



“Come Together, Right Now”

An In-Person, In-Depth Discussion of Emerging Legal Issues in the Hospitality and Retail Environments

2021 HOSPITALITY & RETAIL PRACTICE GROUP SEMINAR

**November 3-5, 2021
Belmond Charleston Place Hotel
Charleston, South Carolina**

www.alfainternational.com



ABOUT CHARLESTON

Welcome to historic Charleston, South Carolina. This port city is most well-known for its charming cobblestone streets, antebellum homes and horse drawn carriages. Located in the heart of downtown Charleston, The Belmont Charleston Place is surrounded by historic neighborhoods and homes. From the hotel, you can have easy access to enjoy the Waterfront Park, visit the Battery and catch a glimpse of Fort Sumpter National Monument off the shores of South Carolina.

WHAT IS ALFA INTERNATIONAL?

ALFA International is the premier network of independent law firms. Founded in 1980, ALFA International was the first and continues to be one of the largest and strongest legal networks. We have 150 member firms throughout the world. Our 80 U.S. firms represent 95 of the 100 largest metropolitan areas. Our 70 international firms are located throughout Europe, Asia, Australia/New Zealand, Africa, Canada, Mexico and South America.

ALFA International's mission is to provide high quality, cost efficient legal services wherever our clients need them. The ALFA International model enables our members to use their local expertise to deliver highly effective legal solutions, often drawing upon the collective wisdom and experience of other member firms. ALFA International clients benefit from a geographically comprehensive network of exceptional law firms and accomplished trial and business counsel. Our member firms meet high standards to be part of the ALFA International network and are well respected by their peers in the legal and business community.

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“The times, they are a-changin.” No more “waiting on the world to change.” Quite simply, the entire world was transformed due to the impact of COVID-19 and increasing social awareness. The legal environment was certainly no exception. While there is no need to dwell on the “old days,” we can certainly learn from the past and improve our future. It’s time to start “feelin’ stronger every day” even though we’ve yet to reach the “end of the line.” Now is the time to learn from what we did well, and what we didn’t do well, in all facets of the law and business. Now is the time to embrace and harness the “change” that is taking place. Now is the time to share our collective experiences and thoughts on the future so we’ll be ready for the next set of legal challenges. “Don’t stop thinking about tomorrow.”

Join us in the welcoming city of Charleston, to interact with your colleagues and friends in lively, engaging discussions on emerging legal and business topics. We’ll discuss enterprise risk management to help avoid a “good run of bad luck.” We’ll examine emerging damages issues involving claimants who contend they’ve become the “king of pain.” We’ll explore implicit bias training so that “love will find a way.” We’ll contemplate planning for tomorrow’s crisis before “it’s the end of the world as we know it.” And many more! The bottom line: “ain’t no stoppin’ us now.”



Dean Arruebarrena
Program Chair, 2021 Hospitality & Retail Law
Practice Group Seminar
LEAKE & ANDERSSON, L.L.P.
New Orleans, Louisiana



HOSPITALITY & RETAIL PRACTICE GROUP LEADERSHIP

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

Joseph Moore
Chair, Hospitality & Retail Law
Practice Group Seminar
MCCANDLISH HOLTON
Richmond, Virginia

Dean Arruebarrena
Program Chair, 2021
Hospitality & Retail Law
Practice Group Seminar
LEAKE & ANDERSSON, L.L.P.
New Orleans, Louisiana

Chris Page
Marketing Chair, Hospitality
& Retail Law Practice Group
YOUNG MOORE & HENDERSON
Raleigh, North Carolina

Robert Comfort
Chair Emeritus, Hospitality &
Retail Law Practice Group
JOHNSON & BELL, LTD.
Chicago, Illinois

Melisa Thompson
Course Book Editor
COSGRAVE VERGEER KESTER LLP
Portland, Oregon

Madison Morrison
Compendia Editor
HUIE LAW
Birmingham, Alabama

Pat Haggerty
Compendia Editor
FRANTZ WARD LLP
Cleveland, Ohio

Tasha Hebert
Compendia Editor
LEAKE & ANDERSSON, L.L.P.
New Orleans, Louisiana

3:00 p.m. – 6:00 p.m.

EARLY REGISTRATION & HOSPITALITY

Second Floor West & Flag Pole Terrace

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

3:00 p.m. – 5:00 p.m.

FACULTY REHEARSAL

Magnolia Willow

3:30 p.m. – 4:30 p.m.

CLIENT ADVISORY BOARD MEETING

Beauregard

4:30 p.m. – 5:30 p.m.

CLIENT ROUNDTABLE

Belmond Boardroom

This event allows client attendees the opportunity to exchange ideas and share best practices in a social setting without ALFA International lawyers present. An agenda of hot topics for discussion will be sent to all registrants a few weeks prior to the program. The roundtable will be moderated by Tamara Conn of O'Reilly Auto Parts. We look forward to a vibrant and engaging discussion!



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

5:00 p.m. – 5:30 p.m.

ALL ALFA INTERNATIONAL ATTORNEY MEETING

Ansonborough

5:30 p.m. – 6:30 p.m.

**WOMEN'S INITIATIVE EVENT
COMEDY AND COCKTAILS
Think (and Drink) on Your Feet**

Live Oak

Join us prior to the welcome reception for an exciting event complete with cocktails and improvisation. A local Charleston improv comedy troupe called Theatre 99 will lead the group in a variety of performance games and attendees will get to be part of the action! Learn how to listen better, respond quicker and have a ton of fun while doing it. Work with troupe members and your fellow seminar attendees to create a hilarious and interactive experience. Anything could happen!



