

2021 WOMEN'S INITIATIVE PROGRAM

OCTOBER 20, 2021 | INTERCONTINENTAL SAN DIEGO | SAN DIEGO, CA

HERE'S TO WELLNESS

Mahatma Gandhi said, "It is health that is real wealth and not pieces of gold and silver." Truer words were never spoken. After a tumultuous year in 2020, we place renewed value in wellness in all aspects of our lives, including our professions.

We are so pleased to host the ALFA International Women's Initiative Practice Group Seminar in person in beautiful San Diego. We know you will find the program informative and inspiring and hope you will join us to spend quality time with your fellow female attorneys to discuss all things wellness.



Cate Huff

Women's Initiative 2021 Program Chair

GENTRY LOCKE

Roanoke, Virginia

ALFA INTERNATIONAL WOMEN'S INITIATIVE PRACTICE GROUP LEADERSHIP



Christen Blackburn

Women's Initiative Practice Group Chair

LEWIS THOMASON

Nashville, Tennessee



Cate Huff

Women's Initiative 2021 Program Chair

GENTRY LOCKE

Roanoke, Virginia



Jeaneen Johnson

Women's Initiative Practice Group Marketing Chair

SEMMES, BOWEN & SEMMES

Baltimore, Maryland

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. The 2021 Women's Initiative Program is one of many special activities that will take place at ALFAI seminars regarding wellness worldwide.

Wednesday, October 20, 2021

8:30 A.M – 11:30 A.M.

WOMEN'S INITIATIVE BREAKFAST & SCAVENGER HUNT

Breakfast – Lane Field Park (outdoor space in front of the InterContinental)
Scavenger Hunt – Starting location is 1100 Kettner Blvd.

8:30 a.m. – 9:30 a.m. Networking Breakfast at Lane Field Park at InterContinental
9:45 a.m. – 11:30 a.m. San Diego Scavenger Hunt

Start your morning off with coffee, fruit and pastries at Lane Field Park, followed by a fun-filled scavenger hunt! The walking scavenger hunt covers 2-2.5 miles around Downtown San Diego and showcases historic buildings, epic sculptures and great green spaces.

Separate registration required.

PLEASE NOTE: The group will depart from Lane Field Park (grassy area in front of the InterContinental) at 9:30 a.m. to walk .3 miles to the starting location of the scavenger hunt.

12:30 P.M – 1:25 P.M.

WOMEN'S INITIATIVE REGISTRATION, LUNCH & NETWORKING

Balboa AB – 4th Floor (InterContinental)

12:30 p.m. – 1:30 p.m. Lunch

Enjoy lunch with your fellow attendees while discussing your view on wellness and sharing personal wellness tips and tricks.

1:25 P.M – 1:40 P.M.

BREAK

1:40 P.M. – 1:45 P.M.

WELCOME TO THE WOMEN'S INITIATIVE PROGRAM



Christen Blackburn
*Women's Initiative
Practice Group Chair*
LEWIS THOMASON
Nashville, Tennessee



Cate Huff
*Women's Initiative 2021
Program Chair*
GENTRY LOCKE
Roanoke, Virginia

1:45 P.M – 2:45 P.M.

CAREER WELLNESS - PLANNING FOR FULL-TIME "ME TIME" FROM THE BEGINNING OF YOUR CAREER UNTIL THE END

This panel will focus on emotional wellness including financial wellness and the importance of retirement planning. Retirement is a major life transition and without preparation it can be highly unsettling. It is never too late to plan for your future. We will discuss how preparation can make retirement a gift: a chance to shift gears, explore interests, start encore careers, or pursue adventures that have long been deferred. When you view the future as filled with promise and possibilities, and you design it on your own terms, the prospect of retirement can be exciting and revitalizing. We will also discuss how to mentor young lawyers to help them establish firm foundations for emotional and financial wellness that will serve them well throughout their careers.



