



**Riding the Wings
of Transformation**
The Power of Radical &
Fundamental Change

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

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

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

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

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

Dina Cox

Program Chair, 2021 International Client Seminar

LEWIS WAGNER

Indianapolis, Indiana

What is ALFA International?

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

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

2021 International Client Seminar Committee Members

Dina Cox	<i>Program Chair, 2021 International Client Seminar</i> LEWIS WAGNER Indianapolis, Indiana
Chris Page	<i>2021 International Client Seminar – Vice Chair & PowerPoint Editor</i> YOUNG MOORE AND HENDERSON P.A. Raleigh, North Carolina
Kevin Owens	<i>Chair, ALFA International Board of Directors</i> JOHNSON & BELL, LTD. Chicago, Illinois
Eddy Hayes	<i>Vice Chair, ALFA International Board of Directors</i> LEAKE & ANDERSSON, L.L.P. New Orleans, Louisiana
Schaun Henry	<i>2021 International Client Seminar – Course Book Editor</i> MCNEES WALLACE & NURICK LLC Harrisburg, Pennsylvania
Cate Huff	<i>2021 International Client Seminar – Course Book Assistant Editor</i> GENTRY LOCKE Roanoke, Virginia
Benton Barton	HALL & EVANS, L.L.C. Denver, Colorado
Kim Campion	CHARLES RUSSELL SPEECHLYS Paris, France
Melanie Cheairs	LORANCE & THOMPSON, P.C. Houston, Texas
Bonnie Dixon	ATSUMI & SAKAI Tokyo, Japan
Peter Dubrawski	HAIGHT BROWN & BONESTEEL LLP Los Angeles, California
George Fagan	LEAKE & ANDERSSON, LLP New Orleans, Louisiana
Joe Fortner	HALLORAN SAGE LLP Hartford, Connecticut
Grace Garcia	MORRISON MAHONEY LLP Boston, Massachusetts
Joel Hlavaty	FRANTZ WARD LLP Cleveland, Ohio
W. David Paxton	GENTRY LOCKE Roanoke, Virginia
Carolyn Ramos	BUTT THORNTON & BAEHR PC Albuquerque, New Mexico
Tom Singer	AXILON LAW GROUP, PLLC Billings, Montana
John Tarpley	LEWIS THOMASON Nashville, Tennessee

3:00 p.m. – 4:30 p.m.

Introductory Remarks & Opening Keynote

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

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



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



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



Kathleen Nalty
Keynote Speaker
KATHLEEN NALTY CONSULTING
Denver, Colorado

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

4:30 p.m. – 4:40 p.m.

BREAK



4:40 p.m. - 5:40 p.m.

Virtual Networking Reception & Discussion

After the impactful keynote address, we hope you will stick around to discuss the session's takeaways in small group settings while meeting fellow participants and re-connecting with colleagues during this reception. Our special virtual platform will allow for video conversations with groups of six people for a more intimate discussion.












2:00 p.m. – 3:05 p.m.

Welcome & Group One Breakouts

TRACK 1

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

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

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



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



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



Emily Frascaroli
Managing Counsel, Product Litigation
FORD MOTOR COMPANY
Dearborn, Michigan



Sonia Valdes
Vice President of Claims
MEDMARC
Chantilly, Virginia



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

TRACK 2

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

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



Tom Singer
Moderator
AXILON LAW GROUP, PLLC
Billings, Montana



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



Jasmine Kingsley
General Counsel
HUDL
Lincoln, Nebraska



Schaun Henry
MCNEES WALLACE & NURICK LLC
Harrisburg, Pennsylvania



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



Gero Schneider
TIEFENBACHER
Heidelberg/Frankfurt, Germany

TRACK 3

Two Sides Of The Same Coin: Understanding The Costs and Benefits of the Bankruptcy Transformation

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

This session will discuss how a Chapter 11 plan of reorganization effectuates such a transformational change, providing firsthand experiences and perspectives from panelists who have served both

reorganized debtors and their creditors. The panel will address the "two sides" of the same bankruptcy "coin" – using a hypothetical example to explain what a debtor must do to plan for and secure confirmation of a reorganization, as well as examine how a key creditor can best position itself pre- and post-petition to lessen the likely impact. Whatever the course ahead provides, one thing is clear: neither will come out on the other side of bankruptcy the same as it was before.



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



Joe Kamber
Former General Counsel
Lexington, Kentucky



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



David Lerner
PLUNKETT COONEY
Detroit/Bloomfield Hills, Michigan

3:05 p.m. – 3:15 p.m.

BREAK



3:15 p.m. – 4:15 p.m.