Kimberly Harris
Women's Initiative Liaison
QUILLING, SELANDER,
LOWNDS, WINSLETT &
MOSER, P.C.
Dallas, Texas



6:30 p.m. – 9:30 p.m.

Welcome To Charleston!

**WELCOME RECEPTION,
BUFFET DINNER & REGISTRATION**

Market Street Circle

Join us for a welcome cocktail reception and buffet dinner while the sun sets. Enjoy an evening catching up with old friends and making new acquaintances around the Market Street Fountain at the Belmond Charleston Place Hotel as we welcome you to Charleston!

ALFA International

WELLNESS WORLDWIDE



ALFA International recently launched a new initiative called Wellness Worldwide. Its mission is to foster a worldwide community that supports the physical, professional and emotional well-being of ALFAI members and clients. ALFAI cares about each member and client as a whole and will encourage all aspects of wellness across the worldwide network with this new initiative. Attendees will notice various special activities slated throughout the seminar regarding wellness worldwide, and a very special treat will be included during the welcome reception. Hint: It includes furry friends!

7:00 a.m. – 8:00 a.m.

BREAKFAST BUFFET

Live Oak

8:00 a.m. – 12:40 p.m.

PROGRAM SESSIONS

Magnolia Willow, Harleston,
Jenkins King Charles,
Ansonborough & Drayton

8:00 a.m. – 8:15 a.m.

Introductory Remarks



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



Joseph Moore
Chair, Hospitality & Retail
Law Practice Group Seminar
MCCANDLISH HOLTON
Richmond, Virginia



Dean Arruebarrena
Program Chair, 2021
Hospitality & Retail Law
Practice Group Seminar
LEAKE & ANDERSSON, L.L.P.
New Orleans, Louisiana

8:15 a.m. – 8:25 a.m.

WELLNESS WORLDWIDE  **Chair Yoga and Meditation**

8:25 a.m. – 9:25 a.m.

GENERAL SESSION

“Luck be a Lady Tonight!”
And Other Phrases the
Modern Successful
Company Should Never Say

“Old Blue Eyes” could croon a tune, but this tune is off-key for the successful H&R company, which leaves as little to chance as possible when it comes to its success. Instead, using the concepts of Enterprise Risk Management (ERM), the successful company identifies, analyzes, responds to, and monitors all risks and opportunities. ERM is used worldwide by millions of companies to be successful. In this dynamic and interactive session, we will hear how the top lawyers at Cracker Barrel, Life Time Fitness, and Champion Home Builders work with ERM every day to successfully manage every aspect of their companies, from claims management to HR to financial issues and more. Using real life stories, engaging hypotheticals, and some lively tunes about chance, we will learn why the last thing companies want to rely on is Lady Luck.



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



Donna Roberts
Chief Human Resources Officer
CRACKER BARREL OLD
COUNTRY STORE, INC
Lebanon, Tennessee



Erik Lindseth
Senior Vice President & General Counsel
LIFE TIME, INC.
Chanhassen, Minnesota



Caren Ries
Associate Counsel & Assistant Secretary
CHAMPION HOME BUILDERS, INC.
Troy, Michigan

9:25 a.m. – 9:40 a.m.

BREAK



9:40 a.m. – 10:25 a.m.

GROUP ONE ROUNDTABLE DISCUSSIONS

TRACK 1 “CHANGES IN LATITUDES, CHANGES IN ATTITUDES, NOTHING REMAINS QUITE THE SAME:” IMPACTS AND IMPLICATIONS ON BUSINESS OPERATIONS DUE TO COVID-19

“I took off for a weekend last month just to try and recall the whole year.” Fast forward from 1977 to 2021 and Jimmy Buffet could be singing about the post-pandemic work environment. No one was left untouched, particularly when it comes to attitudes about work and life priorities. The dilemma that remains for many businesses and law firms is the creation or preservation of work environments that incorporate the quality of life and economic considerations desired by employees and clients. This roundtable discussion will draw on the latest research and the experiences of participants to identify best practices for safely navigating the less desirable latitudes of change without losing course. Or, as the song goes: “Yesterday’s over my shoulder, so I can’t look back for too long, there’s just too much to see waiting in front of me, and I know (hope) that I just can’t go wrong.” What could possibly go wrong?



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



Monica Garcia
BUTT THORNTON
& BAEHR PC
Albuquerque,
New Mexico



Rob Bertram
Chief Legal Officer
THE CAVA GROUP, INC.
Washington,
District of Columbia

TRACK 2 “R-E-S-P-E-C-T FIND OUT WHAT IT MEANS TO ME:” THE IMPORTANCE OF RESPECTING THE PRE-LITIGATION PROCESS OF ANY PREMISES LIABILITY CLAIM

The successful defense of any premises liability claim begins well before a lawsuit is filed. In fact, many times it starts even before an incident has occurred. Take part in this roundtable discussion to prevent squandering your next opportunity to establish the proper defense of your premises liability claim. This panel will highlight best practices and tips for pre-suit activities and the importance of employing everything R-E-S-P-E-C-T encompasses, **Recorded statements**, **Electronic evidence**, **Surveillance**, **Preservation**, **Examination**, **Credibility**, and a **Trial** mindset.



Andre Webb
Moderator
GERMAN, GALLAGHER
& MURTAGH, P.C.
Philadelphia,
Pennsylvania



Mary Haefer
Chief Claims Officer-
Property & Casualty
CAPSPECIALTY
Middleton, Wisconsin

TRACK 3 “THE LAWS THEY ARE A-CHANGIN’:” CANNABIS IN THE WORKFORCE

It is hard to believe Bob Dylan’s prophecy/exhortation of societal change was written almost 60 years ago. It helped spark a movement still reverberating today. When it was written, the drug laws and employment practices were relatively cut and dry: smoke pot, you got arrested; fail a drug test, you lost your job. The culture and the laws keep changing and employers have had to continually assess their policies to ensure an adequate and capable workforce. Our panel will lead a discussion on challenges facing employers in states where laws allow for recreational and/or medical use of cannabis. We’ll discuss best practices to allow your company to keep “swimmin’ [and not] sink like a stone, for the times they are a changin’.”



