



## 2023 ANNUAL BUSINESS MEETING

---

October 25-27, 2023 | Fairmont Chicago | Chicago, Illinois

### PROGRAM OUTLINE

#### TUESDAY, OCTOBER 24, 2023

7:00 P.M. – 10:00 P.M.      **BOARD OF DIRECTORS DINNER**

Avli on the Park  
180 North Field Blvd.  
Chicago, IL 60601

7:00 p.m. – 8:00 p.m.      Cocktail Reception  
8:00 p.m. – 10:00 p.m.      Dinner

This dinner is for members of the ALFA International Board of Directors and spouses. Attendees will enjoy a cocktail reception followed by a family-style dinner by the fireplace with beautiful views of Lakeshore East Park.

Avli on the Park is .3 miles from the hotel or a 6-minute walk.

#### WEDNESDAY, OCTOBER 25, 2023

8:30 A.M. – 12:00 P.M.      **BOARD OF DIRECTORS MEETING**

Fairmont – Ambassador Room  
8:30 a.m. – 9:00 a.m.      Breakfast  
9:00 a.m. – 12:00 p.m.      Meeting

2:00 P.M. – 5:00 P.M.      **REGISTRATION & BADGE PICK-UP**

Fairmont – International Foyer

### WOMEN'S INITIATIVE ACTIVITIES

9:00 A.M.– 11:45 A.M.      **WOMEN'S INITIATIVE ACTIVITY**

#### Game Night (& Day) Out!

9:00 a.m. – 9:30 a.m.      Meet in the lobby at 9:00 a.m. to board a shuttle to the venue.  
9:30 a.m. – 11:30 a.m.      Game Time!  
11:30 a.m. – 11:45 a.m.      Return to Fairmont Chicago

Come together with your fellow women attorneys for a morning of fun! Game Night Out is a fully host-guided game experience with an impressive selection of all-original games. With outrageously fun live hosts leading the way, you will be laughing and having a blast all morning long.

*Separate registration required.*

12:30 P.M. – 6:00 P.M.

**WOMEN’S INITIATIVE PROGRAM**

Fairmont – Gold Room (Lunch & Meeting) / Ambassador Room (Reception)

Please see the Women’s Initiative Program Outline for full program details. Male attorneys are welcome to attend. A brief overview of the agenda is as follows:

- 12:30 p.m. – 1:30 p.m. Buffet Lunch
- 1:50 p.m. – 5:00 p.m. Afternoon Sessions
- 5:00 p.m. – 6:00 p.m. Networking Reception

**OPENING DINNER – ALL MEMBER NETWORKING RECEPTION**

6:15 P.M. – 9:30 P.M.

**ABM REGISTRATION & WELCOME RECEPTION WITH BUFFET DINNER**

Chicago History Museum

1601 North Clark Street

Chicago, IL 60614

- 6:15 p.m. – 6:20 p.m. Shuttles depart for Chicago History Museum
- 6:30 p.m. – 7:30 p.m. Cocktail Hour with access to Crossroads Exhibit
- 7:30 p.m. – 9:30 p.m. Buffet Dinner

Join in on an evening of history, cocktails and a buffet dinner at the Chicago History Museum. Before dinner, mingle and network while immersing yourself in the “Chicago: Crossroads of America” exhibit, which showcases Chicago’s dynamic nature and its national influence through a variety of stories, creating a memorable and inspiring evening for all.



## 2023 Annual Business Meeting

THURSDAY, OCTOBER 26, 2023

8:00 A.M. – 9:00 A.M. **BREAKFAST**

Fairmont – Gold Room

8:00 A.M. – 9:00 A.M. **FIRST TIME ATTENDEE BREAKFAST**

Fairmont – Ambassador Room

All first-time attendees are encouraged to attend this breakfast to connect and get their questions answered about ALFAI and the events to come.

## OFFICIAL START OF THE ANNUAL BUSINESS MEETING

9:00 A.M. – 2:30 P.M. **ANNUAL BUSINESS MEETING SESSIONS**

Fairmont – International Ballroom

9:00 A.M. – 9:30 A.M. **WELCOME AND STATE OF ASSOCIATION**

Welcome to the 2023 Annual Business Meeting! Learn about membership updates, changes at ALFAI Headquarters and more.