Christen Blackburn
Moderator
LEWIS THOMASON
Nashville, Tennessee



Ida Abbott
President
IDA ABBOTT CONSULTING
Oakland, California

2:45 P.M – 3:45 P.M.

IS YOUR EMPLOYER WELLNESS PROGRAM LEGAL?

Employer Wellness Programs are a very popular benefit to offer to employees and can be designed in many different unique and innovative ways in order to improve employee health and morale. However, these wellness programs create a variety of legal issues including the legality of financial incentives, privacy concerns and the potential to violate certain discrimination laws. The DOL, EEOC, IRS and HHS each have a role in overseeing the legal requirements provided through a number of federal laws including HIPAA, ACA, ADA, and GINA. To further complicate designing a program that is legal, this array of compliance rules can overlap, conflict, or be ambiguous and are changing frequently. This session will review the current legal requirements that employers should be following.



Lisa Wintersheimer Michel
KEATING MUETHING & KLEKAMP PLL
Cincinnati, Ohio

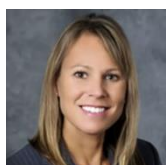
3:45 P.M – 4:00 P.M.

BREAK

4:00 P.M – 5:00 P.M.

FINDING WELLNESS AT ALL STAGES

No matter what stage we are at in life or in law, we all face different struggles requiring us to learn tips to be well or stay well. This diverse panel has graciously agreed to share about the challenges they have encountered – personally and professionally. We hope you will gain insight from their experiences that may translate into your own life, and maybe even share your own words of wisdom. Either way, this should be a wonderful opportunity for our special group of ALFAI women to re-connect after our time apart!



Lindsey Hazelton
Moderator
HANCOCK ESTABROOK, LLP
Syracuse, New York



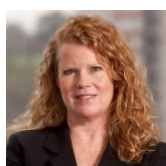
Kelly Hoffman
NORMAN, HANSON &
DETROY, LLC
Portland, Maine



Jane Kim
WRIGHT, LINDSEY &
JENNINGS LLP
Little Rock, Arkansas



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



Kara Stubbs
BAKER STERCHI
COWDEN & RICE L.L.C.
Kansas City, Missouri

5:00 P.M – 6:00 P.M.

NETWORKING RECEPTION

Sunset Terrace – 4th Floor (InterContinental)

Join your fellow Women’s Initiative Program attendees for some cocktails and networking before heading to the ABM Welcome Reception and Dinner.

6:30 P.M. – 10:00 P.M.

WELCOME RECEPTION & DINNER WITH ABM ATTENDEES

USS Midway Museum

910 N. Harbor Drive

6:30 p.m. – 7:30 p.m. Cocktails on the Flight Deck

7:30 p.m. – 10:00 p.m. Buffet Dinner

Please join your fellow WIPG attendees and the ALFA International attorneys attending the ABM as you embark on an adventure and explore the USS Midway Museum, a real aircraft carrier turned historical naval aircraft museum. The ship is America’s longest-serving aircraft carrier and now houses an extensive collection of aircrafts for your viewing. Enjoy spectacular views of the downtown skyline, San Diego Bay Bridge, and active U.S. Navy ships! The USS Midway is an opportunity to experience the uniqueness of San Diego and embrace history.

PLEASE NOTE: It’s a .4 mile walk from the InterContinental San Diego to the USS Midway, so please allow 10 minutes to walk to the event.

Separate registration required if you are only registered for the WIP events. If you are registering for the ABM as well, this dinner is already included in your ABM registration.

FACULTY BIOS

IDA ABBOTT helps people and firms guide, support and transform professional careers from the beginning of practice through retirement. She has long been a leader in the field of talent management, particularly mentoring, sponsorship and the advancement of women into leadership. Her current work focuses on preparing professionals and their firms for retirement. She is author of *Retirement by Design*, named by the Wall Street Journal as one of the six best retirement books of 2020. Ida's experience covers more than four decades as a lawyer, consultant, author and speaker, both nationally and internationally. She co-founded the Hastings Leadership Academy for Women and the Professional Development Consortium, and is currently Vice Chair of the National Legal Mentoring Consortium, Board Member of the Institute of Legal Talent and Leadership, on the Editorial Board of *Modern Lawyer*, and an advisor to Diversity Lab. In recognition of her lifetime contributions to the legal profession, she has been elected a Fellow of both the American Bar Foundation and the College of Law Practice Management.