Pat Haggerty
Moderator
FRANTZ WARD LLP
Cleveland, Ohio



Makila Scruggs
Vice President, Deputy
General Counsel-Labor
& Employment
TRANE TECHNOLOGIES
Davidson, North Carolina



Denise Evans
Director of Claims
STAFFMARK GROUP
Cincinnati, Ohio

10:25 a.m. – 10:40 a.m.

BREAK

10:40 a.m. – 11:25 a.m.

GROUP TWO ROUNDTABLE DISCUSSIONS

Repeat of Group One – Attendees Choose One Option

11:25 a.m. – 11:40 p.m.

BREAK

11:40 a.m. – 12:40 p.m.

GENERAL SESSION

“We Didn’t Start the Fire”

Small, seemingly harmless cases, and the chaos that ensues when they become large-figure damage cases. How best to harness them, and why do they keep comin’?

We’ve all seen them. The verdicts that circulate. The \$90K sore-back case that rendered a \$6M verdict. The “zero-liability” case that rendered the \$70M verdict. The list goes on and on. We know they’re out there. We’ve talked about why. So what’s next? Or better yet, what’s first? This panel will take a deep dive into the anatomy of a case that renders unseemly results and help us spot those at risk. We will discuss what steps can be taken early to defeat the run-up, as well as the practical and legal approach to ensure clients are well informed and equipped to handle the business side of the smoldering fire. Finally, we will discuss our best course moving forward with courts across the country that seem to be welcoming the “wrecking ball” of large verdicts.



Melanie Cheairs
Moderator
LORANCE THOMPSON, P.C.
Houston, Texas



Eric Cotton
Deputy General Counsel &
Corporate Compliance Officer
SITE CENTERS CORP.
Beachwood, Ohio



Alan Nolley
Senior Litigation Counsel
FLYNN RESTAURANT GROUP
San Francisco, California



Anthony Livoti
MURPHY & GRANTLAND, P.A.
Columbia, South Carolina

12:40 p.m. – 1:40 p.m.

LUNCH

Live Oak

1:30 p.m. – 5:30 p.m.

OPTIONAL ACTIVITIES

See attached document for optional activity choices.

Prior Registration is Required.

6:30 p.m. – 6:50 p.m.

Meet in the lobby for departure to the Thomas Bennett House

The first bus will depart at 6:35 p.m. and the last bus will depart at 6:50 p.m. for the 20-minute ride to the Thomas Bennett House.



7:00 p.m. – 10:00 p.m.

An Evening at the Thomas Bennett House

COCKTAILS & BUFFET DINNER

Thomas Bennett House, 69 Barre St



Experience the best of Charleston. After a short ride in a vintage coach, you will be transported back in time at the Thomas Bennett House. Considered one of the grandest homes in Charleston, the house has exceptional architectural design, beautiful gardens, stunning interiors and a free-flying

staircase. The house is a National Register property, named to the National Register of Historic Places in 1978.

Sip and stroll upon your arrival at the property. Docent guided tours will be available for those interested in exploring the house and grounds during the cocktail hour. A buffet dinner will be served on the lawn where a local musician will serenade attendees into the evening.

10:00 p.m. – 12:00 a.m.

After Hours

Palmetto Café

Upon your return to the Belmond Charleston Place, continue to enjoy the company of friends both new and old at this evening’s late-night hospitality suite!



7:00 a.m. – 8:00 a.m.

BREAKFAST BUFFET

Live Oak

8:00 a.m. – 12:30 p.m.

PROGRAM SESSIONS

The Ballroom

8:00 a.m. – 8:10 a.m.

WELLNESS WORLDWIDE **De-Stressing Techniques Workshop**

8:10 a.m. – 9:10 a.m.

GENERAL SESSION

Looking at the “Man in the Mirror:” Tackling Implicit Bias in the Workplace – What You Don’t Know Can Hurt You.

Implicit bias suggests that regardless of our conscious thoughts and feelings, subconsciously we carry biases that inherently affect how we view and treat people who are different from us. Companies and individuals who ignore the importance of understanding the challenges that implicit bias create in the work place are at risk of: (1) missing out on (or alienating) great talent; (2) failing to better understand their workforce; and (3) understanding how their biases affect their connections with clients, customers, and vendors. We will take a look in the mirror at our own implicit biases in this session and develop tools that will help you identify issues in your company, attract and retain great talent, improve productivity and ultimately positively affect your bottom line.

**Cate Huff**

Moderator
 GENTRY LOCKE
 Roanoke, Virginia

**Jennifer Lankford**

Senior Corporate Counsel
 CRACKER BARREL OLD COUNTRY STORE, INC.
 Lebanon, Tennessee

**Barath Raman**

LEWIS WAGNER, LLP
 Indianapolis, Indiana

**Henry Deneen**

MURPHY & GRANTLAND, P.A.
 Columbia, South Carolina

9:10 a.m. – 9:25 a.m.

BREAK

9:25 a.m. – 10:10 a.m.

