



ALFA International
THE GLOBAL LEGAL NETWORK

HOSPITALITY & RETAIL PRACTICE GROUP REGIONAL SEMINAR



Columbus, OH | June 16, 2022

SEMINAR PROGRAM SCHEDULE

Thursday, June 16, 2022

Program at the Columbus Museum of Art (CMOA)

480 E Broad St, Columbus | Schottenstein Property Group Pavilion

1:30 P.M. – 2:00 P.M.

REGISTRATION

2:00 P.M. – 2:10 P.M.

WELCOME AND OPENING REMARKS

Speakers:

Kimberly Harris, *Regional Programming Co-Chair*, QUILLING, SELANDER, LOWNDS, WINSLETT & MOSER, P.C., Dallas, TX

Barath Raman, *Regional Programming Co-Chair*, LEWIS WAGNER, LLP, Indianapolis, IN

2:10 P.M. – 2:40 P.M.

BE THE T-REX: HOW TO ATTACK REPTILE FROM INCEPTION

Speaker:

John Rahoy, BROWN & JAMES, P.C., St. Louis, MO

This panel will discuss how to challenge the reptile theory from both traditional and non-traditional approaches from the inception of the case to the trial.

2:40 P.M. – 3:10 P.M.

OH, FOR #@&! SAKE - WELLNESS IS NOT A DIRTY WORD!

Speaker:

Mackenzie Monaco, MONACO COOPER LAMME & CARR, PLLC, Albany, NY

Employees spend about half of their daily waking hours at work. When you take that time commitment and combine it with the day-to-day stressors of the job, it is no wonder why workplaces influence employees' mental health. What constitutes a good workplace wellness program? What is your organization doing? Do you have support from the top-down? What are you doing well and where do you need help? Join Mackenzie Monaco for an interactive discussion on how your wellness initiatives can support the mental stressors your employees face every day while also improving your organization's financial, emotional and social health.

SEMINAR PROGRAM SCHEDULE

3:10 P.M. – 3:30 P.M.

PITFALLS IN DE&I INITIATIVES

Speaker:

Karen Austin, *Contract Employment Counsel*, HELLOFRESH/RURALKING, Franklin, TN

This session will address the pitfalls of rushing into a DE&I initiative without consideration of the proper communication, infrastructure and recognition of the existing management team and employee base.

3:30 P.M. – 3:40 P.M.

BREAK

3:40 P.M. – 4:00 P.M.

TRANSITIONING FROM THE GREAT RESIGNATION TO THE GREAT RESET

Speakers:

Marisa Brunetti, PLUNKETT COONEY, Detroit/Bloomfield Hills, MI
Tamara Nelson, MERRICK, HOFSTEDT & LINDSEY, P.S., Seattle, WA

The panel will explore issues of recruiting, retention and company culture through generational and economic lenses. The session will conclude with a group discussion on thoughtful planning for the road ahead.

4:00 P.M. – 4:30 P.M.

CAN WE DISAGREE WITHOUT BEING DISAGREEABLE?

Speakers:

Alison Burke, HALL & EVANS, LLC, Denver, CO
Keith Rozanski, HAIGHT BROWN & BONESTEEL LLP, Los Angeles, CA

This presentation will provide a brief overview of incivility within the legal profession, including how both attorneys and the public view this incivility. The panel will also discuss the civility situation by considering how understanding where we've come from can help us tackle the incivility problems we face today, and time permitting, how the post-COVID litigation landscape has impacted the incivility crisis.

SEMINAR PROGRAM SCHEDULE

4:30 P.M. – 5:00 P.M.

