice Group.

STEVEN SCHWARTZ is a shareholder at the ALFA International law firm of Brown & James, P.C. in St. Louis, Missouri. Mr. Schwartz is an active trial lawyer with 30 years of experience representing employers in employment discrimination claims and non-compete disputes. Mr. Schwartz has also represented businesses in trade secret theft cases, business litigation matters, officer/director liability claims and technology, data breach and intellectual property disputes. Prior to joining his current firm, Mr. Schwartz was an Investigative Attorney for the U.S. International Trade Commission. Mr. Schwartz received his J.D. with Honors from George Washington University and his B.A. with Distinction from Indiana University.

JOHN SELLER is a senior member of Stoll Keenon Ogden's Labor, Employment, and Employee Benefits Practice Group, having over 33 years of experience in the area. He exclusively represents management, focusing his practice on employment litigation, traditional labor, agency practice, and counseling. John is admitted to practice in the state of Kentucky, as well as numerous federal appellate and trial courts, including the U.S. Supreme Court. John's has established several legal precedents favorable for employers in Kentucky. He has been honored by lawyer rating services such as

Chambers and Super Lawyers for his skills as an accomplished practitioner. John is married with three grown children, and enjoys all water sports in his spare time.

JOSEPH F. SPITZZERI is a co-chair of Johnson & Bell's Employment group. Mr. Spitzzeri has litigated race, sex and national origin cases under Title VII as well as age and disability cases under ADEA & ADA. He has also litigated cases under the Illinois Human Rights Act as well as other wrongful termination litigation and litigation arising from breach of employment agreements/restrictive covenants. He has also handled administrative matters before the EEOC and the IDHR. Mr. Spitzzeri has litigated FLSA cases as well as actions brought under the Illinois Minimum Wage Payment and Collection Act. In addition, Mr. Spitzzeri represents employees and employers before the Inspector General for the City of Chicago and State of Illinois and defends Welfare & Pension Fund Contribution Deficiency cases. Mr. Spitzzeri does on-site training in employment discrimination/harassment issues and assists clients in preparing and revising their employee handbooks.

SHANE SWILLEY is a partner in the Portland, Oregon law firm of Cosgrave Vergeer Kester LLP, where he focuses his practice in the area of employment law. Shane provides clients with advice and counsel on personnel matters, HR investigations, company policies and procedures, employment agreements, and compliance with employment laws. He also litigates claims of discrimination, retaliation, wage-and-hour violations, and violations of other employment laws before administrative agencies, in arbitration, and in state and federal court. Shane is a frequent presenter and author on employment-law issues for various industries and business groups. In 2012, 2013, 2014, 2015, and 2017 he was listed in Oregon's Super Lawyers as a Rising Star for labor and employment law.

DAVID T. VANALEK is an attorney and Director of Global Management Liability, Medical & Healthcare Practice Group Claims at Markel in Chicago, Illinois. David joined Markel in 2007, and has since assumed a director role overseeing a team of 24 insurance professionals and attorneys across six offices nationwide responsible for a wide array of management liability and professional liability product lines particularly in the healthcare field, which has included over the years Public Company and Private Company Directors & Officers Liability, Not-For-Profit Directors & Officers Liability, Employment Practices Liability, Fiduciary Liability, Cyber Liability, Medical Malpractice, Miscellaneous Errors & Omissions, Lawyers, Insurance Agents & Brokers, Architects & Engineers, Financial Advisors, Broker/Dealers and Registered Representatives, Accountants, and Senior Living claims. Prior to joining Markel, David was in private practice since 1998, serving clients throughout California and Illinois. He received his Bachelor's degree from the University of California, Los Angeles, and his law degree from the University of California, Davis, where he served as an Editor on Law Review, as well as a judicial extern for an associate justice of the California Supreme Court. David is a frequent speaker on directors and officers liability, employment practices, cyber and other professional liability insurance issues.

CHRISTINE A. VAPOREAN is a shareholder in the St. Louis, Missouri ALFA International law firm of Brown & James, P.C., where she serves as Co-Chair of the Firm's Employment Law Group. Ms. Vaporean represents and advises employers on various types of employment matters, from policy development to incident investigation to defense of discrimination charges from the administrative agency phase to the litigation phase, including trial if necessary. Ms. Vaporean is a graduate of Saint Louis University and Saint Louis University School of Law and is admitted

to the bars of Missouri, Illinois and all of Missouri federal courts. Ms. Vaporean also employs her employment law experience as Chair of Brown & James, P.C.'s Hiring and Diversity Committees, and is a member of the Missouri Organization of Defense Lawyers and the St. Louis Women Lawyers' Association.

TRENT WALTON is currently the National Director of Litigation Technology for U.S. Legal Support. With more than 15 years of experience in litigation support, Trent has been involved at an expert level in nearly all aspects of litigation discovery: computer forensics, eDiscovery, project management, programming and more. He has created two well-known legal software products that are currently being used by customers in the Am Law 100, Fortune 500 and U.S. government. In his role at U.S. Legal Support, Trent advises law firms and corporations regarding projects ranging from comprehensive, case assessment, large-scale data preservation and internal investigations to customized technological solutions. He has a wealth of experience in executing projects involving data collection, processing, analyzing massive amounts of data, and assisting firms with electronic discovery legal strategy.

GINA L. ZYLSTRA is the Corporate Legal Counsel of Dialysis Clinic, Inc. (DCI). DCI is a non-profit corporation based in Nashville, Tennessee. It operates over 230 out-patient dialysis clinics in 28 states. Gina is responsible for strategic projects and management of merger, acquisition and investiture work with DCI. She previously served as General Counsel of DCI, and managed all of DCI's claims, litigation and settlement, as well as serving as Chief Legal Advisor to Senior Business Management.

PROGRAM INFORMATION

MEETING LOCATION

The Ritz-Carlton, Lake Tahoe
13031 Ritz Carlton Highlands Ct.
Truckee, California 96161
(530) 562-3000

REGISTRATION

Contact your ALFA International attorney to register.
ATTENDANCE IS OPEN TO ALFA INTERNATIONAL MEMBERS
AND THEIR INVITED GUESTS AGES 21+ ONLY!

HOTEL INFORMATION

Hotel reservations are made during the seminar registration process. Please contact your ALFA International attorney to register. The room block at the Ritz-Carlton, Lake Tahoe expires on July 5, 2017. It is possible that all the rooms in the block will be reserved before the deadline, so please REGISTER EARLY.

ATTIRE

The attire for the educational sessions throughout the conference is business casual. The dinners are taking place outdoors in a more casual setting. Since they are outdoors in the mountains, please bring a jacket or wrap if you tend to get cold. Suggested attire for optional activities is listed in the optional activity handout.

CLE CREDIT

ALFA International certifies that this program has been approved for a total of 8.5 hours of CLE credit in the states of Illinois and California. If you need credit in another state, please contact that state bar regarding the necessary requirements to obtain CLE credit. A packet of CLE information, along with a CA certificate of attendance will be distributed at the seminar which should help you apply individually to your state. ALFA International staff is available to assist if you have any difficulty.

CONTACT ALFA INTERNATIONAL

ALFA International
980 N. Michigan Ave.
Suite 1180
Chicago, IL 60611
Tel: 312.642.ALFA (2532)
Fax: 312.642.5346
www.alfainternational.com

PROGRAM CONTACT

Stacy Culp
sculp@alfainternational.com



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