CHRISTEN C. BLACKBURN is a shareholder with ALFA International member firm Lewis Thomason in Nashville, Tennessee. Christen dedicates a significant portion of her practice to employment litigation and defending employers against allegations of discrimination, harassment, and retaliation under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the Tennessee Human Rights Act. In addition to employment matters, she also defends companies in claims of complex personal injuries. In 2021, Christen was named one of Nashville's "40 Under 40" by the *Nashville Business Journal* and as Best Lawyers' 2021 "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 ALFA's Women's Initiative Practice Group and a founding member of ALFA's Diversity Equity and Inclusion Committee.

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

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

CATHERINE J. HUFF is a Partner with ALFA International member firm, Gentry Locke, in Roanoke, Virginia. 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.

JANE A. KIM is a Partner in the Little Rock, Arkansas office of ALFA International member, Wright Lindsey Jennings. She is a Chicago-area native and has been practicing in the employment law field since 2007, when she moved to Little Rock to start her legal career at Wright Lindsey Jennings. She maintains an active litigation practice, primarily defending a wide range of clients in state and federal court actions—including class and collective actions—involving claims under the various civil rights laws and the wage and hour laws, and claims related to employment agreements. She also regularly provides advice and training on employment law compliance and represents employers in state and federal government agency investigations. Ms. Kim is recognized by *Chambers USA* as a "Leader in Their Field" and is also included in *The Best Lawyers in America* and *Mid-South Super Lawyers*.

BYRONA J. MAULE is a shareholder in the Oklahoma City-based ALFA International law firm, Phillips Murrah, P.C., where she practices Labor and Employment Law. She represents corporations in all areas of labor and employment law transactions and litigation, such as contracts, independent contractor agreements, policies and procedures, unemployment, EEOC/state human rights charges, wage and hour compliance and provides employment training for businesses and governmental entities. Ms. Maule is a former Commissioner on the Oklahoma Merit Protection Commission, she frequently conducts employment law training and regularly authors on current labor and employment law issues. Ms. Maule graduated Order of the Barristers from the University of Missouri – Columbia School of Law in 1986.

LISA WINTERSHEIMER MICHEL is a partner with ALFA International member firm, Keating Muething & Klekamp PLL and the leader of the firm's Employee Benefits & Executive Compensation Group. Lisa was named the 2021 "Cincinnati Best Lawyers' Employee Benefits (ERISA) Lawyer of the Year," has been recognized by *The Best Lawyers in America*, *Ohio Super Lawyers*, and *Chambers USA: America's Leading Business Lawyers*, *Forty Under Forty*, and is a Leadership Cincinnati graduate. Lisa is also a member of KMK Law's Board of Directors.

KARA TROUSLOT STUBBS is a Member in the Kansas City ALFA International law firm of Baker Sterchi Cowden & Rice, L.L.C., where her civil litigation practice is primarily focused on the defense of product liability matters, including the defense of manufacturers of medical devices, pharmaceutical products, construction equipment, children's products, commercial grade fireworks, asbestos containing products, and various consumer products. Her practice also includes general personal injury, commercial litigation, and consumer fraud. She has served as national and regional counsel to various clients in mass tort litigation. She is a member of the Kansas, Missouri, and American Bar Associations, International Association of Defense Counsel, and DRI. She is a frequent lecturer and author on issues related to product liability litigation. She served at the Chair of the ALFA International Board of Directors. She received her B.A. from the University of Kansas in 1989 and her J.D. from the University of Kansas in 1992. Prior to joining the firm, she served as law clerk to the Honorable Thomas C. Clark of the Circuit Court of Jackson County, Missouri.