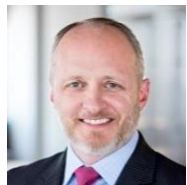
**Eddy Hayes**  
*Chair, ALFA International*  
 LEAKE & ANDERSSON, L.L.P.  
 New Orleans, Louisiana



**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
 ALFA INTERNATIONAL  
 Chicago, Illinois

9:30 A.M. – 10:00 A.M. **MARKETING COMMITTEE UPDATES**

The ALFAI Marketing Committee had a busy and successful year, and this session will provide an update on all that has been accomplished. The panel will share the excellent comments received from client feedback and client advisory board calls. Data from ALFAI referral and work survey statistics will be discussed and a report on the 2023 ACC sponsorship will be given. An update on the successful Future Leaders PG and the emerging Gig PG will also be given. Future committee plans include providing a multi-jurisdictional service offering to ALFAI clients and a new CRM.



**Ian Frank**  
*ALFA International*  
*Marketing Chair*  
 FRANTZ WARD LLP  
 Cleveland, Ohio



**Doug Barr**  
*ALFA International Vice*  
*Marketing Chair*  
 STOLL KEENON OGDEN  
 PLLC  
 Lexington, Kentucky



**Katie McCormack**  
*Marketing Director*  
 ALFA  
 INTERNATIONAL  
 Chicago, Illinois



**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
 ALFA INTERNATIONAL  
 Chicago, Illinois

10:00 A.M. – 10:20 A.M.

**THAT BOTTLE OF WATER COSTS HOW MUCH?! THE INS AND OUTS OF SEMINAR BUDGETING**

We have all heard the words *seminar budget* but what is actually accounted for and how much do things cost? During this session, the panel will explain the details that go into creating a seminar budget including food and beverage, room rental fees, giveaways, the DE&I scholarship, client fees and more. ...And yes, that soda or water in front of you truly costs \$12.50!



**Aria Trombley Wolf**  
*Practice Group &  
Events Director*  
ALFA INTERNATIONAL  
Minneapolis, Minnesota



**Michelle Jones**  
*Practice Group &  
Events Director*  
ALFA INTERNATIONAL  
Chicago, Illinois

10:20 A.M. – 10:40 A.M.

**BREAK**

10:40 A.M. – 10:45 A.M.

**ALFAI FIRM FUN FACTS!**

Throughout the Annual Business Meeting, niche (non-ALFAI) areas of law practiced by ALFAI members will be shared in an effort for all to gain knowledge on the expansive work covered by the network. How many new facts can you learn about your ALFAI brethren?

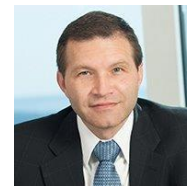
10:45 A.M. – 11:05 A.M.

**YOUR ROLE IN ALFAI & WORKING TOWARD PROFITABILITY FOR ALL**

The adage, it takes a village, is as true in the ALFAI context as it is in any other. We are in this together, and we all must participate fully to maximize ROI for ourselves and for our ALFAI colleagues. This starts with every member firm submitting multiple clients and prospective clients, and ideally those who are NEW to ALFAI, for seminar screening and follow-up with personal invitations. We can't rest solely on the good clients that continue to give many ALFAI firms business or rely on other member firms to submit clients. For ALFAI to continue to succeed and the network to grow, each of us must do our part to screen and invite clients and prospective clients, which as a result will build our practices and firms. This panel will inspire member firms to do their part with concrete examples of what has been done and how it has worked.



**Eddy Hayes**  
*Chair, ALFA International*  
LEAKE & ANDERSSON, L.L.P.  
New Orleans, Louisiana



**John Osgathorpe**  
TAYLOR, DAY, GRIMM &  
BOYD  
Jacksonville, Florida

11:05 A.M. – 11:35 A.M.

**TALES FROM THE LEGAL WORLD EVOLUTION COMMITTEE & NORTH AMERICAN MEMBERSHIP COMMITTEE**

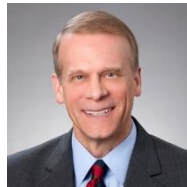
The legal world is changing. Firm mergers are occurring at a consistent pace and firms are opening satellite offices to accommodate client needs. How does this affect ALFAI and the member firms? How can we ensure the network stays strong and relevant with quality member firms that clients want, while also remaining true to the ALFAI model of territory exclusivity? ALFAI leadership addressed this concern by forming a Legal World Evolution sub-set of the Strategic Planning Committee, and their feedback will be shared during this presentation. These challenges are also top of mind for the North American Membership Committee as they work to fill vacancies in important U.S. jurisdictions, while balancing the changing legal world. How can member firms continue to build their business while still being trustworthy ALFAI members? Let's talk about it and find a solution that strengthens ALFAI members and the network.