THAT'S PRIVATE! ETHICAL CONSIDERATIONS FOR IN-HOUSE ATTORNEYS AND OUTSIDE COUNSEL

Speakers:

Chris Green, CRABBE, BROWN & JAMES LLP, Columbus, OH

George Limbert, *President*, RED ROOF INN, New Albany, OH

Matthew Planey, CRABBE, BROWN & JAMES LLP, Columbus, OH

This topic will generate a discussion on avoiding ethical pitfalls regarding attorney-client privilege communications, work-product doctrine, and conflicts of interests. How can clients and their in-house counsel communicate more effectively? How do you appropriately assert the work-product privilege once you are in active litigation? And conflicts of interest arise in a myriad of ways. For example, when an investigation or claim is filed against or within your business. Or when a former employee joins a competitor and vice-a-versa. Can opposing counsel talk to my employees? When will my communication be protected by the attorney-client privilege? What ethical issues arise during employee-witness interviews? This session will include a moderated panel discussion in order to determine where these situations appear most often, best practices to avoid pitfalls, and pose hypotheticals to the audience.

SOCIAL EVENTS

CMOA BAM EVENT

*Gallery tours, music and libations at the
Columbus Museum of Art's Bar Art and Music event!*

*480 E Broad Street
5:00 P.M. - 6:00 P.M.*

THE KITCHEN

A participatory dining experience, including a flatbread challenge!

*231 E Livingston Avenue
6:30 P.M. - 9:30 P.M.*



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980 NORTH MICHIGAN AVENUE, SUITE 1180 | CHICAGO, ILLINOIS 60611 | 312.642.2532

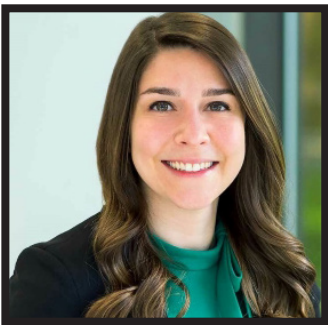
SPEAKERS



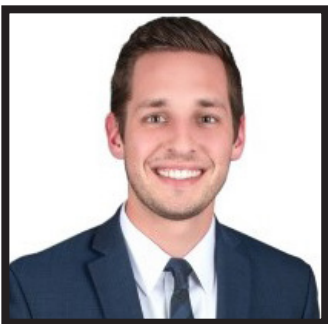
KAREN AUSTIN is currently serving as contract employment counsel for both HelloFresh, an international e-commerce fresh meal delivery service, and RuralKing, a regional rural lifestyle retailer headquartered in Mattoon, IL, and operating in 13 states. Karen recently retired as the Vice President-Legal for Tractor Supply Company, the largest farm and ranch retailer in the U.S. The company operates more than 1930 stores in 49 states. Karen received a BS in Business from Indiana University and a JD from University of Chicago. She is licensed in Illinois, Texas and Tennessee.



ALISON BURKE is special counsel with ALFA International member firm Hall & Evans, LLC, in Denver, Colorado. Alison concentrates her practice on civil litigation matters involving premises liability, professional liability, healthcare, and other general litigation matters with a particular emphasis on defending the interests of retailers, restaurants, and others in the hospitality industry. She is experienced with all phases of litigation and has tried over 70 cases to verdict.



MARISA BRUNETTI is an associate with ALFA International member firm Plunkett Cooney in Detroit/Bloomfield Hills, Michigan. She is a member of the firm's Torts & Litigation Practice Group and focuses her practice on general litigation, including product liability, general liability, insurance law, labor and employment law, Title IX claims, premises liability, motor vehicle liability, and civil rights. She is also a member of the firm's Construction Law Practice Group focusing on construction law, architects and engineers' liability, insurance law and general commercial litigation. She is admitted to practice in West Virginia and Michigan. She is a 2016 *magna cum laude* graduate of Western Michigan University Thomas M. Cooley Law School and a 2013 *magna cum laude* graduate of the University of Charleston where she was an NCAA Division II WVIAC Women's Volleyball player.



CHRIS GREEN is an associate with ALFA International member firm Crabbe, Brown & James LLP in Columbus, Ohio. Chris provides a unique and thoughtful perspective on all facets of a case. His practice focuses on all aspects of litigation—for both plaintiff and defense. In 2016, Chris worked as a law clerk at Crabbe, Brown & James, thus his familiarity with the brand is well-established. Prior to joining the firm full-time, he worked at a boutique litigation firm focusing on labor and employment matters. While in law school, Chris was a managing editor of the Ohio State Law Journal and trained at the local level in the public sector, federal level under a United States District Court Judge and in the private sector.