Group Two Breakouts

TRACK 1 Walking the Line Without Crossing It: How to Have Respectful Conversations in the Workplace

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



Joel Hlavaty
Moderator
FRANTZ WARD LLP
Cleveland, Ohio



CJ Harkness
Chief Diversity Officer
BALDWIN WALLACE UNIVERSITY
Berea, Ohio



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



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



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

TRACK 2 Making Lemonade: Using Tools Forged During the Pandemic to Augment Complex Cases

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

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

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



Joe Fortner
Moderator
HALLORAN SAGE LLP
Hartford, Connecticut



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



Jaci Lee
General Counsel
FLYNN RESTAURANT GROUP
San Francisco, California



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



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



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

TRACK 3 Corporate Accountability in a Changing Business World: Increasing Demands on Boards and Counsel

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



Brett Cowell
Moderator
COWELL CLARK
Adelaide, SA, Australia



Philip Maynard
Chief Legal Officer
TEALIUM
San Diego, California



Matthew Moore
Deputy General Counsel & Chief Compliance Officer
SHAW INDUSTRIES GROUP, INC.
Dalton, Georgia



Mario Di Stefano
DSM AVOCATS A LA COUR
Luxembourg, Luxembourg



Bonnie Dixon
ATSUMI & SAKAI
Tokyo, Japan



Letitia Y. Hsiao
LCS & PARTNERS
Taipei, Taiwan



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



Lora Stylianou
LC LAW STYLIANOU & ASSOCIATES LLC
Nicosia, Cyprus

4:15 p.m. – 4:30 p.m.

BREAK



4:30 p.m. – 6:30 p.m.

Optional Activities

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



8:30 a.m. – 9:35 a.m.

Welcome & Group Three Breakouts

TRACK 1

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

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



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



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



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



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



Susan Ridgeway
AXILON LAW GROUP, PLLC
Missoula, Montana

TRACK 2

Yes in the Age of No: The Transformative Power of Yes

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



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



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



Delphina Yuen
Director of Legal
LYFT
San Francisco, California



Yvette Davis
HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California

9:35 a.m. – 9:45 a.m.

BREAK

9:45 a.m. – 10:45 a.m.

General Session

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

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



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



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



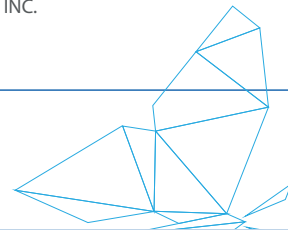
Todd Fulks
Former Associate General Counsel
CLAYTON HOMES COMPANIES
Maryville, Tennessee



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



Cate Huff
GENTRY LOCKE
Roanoke, Virginia



10:45 a.m. – 10:50 a.m.

Closing Remarks



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



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

10:50 a.m. – 11:00 a.m.

BREAK



11:00 a.m. – 12:00 p.m.



Breakfast, Brunch or Lunch on Us

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

2021 International Client Seminar Bios

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

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

from Morehouse College in Atlanta, Georgia and his J.D. degree from the University of Dayton School of Law in Dayton, Ohio.

NICOLE M. BRUNSON is Associate General Counsel with Trane Technologies. In this role, Nicole practices general tort litigation, product liability, construction and commercial litigation. She also advises on various corporate matters dealing with contracts, fleet and collections. Nicole is a 2006 graduate of Indiana University School of Law- Bloomington (n/k/a/ Maurer School of Law) and a 1998 graduate of Xavier University of Louisiana where she received a bachelor's degree in Biochemistry. Nicole also obtained an MBA in Marketing and Management from Christian Brothers University in 2002. Before joining Ingersoll Rand in 2012, Nicole worked for Swanson Martin & Bell, LLP, a boutique litigation firm in Chicago, Illinois where she practiced tort litigation in the areas of medical malpractice, nursing home litigation and asbestos litigation.

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

the transactions Brett advises on involve high value IP and technology assets. He is also a nonexecutive director on a number of boards.

DINA M. COX is a partner with ALFA International member firm, Lewis Wagner, in Indianapolis, Indiana and is the Program Chair for the 2021 International Client Seminar. Dina is a legal strategist and trial attorney who honors responsive client service as a top priority. She has served as lead counsel in numerous lawsuits and bet-the-company litigation involving multi-million dollar claims ranging from breach of contract, false advertising, unfair competition, unfair commercial practices, consumer fraud, and breach of warranty to claims of serious injury caused by products liability and professional negligence. Dina is an aggressive yet civil trial lawyer who has significant jury trial experience in state and federal courts and substantial appellate experience. Dina defends mass torts, class actions, government enforcement actions, drug and medical device cases, toxic tort and chemical exposure cases, and professional liability lawsuits including legal malpractice. Dina also counsels clients during government investigations and assists professionals facing disciplinary grievances and licensing issues. Dina's mass tort and class action defense work is national in scope and has included lawsuits filed in numerous states from New York to California as well as lawsuits consolidated as part of multi-district litigation. Dina is a regular faculty member for the National Institute of Trial Advocacy in its learn-by-doing trial advocacy courses. She received her J.D. degree, cum laude, from Indiana University School of Law at Indianapolis in 1995. For many years, Dina has been heavily involved in managing Lewis Wagner and she currently chairs the firm's 3-lawyer executive committee along with the chief administrative officer.