GROUP THREE ROUNDTABLE DISCUSSIONS
TRACK 1 HOW TO AVOID THE “HEARTBREAK HOTEL:” HOT EMPLOYMENT TOPICS FOR THE HOSPITALITY AND RETAIL INDUSTRY

Don’t get caught in a trap. The multitude of employment landmines popping up in a post-COVID-19 world may have left you with a suspicious mind, but don’t get all shook up! Grab your “blue suede shoes” and join us (so we won’t be “so lonely we could die”) for a King-sized discussion on trending employment issues affecting the hospitality and retail sector. We’ll offer insights and suggestions on a wide range of employment topics that will arm you with the ability to have a “little (more) conversation and a little more action” as these issues arise at your company.

**Tim Peeples**

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

**Ben Gross**

Chief People Officer & General Counsel
 BACKCOUNTRY
 Park City, Utah

**Alia Abdi**

NILAN JOHNSON
 LEWIS PA
 Minneapolis, Minnesota

TRACK 2 “YOU MAY SAY I’M A DREAMER, BUT I’M NOT THE ONLY ONE:” HOW LEGAL TEAMS IDENTIFY, IMPLEMENT AND CHAMPION ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) GOALS

ESG has moved to the forefront as companies and firms intensify their focus on sustainability, diversity, equity and inclusion. The economic, public health and social justice headlines of the past year have only increased the cries for our business community to address these issues. This program will explore the basics of ESG for in-house counsel and their outside counsel partners. Panelists will share their companies’ efforts to improve sustainability, to create inclusive and impactful environments for employees and consumers and to ensure best governance practices. We will also discuss the increasing demand for diversity, equity and inclusion from outside counsel firms and best practices for law firms who respond to these requests. Through this roundtable discussion, we will explore the role we play as lawyers in our companies and firms and how we can work together to create a more sustainable, inclusive world.

**Christen Blackburn**

Moderator
 LEWIS THOMASON
 Nashville, Tennessee

**Latrice Lee**

Corporate Counsel
 MICROSOFT
 Redmond, Washington

**Tom Smith**

Vice President, Associate General Counsel
 DICK’S SPORTING GOODS, INC.
 Coraopolis, Pennsylvania

TRACK 3 “HEY, HEY, MY, MY,” VIRTUAL LITIGATION WILL NEVER DIE

In this “turntable” session the panel will lead a group discussion on a variety of litigation topics affecting our respective industries. Can you “Imagine” a world without virtual litigation...or is that “love here to stay?” The panel will also discuss medical lien financing, (did somebody “call for a doctor?”), and “crazy” legislation affecting longstanding tort reform and other legal principles.

**Chris Bryan**

Moderator
 HALL & EVANS, LLC
 Denver, Colorado

**Karen Austin**

Vice President, Legal
 TRACTOR SUPPLY COMPANY
 Brentwood, Tennessee

**Jeaneen Johnson**

SEMMES, BOWEN & SEMMES
 Baltimore, Maryland

10:10 a.m. – 10:25 a.m.

BREAK

10:25 a.m. – 11:10 a.m.

GROUP FOUR ROUNDTABLE DISCUSSIONS*Repeat of Group Three – Attendees Choose One Option*

11:10 a.m. – 11:25 a.m.

BREAK

11:25 a.m. – 12:25 p.m.

GENERAL SESSION

Hindsight Is 2020: Planning for Tomorrow's Crisis – "It's the End of the World as We Know It" (or is it?)

Feeling "Under Pressure?" Or caught in a "Landslide?" Need some "Help?" Well, "Don't Worry, Be Happy" as this session will focus on lessons learned from 2020 in the field, the boardroom and in law firms. The panel will discuss how to "Never Surrender" and how to use lessons learned to prepare for the next crisis and come out "Stronger." Topics to be addressed include internal and external communications, contract management, operational issues, financial assessment and employee considerations, among others. In addition, in-house panel members will provide feedback for their law firm partners on what is effective and helpful when trying to get back up "On Top of the World," and where law firms can improve to strengthen these relationships in future crises (to join the "Hall of Fame").

**Kimberly Harris***Moderator*QUILLING, SELANDER, LOWNDS, WINSLETT & MOSER, P.C.
Dallas, Texas**Jacqueline (Jaci) Lee***Vice President & General Counsel*
FLYNN RESTAURANT GROUP LP
San Francisco, California**Chris Collier**HAWKINS PARNELL & YOUNG, LLP
Atlanta, Georgia

12:25 p.m. – 12:30 p.m.

Closing Remarks & Adjournment

12:30 p.m. – 1:30 p.m.

LUNCH*Live Oak*

2:00 p.m. – 10:00 p.m.

OPTIONAL ACTIVITIES

If you are staying over on Friday evening, please see the attached document for optional activity choices.

Prior Registration is Required.

Faculty Bios

ALIA ABDI is an attorney at the Minneapolis-based law firm, Nilan Johnson Lewis, the Minnesota and South Dakota ALFA International member firm. She represents employers from Fortune 100 retailers to local, independent restaurants, using her exceptional legal expertise and leadership abilities to solve complex issues for clients. Alia has represented clients in wage-and-hour, class action, and discrimination matters and has a particular focus on pay equity audits and legally implementing DEI programs.

KAREN AUSTIN is Vice President-Legal for Tractor Supply Company. Tractor Supply Company is headquartered in Brentwood, Tennessee area and is the largest farm and ranch retailer in the U.S. The company operates more than 1930 stores in 49 states. She is the employment attorney for Tractor Supply and also handles contracts, litigation and regulatory matters. Karen received a BS in Business from Indiana University and a JD from University of Chicago. She is licensed in Illinois, Texas and Tennessee. Karen joined Tractor Supply in November 2011. Prior to that she was Associate General Counsel for Louisiana Pacific Corporation (LP), a building products company headquartered in Nashville.