SPEAKERS



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.



GEORGE LIMBERT is the President of Red Roof, an award-winning leader in the lodging industry with over 670 properties in the United States, Brazil and Japan. George joined Red Roof in 2013 as the company's in-house counsel. Recently, he led a financial and strategic transformation of the business and was appointed President in 2021. George guides an organization that serves millions of guests each year, delivering enhanced experiences and unmatched value. He is the cornerstone in driving long-term strategic planning, improved operational and financial performance, and greater value for Red Roof stakeholders, business partners and guests. George fosters collaboration in communicating brand values, driving business growth and profitability. He received a degree in business from The Ohio State University and earned his law degree at the University of Dayton. George is also an adjunct professor teaching Franchise Law at The Ohio State University, Moritz College of Law. He is a member of the Board of Directors of the American Hotel and Lodging Association and the Ohio Hotel and Lodging Association, and a member of the Ohio Bar Association. In 2021 he was appointed by Ohio Governor Mike DeWine to the TourismOhio Advisory Board. He lives in Lewis Center, Ohio with his wife and daughter.



MACKENZIE MONACO is an attorney with ALFA International member firm Monaco Cooper Lamme & Carr, PLLC, in Albany, New York. She maintains an active litigation practice representing a wide range of clients, from individuals and local businesses to national corporations, in state and federal courts throughout New York. Mackenzie delivers counseling, risk management and tort defense services to the hospitality and retail, construction, insurance and health care industries. She also maintains an active trusts and estates practice.

SPEAKERS



TAMARA NELSON is a shareholder of ALFA International member firm Merrick, Hofstedt & Lindsey, P.S., in Seattle, Washington, where she maintains an active litigation practice on behalf of corporate and institutional clients. Her practice focuses on commercial and complex torts, employment law, and professional liability. Tamara has obtained successful outcomes on behalf of her clients in state and federal trial courts and has successfully argued before the Washington State Court of Appeals. She is admitted to practice in all Washington state and federal courts, as well as the 9th U.S. Circuit Court of Appeals; she is also a member of the King County Bar Association, where she served on the Board of Trustees 2011-2014. In addition to her work, Tamara devotes substantial time to her community through her volunteer work with King County Community Legal Services and Lawyers Helping Hungry Children, a Washington nonprofit organization committed to ending childhood hunger.



MATTHEW PLANEY is a partner with ALFA International member firm Crabbe, Brown & James LLP in Columbus, Ohio. Matt has more than 20 years of experience in first-party and third-party insurance defense litigation. His practice includes matters of personal injury defense, product liability defense, medical negligence defense of private health care professionals and prison health care professionals and their staff, and construction litigation, as well as significant involvement in coverage disputes, providing coverage opinions, defense of extra-contractual/bad faith punitive damage claims, and investigation of fraudulent arson and theft claims. He has advised clients on the analysis of insurance policy language, the formulation of strategies for good-faith claims and the handling of claims.



JOHN RAHOY is a principal with ALFA International member firm Brown & James, P.C., in St. Louis, Missouri. John focuses his practice on retail and premises liability. He has tried more than 70 jury trials to verdict, including in the Circuit Court of the City of St. Louis, one of the most favorable plaintiff venues in the nation. John earned his BS from William Jewel College before receiving his JD from the University of Missouri. In addition to his involvement in the ALFAI Hospitality & Retail Practice Group, he is active on the Federation of Defense & Corporate Counsel Board of Directors and the Missouri Organization of Defense Lawyers. John is recognized by Martindale-Hubbell and by Best Lawyers for Personal Injury Litigation-Defense. John is the chair of his firm's Marketing Committee.

SPEAKERS



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.



KEITH ROZANSKI is a partner with ALFA International member firm Haight Brown & Bonesteel LLP, in Los Angeles, California. Keith represents companies within the hospitality and product industries including hotels and resorts, restaurants, retailers and product design and manufacturing companies. His practice includes the defense of premises liability and product defect actions, and claims arising under the Americans with Disability Act (ADA). He is a graduate of Ohio Wesleyan University and Thomas Jefferson School of Law.