YVETTE DAVIS is a partner with Haight Brown & Bonesteel, LLP, the ALFA International member firm in Los Angeles, California. She is the leader of the firm's Employment & Labor Practice Group and is also a member of the firm's Construction Defect Practice Group. Her practice is concentrated in the defense of clients in a wide variety of matters including sexual harassment, wrongful termination, discrimination, wage and hour, and claims under the Americans with Disabilities Act in both state and federal courts. Prior to rejoining Haight Brown & Bonesteel, LLP, Yvette interned in the Labor & Agencies Department of a national insurance client, working closely with Human Resources. She is a graduate of the USC School of Law and UCLA. Yvette serves on ALFA International's Labor & Employment Steering Committee and the Women's Initiative Practice Group Steering Committee.

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

HENRY L. DENEEN joined the ALFA International member firm of Murphy & Grantland, in Columbia, SC, in July 2016. Henry began his legal career as a litigator in private practice, later being appointed a municipal judge for the city of West Columbia, SC. He served as chief legal counsel for then-South Carolina Governor, David M. Beasley from 1995 through 1997. David and Henry co-founded The Center for Global Strategies, Ltd. (CGS), a non-profit organization connecting business people to international initiatives. Henry currently serves as the executive director

of CGS. He most recently served as president of Greater Europe Mission, during which time he earned a Doctorate in Executive Leadership, with a focus on Emotional Intelligence. He now regularly offers CLE-accredited courses on Emotional Intelligence designed specifically for lawyers. Henry also founded Blindspot Solutions, LLC, in July 2019, focusing on 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.

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

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

JOSEPH G. FORTNER, JR. is co-chair of the Commercial Litigation Practice Group of the Hartford, Connecticut ALFA International law firm of Halloran & Sage LLP. He is the chair emeritus of ALFA International's Business Litigation Practice Group, and chaired its 2017 Seminar. Joe is an experienced business litigator and trial lawyer in a wide range of business, intellectual property and related commercial matters in state and federal courts, ranging from trade secret claims, contract disputes, business fraud and other commercial torts, technology-related matters, trade regulation, unfair trade practices, employee termination, and product-related commercial disputes. Joe represents clients in trademark and trade dress, copyright, patent, cyber defamation, domain name, licensing and other intellectual property matters. Among the

market segments in which he works are financial services, chemical processing, construction, information technology, marketing, firearms, music, and other manufacturing and services industries. Joe uses his experience to counsel clients regarding intellectual property issues and other business relationships, prosecutes trademark matters at the Patent & Trademark Office, and negotiates licenses, assignments and other intellectual property agreements. He has written and lectured on trademarks and trade dress, trade secrets, trademark dilution, antitrust issues and e-commerce, including authoring the Connecticut portions of several ALFAI compendiums regarding trade secrets. He is a graduate of Duke University and received his J.D. from Vanderbilt University School of Law. When not practicing law, he works on his blues, jazz and country guitar skills, and performs with his wife (also an attorney) in their vocal and guitar duo, "Blind Date."

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

TODD L. FULKS is General Counsel for Red Stag Fulfillment, LLC, a third-party logistics and ecommerce company in Knoxville, Tennessee. Prior to joining Red Stag in 2021, Mr. Fulks spent 15+ years managing litigation and other legal matters nationwide for one of the nation's largest home building conglomerates. Mr. Fulks earned his B.S. from Milligan College in Johnson City, Tennessee and his J.D. from the University of Memphis.

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

SCHAUN D. HENRY practices in the Labor & Employment Group at ALFA International member firm, McNees Wallace & Nurick LLC, in Harrisburg, Pennsylvania. He provides representation and counseling to employers on a wide range of labor and employment matters, including employment discrimination cases under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans With Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and other federal, state and local issues. Schaub provides guidance for employers on unfair labor practices and other labor relations issues, as well as providing representation for employers at labor arbitrations and negotiations. He advises employers on a wide variety of personnel issues including hiring, termination and revision of policies. Schaub graduated from West Chester University and received his law degree from Dickinson School of Law. Before undertaking the practice of law, Schaub served in the Armed Forces. He is a retired Major of U.S. Army Special Forces.