DEAN ARRUEBARRENA is a principal partner with the ALFA International firm of Leake & Andersson in New Orleans, Louisiana. Since 1996, Dean has maintained an active litigation practice in all Louisiana state and federal courts. He is admitted to all Louisiana state courts, the U.S. District Courts for the Eastern, Middle and Western Districts of Louisiana and the U.S. Fifth Circuit Court of Appeals. His practice areas are varied and include premises liability, workers' compensation, casualty and insurance. Dean's professional affiliations include the Louisiana Association of Defense Counsel, New Orleans Bar Association and New Orleans Association of Defense Counsel. He is also Leake & Andersson's primary liaison with the New Orleans Pro Bono Project and devotes several hours each year to Pro Bono causes. Dean is a 1993 cum laude graduate of Loyola University New Orleans, where he received the Bank of Louisiana award for the outstanding Economics graduate, and a 1996 graduate of Loyola University New Orleans Law School. He is the Program Chair for the 2021 ALFA International Hospitality & Retail Practice Group Seminar.

ROB BERTRAM is Chief Legal Officer at The Cava Group, Inc. In this capacity, he is responsible for developing and leading legal strategy to promote and protect the interests of Cava's multi-channel Mediterranean culinary platform. Previously, he was General Counsel for Ollie's Bargain Outlet, Inc. ("Ollie's"). In that capacity, he was responsible for overseeing the diverse range of legal, and many business affairs involving the company. Prior to joining Ollie's, 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, corporate governance, and store operation issues. Rob mentors undergraduate students at Penn State.

CHRISTEN BLACKBURN is shareholder at the Nashville, Tennessee ALFA International firm of Lewis Thomason. Christen's practice focuses on defending restaurants, hotels, retailers and manufacturers against complex and high exposure personal injury claims arising out of products liability, premises liability and general negligence. A significant portion of her practice is devoted to the defense of local and national transportation companies and commercial motor vehicle drivers in high exposure cases. Christen is active in the Nashville legal community, serving as the Immediate Past President of the Lawyer's Association for Women and Chair of Community Relations Committee of the Nashville Bar Association. In 2021, Christen was named as one of Nashville's 40 Under 40 by the Nashville Business Journal and as the 2021 Best Lawyers' "Lawyer of the

Year” for Litigation/Insurance Law in Nashville. Christen is active in ALFA International where she serves in the leadership of the Hospitality & Retail and Product Liability & Complex Torts Practice Groups. She is also currently Chair of the Women’s Initiative Practice Group and is an original member of ALFA’s Diversity and Inclusion Committee.

CHRIS BRYAN is a member with ALFA International member firm, Hall & Evans, in Denver, Colorado. He represents a variety of clients in matters involving premises liability, products liability, construction, professional liability, real estate, and other general litigation matters, with a particular emphasis on hospitality and retail industries. He is well versed in all phases of litigation, and his trial and appellate experience includes conducting jury trials and appeals in Colorado, New York, and New Jersey. Prior to joining Hall & Evans, Chris was an Associate at a large firm in New York City, where he also served as an approved mediator for the New York Courts, EEOC, and Safe Horizons Community Mediation Centers. As a mediator, he conducted over 75 mediations covering a wide range of cases including: personal injury, employment, and disability discrimination, juvenile issues, landlord/tenant, creditor/debtor, construction, contracts, and various community or family-based disputes. Chris has also completed more than 100 hours of mediation training including advanced training in domestic violence, divorce mediation, and cross-cultural issues.

MELANIE CHEAIRS is a shareholder with ALFA International member firm, Lorance Thompson P.C., in Houston, Texas. 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 ALFA International. She served a three-year term on the ALFA International Board of Directors from 2013–2016. She is a Chair Emeritus of the Hospitality & Retail Practice Group. Melanie currently serves ALFA International as the Chair of the ALFA International Marketing Committee. Melanie is also active on the Steering Committees of both the Transportation and Women’s Initiative Practice Groups 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, on the National Board of United Methodist Action Reach-Out Mission by Youth-(UM ARMY), and as the director for Kingwood United Methodist Church, UM ARMY Youth Camp.

CHRIS COLLIER is a senior partner and deputy partner-in-charge of Hawkins Parnell & Young’s office in Atlanta, Georgia where it is the ALFA International member firm. He also served as the head of the HPY COVID-19 Task Force. He works with many types of businesses in the retail and hospitality sectors from public multinational corporations to local companies and individuals. Chris represents clients as lead trial counsel in high-stakes cases throughout the country. He spends even more time managing litigation nationwide and implementing “big picture” strategies aimed at minimizing legal exposure and reducing overall expenses. Having previously been in-house litigation and environmental counsel for a Fortune 500 company, he understands the time and financial constraints faced by his clients. In addition, Chris regularly serves as a faculty member with the National Institute for Trial Advocacy

and as a faculty member teaching Emory University School of Law’s Trial Techniques Program.

ROBERT J. COMFORT is a shareholder with the ALFA International law firm of Johnson & Bell, Ltd. in Chicago, Illinois where he concentrates his practice in hospitality law, retail liability, premises liability and general negligence with a focus on defending personal injury matters. His legal career includes representation of an international hotel chain in all matters from premises liability to wrongful death. He is a member of the Illinois Association of Defense Trial Counsel, the Trial Lawyers Club of Chicago as well as the American Bar Association, Illinois State Bar Association and Chicago Bar Association. Mr. Comfort is a graduate of Santa Clara University (1983) and the University of Notre Dame School of Law (1986). He is currently the Chair Emeritus of the ALFA International Hospitality & Retail Law Practice Group.