**Eddy Hayes**  
*Chair, ALFA International*  
LEAKE & ANDERSSON, LLP.  
New Orleans, Louisiana



**Chris Page**  
YOUNG MOORE AND  
HENDERSON, P.A.  
Raleigh, North Carolina



**Peter Dubrawski**  
HAIGHT BROWN &  
BONESTEEL LLP  
Los Angeles, California

11:35 A.M. – 11:55 A.M.

**LESSONS LEARNED FROM THE MANAGING PARTNER FORUM**

One of the most valuable benefits of ALFAI membership is the ability to benchmark with your colleagues from around the world. The Managing Partner (MP) Forum was created with that advantage in mind and hosted an informative roundtable discussion at the end of 2022, focused on asking for rate increases, addressing attorney/staff salaries/bonuses and AFAs. Recently, the forum has been encouraging the involvement of non-U.S. MPs via the creation of a focus group and International MP call in early 2023. Furthermore, for the first time, all ALFAI MPs were invited to Chicago in July to discuss AI in the legal space, the state of the legal market, the path to equity partnership and selling ALFAI as a global law firm. The lessons learned from these activities will be discussed during this session.



**Scott Burke**  
*Managing Partner Forum*  
*Co-Chair*  
MORRISON MAHONEY LLP  
Boston, Massachusetts



**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
ALFA INTERNATIONAL  
Chicago, Illinois



## 2023 Annual Business Meeting

11:55 A.M. – 12:00 P.M.

**ALFAI FIRM FUN FACTS!**

12:00 P.M. – 1:00 P.M.

**LUNCH**

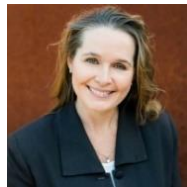
Fairmont – Gold Room

1:00 P.M. – 1:45 P.M.

**FORMAL BUSINESS MEETING**

Report of ALFA International Financials and Vote on Proposed Dues Structure and Budget

Vote on By-Law Addition (Conflicts of Interest Policy), Recognition of Departing Directors, Election of New Directors, Brief Introduction of All Board Members and New Business



**Tamara Nelson**  
*Treasurer, ALFA International*  
MERRICK, HOFSTEDT & LINDSEY, P.S.  
Seattle, Washington



**Bob Reiland**  
*Chief Financial Officer*  
ALFA INTERNATIONAL  
Chicago, Illinois



**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
ALFA INTERNATIONAL  
Chicago, Illinois



**Eddy Hayes**  
*Chair, ALFA International*  
LEAKE & ANDERSSON, LLP.  
New Orleans, Louisiana

1:45 P.M. – 2:05 P.M.

**LEGAL MECHANISMS ADOPTED OR IN FORCE ACROSS THE GLOBE**

The various international regional chairs will be presenting on various legal mechanisms adopted or in force around the world for the protection of foreign investment against political vicissitudes.



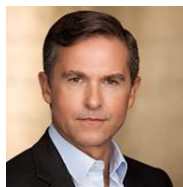
**Boma Ayomide Alabi**  
*Chair, African Regional Group*  
PRIMERA AFRICA LEGAL  
Lagos, Nigeria



**Rajarshi Chakrabarti**  
*Chair, Asian Regional Group*  
KOCHHAR & CO.  
Mumbai, India



**Cees-Frans Greeven**  
*Chair, European Regional Group*  
BUREN  
Amsterdam, The Netherlands



**Juan Pablo Triana**  
*Chair, Latin America Regional Group*  
TRIANA, URIBE & MICHELSEN  
Bogotá, Colombia

2:05 P.M. – 2:25 P.M.

**SPONTANEOUS SPARKS: SHARING YOUR THOUGHTS**

Is there a question or issue related to ALFAI that has been on your mind? Now is your time to shine as this “Open Mic” session is setting the stage for *YOUR* ALFAI questions to be answered by ALFAI’s Board Chair, Vice Chair and CEO. Step up to the mic and let your questions spark the conversation!



**Eddy Hayes**  
*Chair, ALFA International*  
LEAKE & ANDERSSON, L.L.P.  
New Orleans, Louisiana



**Grace Garcia**  
*Vice Chair, ALFA International*  
MORRISON MAHONEY LLP  
Boston, Massachusetts



**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
ALFA INTERNATIONAL  
Chicago, Illinois

2:25 P.M. – 2:30 P.M.

**ALFAI FIRM FUN FACTS!**

2:30 P.M.