JOEL HLAVATY is one of the founding partners of Frantz Ward LLP, the ALFA International member firm in Cleveland, Ohio, and is a member of its Management Committee. Mr. Hlavaty focuses his practice on

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

LETITIA Y. HSIAO is a counsel of the ALFA International member firm, LCS & Partners, in Taipei, Taiwan. Letitia is also a member of the Michigan State Bar in the US and is experienced in cross border transactions. She advises the firm's corporate and business clients on cross border corporate transactions, mergers and acquisitions, joint ventures, private equity issues, complex corporate litigations/ arbitrations, anti-trust issues and startups related matters. Letitia joined LCS & Partners since the year 2017 and is fluent in both English and Mandarin.

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

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

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

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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

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

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

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

DONNA ROBERTS is 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.

GERO SCHNEIDER is head of Tiefenbacher's International Division and a core member of its employment and corporate practice. Tiefenbacher is the ALFA International member firm in Germany. Gero advises both German and international clients in all fields of employment law as well as any related corporate law issue with a particular focus on cross-border transactions. Gero has a wide range of experience in employment and corporate business matters, including litigation and arbitration, collective matters as well as cross-border transactions. Before joining Tiefenbacher as a partner in 2013 Gero

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JESSICA J. THOMAS is Director Counsel, Employee Relations at Target. Jessica provides day-to-day counseling, training, and advice to HR leaders responsible for supporting over 800 Target stores in the Northeastern region of the United States, including New York, Connecticut, Maine, Pennsylvania, New Jersey, Rhode Island, Massachusetts, Vermont, and New Hampshire. Jessica also works with Employee Relations teams to identify and resolve legal and HR-related issues as well as to ensure strategies and actions in Employee & Labor Relations matters support the company's brand, mission, and philosophy. In addition to supporting the execution of HR and business objectives and strategies, Jessica serves as lead ER counsel for Target's Asset Protection and Property Management teams. Jessica also leads a team of legal professionals responsible for providing ER advice to HR and other business partners, employment litigation across the Northeast,

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SONIA VALDES is the Vice President-Claims, Medmarc Insurance Group. Ms. Valdes is responsible for managing a team of dedicated claims professionals as well as overseeing technical and administrative issues within Medmarc's Claims Department. Her responsibilities include directing mass tort litigation, training and developing staff, assisting with policy development, advising underwriters on risk management, and expanding Medmarc's litigation management services. Ms. Valdes joined Medmarc in August of 2013. Prior to Medmarc, Ms. Valdes was Assistant Vice President with Chubb & Son, Inc., in its headquarters in Warren, New Jersey, for 14 years. She had worldwide responsibility for managing Chubb's Life Sciences Claims Core. Ms. Valdes has extensive experience in evaluating coverage and liability issues in environmental, mass tort, and health science litigation. She has been an admitted attorney in New Jersey since 1992 and is a member of the IADC and CLM. She received her undergraduate degree in Biochemistry from Rutgers University in 1984 and her law degree from Brooklyn Law School in 1991.

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

AKO WILLIAMS is Vice President, General Counsel and Corporate Secretary of Ushio America, Inc., in Cypress, California. Ushio America is a leading provider of light sources and solutions for a variety of applications including scientific, medical, infection prevention, semiconductor, entertainment, horticulture, and architectural applications. Ushio America is a subsidiary of Ushio Inc., a publicly traded global manufacturer in Tokyo, Japan. In her role as General Counsel and Corporate Secretary, Ms. Williams oversees all of the company's legal, compliance, risk management, and corporate governance matters.

Ms. Williams also serves on the board of directors of KA Imaging Inc. in Kitchener, Canada, a developer of cutting-edge multi-energy X-ray detectors and micro-CT scanners for a wide variety of applications. Ms. Williams serves as the Regional Chair for the Southern California/Southwest Region of the U.S.-Japan Council. She also serves on the Board of Directors of the Southern California Chapter of the Association of Corporate Counsel (ACC) and as Chair of ACC's International Legal Affairs Network. Ms. Williams was born and raised in Japan and received her B.S., highest distinction, from Northwestern University and J.D. from Loyola University Chicago School of Law where she was on the school's law review and Editor-in-Chief of the Loyola Forum of International Law.

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

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

GENERAL INFORMATION

MEETING LOCATION & REGISTRATION

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

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

[REGISTER »](#)

ATTIRE

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

CLE CREDIT

ALFA International certifies that this program has been approved for 5.5 hours of General CLE credit in the States of Illinois, Pennsylvania, Texas, Kansas and California. This program has also been approved for 4.75 hours of CLE credit in the state of Ohio including 1-hour of professional conduct credit. If you need credit in another state, please contact that state bar regarding the necessary requirements to obtain CLE credit. ALFA International staff is available to assist in any way possible but you must apply individually to obtain credit in your particular state.

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