ERIC C. COTTON serves as deputy general counsel & corporate compliance officer for SITE Centers Corp., a publicly traded real estate investment trust based in Cleveland, Ohio, where he oversees the company’s litigation, risk management and compliance matters and provides legal support for its operations. Eric was previously general counsel for Equivest Finance, Inc., a publicly traded real estate development and finance business based in Syracuse, New York. He has also held positions in the legal departments of the Pyramid Companies and the Edward J. DeBartolo Corporation.

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

DENISE K. EVANS is the Corporate Workers’ Compensation Director of Claims at Staffmark Group, one of the top ten commercial staffing companies in the United States. Denise is responsible for claims management for Staffmark Group, throughout the U.S. She also provides internal support by conducting workers’ compensation training for Staffmark employees and assisting with incident investigations for Staffmark Group’s Risk Management and Safety departments. Denise has over 30 years of claims management experience and has spoken at numerous workers’ compensation seminars throughout the U.S. She has served on the Board of Managers for the Ohio Self-Insured Association since 2002 and is currently the President. She serves as Conference Chair for the California Workers’ Compensation and Risk Conference and is the founding officer and current President of Kids Chance of Ohio. This non-profit organization provides financial support to further the education of children of Ohio workers who have been killed or declared permanently and totally disabled because of work-related injuries or occupational disease.

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

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

MARY P. HAEFER, JD, CPCU is Chief Claims Officer-Property & Casualty for CapSpecialty located near Madison, WI. Mary has been with CapSpecialty since 2010. Previously, Mary spent 16 years at General Casualty Companies (now QBE) as senior claims counsel overseeing complex litigation including complex commercial litigation. Mary has experience as a litigator in private practice and spent two years as a judicial clerk to the Honorable John C. Shabaz, Western District of Wisconsin. Mary is a Phi Beta Kappa graduate of Indiana University and received her JD at Marquette University cum laude. She completed her CPCU designation in the insurance industry in 2001. Mary has three children and is a huge sports fan. She also enjoys reading, yoga and travel.

PATRICK HAGGERTY is chair of ALFA International member firm Frantz Ward's Litigation Practice Group in Cleveland, Ohio. He represents clients in a wide range of litigation related issues and serves as national coordinating and national trial counsel for companies facing significant exposures. He has extensive experience in designing and coordinating defense strategies and investigation efforts for clients ranging from closely held corporations to Fortune 100 companies. Pat created the firms Cannabis Law and Policy Group in response to the increasingly complex issues surrounding the legalization of medical marijuana and hemp. Pat is designated Best Lawyers' "Lawyer of the Year" in Mass Tort Litigation/Class Actions-Defendants (2020) in Cleveland and is regularly named to The Best Lawyers in America and Ohio Super Lawyers list. He is consistently rated AV Preeminent, the highest ranking, for attorney professional and ethical excellence by Martindale-Hubbell. Pat remains firmly rooted in his community by serving on several nonprofit Board's and regularly provides pro bono representations to individuals and groups.

KIMBERLY HARRIS is a shareholder with ALFA International member firm Quilling, Selander, Lownds, Winslett & Moser, PC in Dallas, Texas. During her career Kimberly has gained extensive experience in commercial and civil defense litigation, trying cases in both Texas state and Federal courts. She has also prosecuted and defended appeals in Texas courts of appeal and in the United States Fifth Circuit Court of Appeals. As a native of West Texas, Kimberly received both her accounting and law degrees from Texas Tech University and practiced law in West Texas until moving to Dallas in 2000. Kimberly regularly defends both national and local companies on general liability and non-subscriber claims of premises liability, wrongful death, and other general negligence claims. Kimberly also defends companies on contract, product liability, and Texas Deceptive Trade Practices Act claims.

TASHA W. HEBERT is a partner in the Louisiana ALFA International law firm of Leake & Andersson, L.L.P. In 1998, she graduated with her J.D. from Loyola Law School in New Orleans. Upon graduation from law school,

Tasha served as U.S. Magistrate Judge Joseph Wilkinson's staff attorney. Thereafter, before entering private practice in 2000, she clerked for the Honorable Ross LaDart in the Twenty Fourth Judicial District Court. Tasha has a general civil litigation practice with a concentration in hospitality law, premise liability and commercial transportation. She is a member of ALFA's Transportation Group, ALFA's Hospitality and Retail Group, and has previously presented at an ALFA Transportation seminar. She is also a member of the Defense Research Institute.

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

JEANEEN J. JOHNSON is Counsel to the law firm of Semmes, Bowen & Semmes, the ALFA International member firm in Baltimore, Maryland. She focuses her practice in general civil litigation, concentrating on life, health, and disability insurance defense and ERISA claims, administrative claims before insurance regulators, insurance coverage, and general liability defense. Ms. Johnson has also represented clients in EEOC matters and employment law cases. She practices in the state and federal courts of Maryland and the District of Columbia and is also admitted to practice in the United States Court of Appeals for the Fourth Circuit and the United States Supreme Court. She is an experienced mediator.

JENNIFER M. LANKFORD is Senior Corporate Counsel for Cracker Barrel Old Country Stores, Inc., where she handles all matters related to employment litigation. Ms. Lankford manages the legal litigation team, which in addition to handling employment claims company-wide, supervises compliance measures and manages the company's ADR program. Ms. Lankford also oversees the Employee Relations department, which ensures Title VII and Title II compliance related to employees and guests, respectively, through training and investigations. With over 650 stores in 45 states, Ms. Lankford's role additionally includes advising on employment law matters affecting the store's 70,000 plus employees. Prior to joining Cracker Barrel, Ms. Lankford was a partner with Thompson Burton, PLLC, in Franklin, Tennessee, where she practiced employment defense litigation and provided compliance training and advice to companies operating nationwide. In 2017, Ms. Lankford was appointed by Governor Bill Haslam to the Tennessee Board of Appeals, the appeals panel for state employees seeking to appeal a demotion, suspension, or termination by the State of Tennessee.

JACQUELINE K. S. LEE is Vice President, General Counsel of Flynn Restaurant Group LP. Jacqueline ("Jaci") Lee represents America's largest franchisee in a wide range of commercial, real estate, employment, and tort disputes for over 2,300 restaurants nationwide, and provides the Company with strategic counsel on contract, risk management, corporate development, intellectual property, privacy, and employment issues. She is an experienced trial lawyer who has managed all aspects of litigation and has played a lead role in several jury and bench trials, as well as arbitration. Jaci has written and spoken extensively on litigation strategy, IP damages, and diversity in the legal profession, and her contributions have been recognized by a number of legal publications, including The Legal 500 United States and Northern California Super Lawyers. In 2015, Jaci was named to Silicon Valley Business Journal's 2015 "Women of Influence" list. Prior to joining Flynn Restaurant Group in 2018, Jaci was a partner in Jones Day's Silicon Valley office.

LATRICE LEE is an employment attorney at Microsoft. In her role, she advises management and human resources professionals regarding wage and hour compliance, discrimination and retaliation, leaves of absence, hiring, terminations and employee discipline, reductions-in-force, sexual and other forms of harassment and prevention, and investigations. She was previously Corporate Counsel for Lowe's Companies, Inc., where her duties focused on counseling and mitigating operational and reputational risk for the company while balancing the needs of the business and company objectives for consumer lawsuits, which may include product liability, premises liability or allegations of discrimination and harassment. Previous to Lowe's, she was in private practice at Polsinelli, PC, in Kansas City, Missouri, where she focused her practice on assisting employers with a wide variety of employment and human resources issues, including preparing employee handbooks, non-compete and restrictive covenant agreements, responding to EEOC Charges of Discrimination and inquiries from governmental agencies, as well as defending against lawsuits that included federal and state claims of discrimination and harassment based on race, gender, sexual orientation, age, disability, religion, and national origin as well as retaliation and violations under the Family and Medical Leave Act and the Fair Labor Standards Act. Latrice is on the Board of Directors for both the McCrorey YMCA and NCCU Law School Alumni. She is also a member of Alpha Kappa Alpha Sorority, Inc. and the Junior League of Seattle. She is a cum laude graduate of North Carolina Central University School of Law.

ERIK LINDSETH is Senior Vice President and General Counsel of Life Time, Inc. As a wellness pioneer, Life Time is reshaping the way consumers approach their health by integrating where we move, work and live – digitally and physically – all with the primary objective of helping people lead healthy, happy lives. With more than 150 destinations in 41 major markets across the U.S. and Canada, Life Time operates luxury athletic resorts, owns and produces iconic athletic events and is expanding its brand through Life Time Work, premium coworking spaces, and Life Time Living, high-end leased residences. As General Counsel since 2010, Erik has led Life Time's legal team which is responsible for handling or managing legal work in support of all aspects of Life Time's growing business, including real estate development, construction, commercial contracting, corporate governance, employment, consumer protection, intellectual property, licensing and regulatory matters, and litigation management. Before joining Life Time, Erik worked as an Assistant Attorney General with the Minnesota Attorney General's Office and was an associate in private practice. Erik earned his J.D. from Harvard Law School and graduated with a B.A. from Drake University.

ANTHONY W. LIVOTI is a shareholder with ALFA International member firm, Murphy & Grantland, P.A., in Columbia, South Carolina. Anthony concentrates his practice in the areas of personal injury defense. As a certified circuit court mediator, much of his practice is also dedicated to alternative dispute resolution and mediations. He has presented numerous continuing legal education seminars on mediation and leadership. Prior to joining the firm, Anthony served for four years in the U.S. Navy as a surface warfare officer with several overseas deployments. He is a member of the International Association of Defense Counsel (IADC), South Carolina Defense Trial Attorneys Association (SCDTAA), and Defense Research Institute (DRI). He also currently serves as the Secretary/Treasurer of the SC Chapter of the American Board of Trial Advocates (ABOTA) and is a Past-President of the SCDTAA. In 2019, Anthony was named the recipient of the Fred. H. Sievert Award in honor of his work in developing the Emerging Leaders Program for the SCDTAA. This nationwide award is presented by DRI to an individual who "has made a significant contribution towards achieving the goals and objectives of the organized defense bar." All nominees "must be the current or past president of a state and local defense organization, who have initiated innovative projects for the betterment of the organization and exercised strong leadership." Anthony attended The Citadel, where he obtained his

undergraduate degree in political science and graduated cum laude with his J.D. from the University of South Carolina School of Law. While in law school, he was the articles editor of the South Carolina Law Review and was also a member of the Order of Wig and Robe and Order of the Coif.

JOSEPH MOORE is a director in the Litigation Practice Group of ALFA International member firm, McCandlish Holton PC, in Richmond, Virginia. He is an active member of ALFA International and serves as the Chair of the Hospitality & Retail Practice Group. Joe has successfully represented Fortune 100 companies in a wide range of civil litigation matters, with emphasis in the areas of premises liability and commercial disputes. Joe has handled every phase of the litigation process, from investigation through discovery and trial. He also has significant experience handling mediations and other forms of alternative dispute resolution. Joe regularly practices in all state and federal courts in Virginia, including the Eastern District of Virginia, the rocket docket. He has also argued appellate matters before the Supreme Court of Virginia and the United States Court of Appeals for the Fourth Circuit.

MADISON MORRISON is an associate at Huie, Fernambucq & Stewart, LLP, the ALFA International member firm in Birmingham, Alabama. After graduating from Lamar University, Madison earned her law degree from the University of Alabama School of Law, where she served as Managing Editor of the Alabama Law Review. Madison's practice focuses on insurance defense, product liability, workers' compensation, and employment law.

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

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

CHRISTOPHER PAGE is a partner at ALFA International (ALFAI) member firm, Young Moore and Henderson P.A., in Raleigh, North Carolina. Chris is an experienced trial attorney, with special emphasis on representation of clients in the hospitality and retail industries, where he represents several national clients with all their legal needs, including claims relating to employment, business disputes, trademark infringement, false advertising, premises accidents, 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 ALFAI Hospitality & Retail Practice Group's Marketing Chair and serves on ALFAI's Board of Directors. Chris is a frequent speaker at ALFAI seminars and has created many presentations on a variety of litigation and management topics.

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

BARATH RAMAN is a partner with ALFA International's member firm, Lewis Wagner, LLP's litigation group in Indianapolis, Indiana. Barath's practice area includes the defense of personal injury, product liability, construction accident and defect, and environmental insurance coverage cases. Before law school, utilizing his B.S. from Purdue University in Construction Engineering, Barath worked as a field engineer for Mass Electric Construction Company on projects in Houston, Texas and Los Angeles, California. Barath embarked on his legal career in 2011 by enrolling at the Indiana University Robert H. McKinney School of Law, where he hoped to leverage his engineering background to develop a law practice including construction and environmental law. Prior to joining the firm in 2014, Barath worked as a summer associate for Lewis Wagner, LLP and the Marion County Public Defender Agency in the Major Felony and Appeals Divisions. Since joining the firm, Barath has been involved in the preparation of several pleadings, responding to discovery, successfully arguing motions before the court, and has been involved in several jury trials. In 2020, Barath was awarded the Defense Trial Counsel of Indiana's Young Lawyer of the Year title, and he was selected as a "Rising Star" by his peers. Barath also is the Co-President of Friends of Riley, a local young professional fundraising organization for the Riley Hospital for Children in Indianapolis.

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

DONNA ROBERTS is Chief Human Resources Officer 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.

MAKILA SCRUGGS is Vice President, Deputy General Counsel—Labor & Employment, North America for Trane Technologies. Makila manages the Labor & Employment function and advises the Company on all facets of labor and employment law. In addition to her employment practice, Makila is a certified data privacy professional and advises the Company on global data privacy laws. Makila has been with the Company for 8 years and is known for delivering practical, concise, and accurate legal guidance. Prior to joining the Company, Makila practiced labor and employment law with the firms of McGuireWoods LLP and Alston & Bird. While in private practice, Makila represented management clients, routinely argued motions in state and federal court, and had several jury trials. Makila graduated Georgetown University with an English honors degree and obtained her juris doctorate from the University of Virginia School of Law. Makila resides in Charlotte with her husband and two sons.

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

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

MELISA K. THOMPSON is Senior Counsel at ALFA International's member firm, Cosgrave Vergeer Kester LLP, in Portland, Oregon's Business Practice Group. Her practice focuses on real estate and corporate law. She also has experience in employment law, construction law and insurance defense. Melisa has a unique background in real estate title examination and underwriting for both residential and commercial transactions. Her

multifaceted professional background includes experience with a variety of real estate matters, including: navigating title imperfections, assisting with property distribution in probate, and all aspects of real estate acquisition and sale. Her familiarity with title insurance endorsements, underwriting, and the effects of litigation on property owners, provide her with a unique ability to serve clients in the Pacific Northwest. Melisa has been licensed in Washington since 2004 and in Oregon and Idaho since 2009.

ANDRE J. WEBB is a partner at ALFA International member firm German, Gallagher & Murtagh in Philadelphia, where he defends insured and self-insured entities in a variety of litigation matters. Prior to joining GGM, Andre was Trial Counsel for a large Insurance Company where he handled a wide variety of cases, including

premises liability, product liability, dram shop/liquor liability cases and motor vehicle accidents, including UM/ UIM claims. Andre has considerable jury trial experience in both state and federal courts. The diverse nature of Andre's practice provides him with a unique perspective when advising and counseling clients towards attaining the best and most cost-effective resolution. Andre's professional activities extend beyond the courtroom as he is very active in the legal community. Andre is an elected member of the Philadelphia Bar Association's Board of Governors; he also serves as Chair of the Executive Committee of the Young Lawyers Division ("YLD") and is an Executive Committee member of the Philadelphia Association of Defense Counsel ("PADC"). Andre is also active with the Pennsylvania Bar Association, where he serves in the House of Delegates.

GENERAL INFORMATION

MEETING LOCATION

BELMOND CHARLESTON PLACE

205 Meeting Street
Charleston, SC 29401
Tel: (843) 722-4900
[Hotel Website](#)

REGISTRATION

Please contact ALFA International Headquarters to register.

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

ATTIRE

The attire for the educational sessions throughout the conference, and for the dinners on Wednesday and Thursday night, is business casual. The attire for the optional activities on Thursday and Friday afternoon is casual, as is the dinner on Friday night.

SEMINAR CONTACTS

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CLE CREDIT

ALFA International is an approved CLE provider in Illinois, California & Pennsylvania and certifies this program has been approved for seven hours of CLE, including one hour of diversity & inclusion ethics credit for Friday's opening general session, in these states. However, seminars are designed to meet CLE requirements, regardless of jurisdiction. To receive CLE credit outside of these states, attorneys should apply directly to their state's governing CLE board. Helpful links and information on how to apply for course credit are available on the ALFA International website and staff are available to assist with any concerns.

SPECIAL ACCOMMODATION

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



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