**SESSIONS CONCLUDE**

3:00 P.M. – 5:00 P.M.

**AFTERNOON NETWORKING AT FLIGHT CLUB**

111 W. Wacker Drive  
Chicago, IL 60601

Join your ALFA International colleagues for an afternoon of bites, beverages and darts. Flight Club offers innovative, one-of-a-kind technology to create a fast-paced, multi-player gaming experience like no other. ...GAME ON!

Flight Club is .7 miles from the hotel or a 14-minute walk.



6:30 P.M. – 9:30 P.M.

**COCKTAIL RECEPTION AND AWARDS DINNER**

**Fairmont - Rouge**

6:30 p.m. – 7:30 p.m.   Cocktail Reception  
7:30 p.m. – 9:30 p.m.   Plated Dinner & Awards Ceremony

Celebrate a successful year with ALFAI International during this cocktail hour and plated dinner, followed by an awards ceremony where the ALFA International Firm and Attorney of the Year awards will be presented.

**FRIDAY, OCTOBER 27, 2023**

8:00 A.M. – 9:00 A.M.

**BREAKFAST**

Fairmont – Gold Room

9:00 A.M. – 10:45 A.M.

**ANNUAL BUSINESS MEETING SESSIONS**

Fairmont – International Ballroom

9:00 A.M. – 10:30 A.M.

**ARTIFICIAL INETLLIGENCE IN THE LAW - RIDING THE WAVE OF EMERGING TECHNOLOGY**

Recent advances in cloud computing, data capabilities and the amount of available data have launched massive advances in large language models and other artificial intelligence (AI) applications. The result? Simultaneous fascination and suspicion surrounding ChatGPT and the like. These tools may be particularly concerning or consequential in the legal community. However, it is difficult to evaluate risks and rewards of AI without an understanding of how it works. In this talk, we are going to address these concerns through an in-depth discussion of the foundations of AI, how it can be used and its parallels to commonplace technologies (e.g., internet search and word processors). Through this discussion, we hope to empower you to make educated policy decisions about the use of AI in your own practice.



**Betsy Groves**  
*Managing Scientist*  
Exponent  
Menlo Park, California

**Betsy Groves, Ph.D.**, is a computational physicist with over 15 years of expertise in custom software development and data science. Dr. Groves leverages expertise in risk mitigation and software and data quality to build out solutions that provide clear, actionable insights to clients. She has applied artificial intelligence in diverse industries, including building tools for the prediction of animal biometrics and quantification of defects in consumer products. In the legal sector, Dr. Groves has helped clients evaluate software for alleged failures and opined in forensics and intellectual property matters. She has served on multiple panels discussing artificial intelligence (AI) and ethics, recently published on the FDAs approach to regulating AI-based software and contributed to the B11.TR10-2020 technical report “Functional Safety of Artificial Intelligence for Machinery Applications.”



**Samuel Spevack**  
*Managing Scientist*  
Exponent  
Menlo Park, California

**Samuel Spevack, Ph.D.**, is a cognitive and information scientist with expertise in data science, linguistics, and cognitive anthropology. His work focuses on the design, implementation, and evaluation of human-centered digital technologies. In the context of AI, Dr. Spevack has assisted clients with data collection and curation, machine learning, and evaluation across a variety of disciplines, such as health, entertainment, AR/VR, information technologies, and engineering science. Dr. Spevack is particularly well-versed in natural language processing. In addition to text analytics, Dr. Spevack has worked in areas related to the evaluation, ethics, and utility of language technologies, such as conversational AI.



10:30 A.M. – 10:45 A.M.

**CLOSING REMARKS & MEETING ADJOURNMENT**



**Eddy Hayes**  
*Chair, ALFA International*  
LEAKE & ANDERSSON, LLP.  
New Orleans, Louisiana



**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
ALFA INTERNATIONAL  
Chicago, Illinois

**END OF ANNUAL BUSINESS MEETING SESSIONS**

Please review International Seminar Activities on the next page.

## FOCUS ON INTERNATIONAL

*Separate registration is required for these post-seminar activities focused on networking for our non-U.S. members and those U.S. members who do work internationally.*

*All members (including Corporate Transactions Practice Group attendees) are invited to register and participate in any/all activities.*

**12:00 P.M. – 1:00 P.M.**

**LUNCH – SIT WITH YOUR REGIONS!**

Fairmont – Gold Room

**1:00 P.M. – 2:30 P.M.**

**INTERNATIONAL REGIONAL GROUPS - LARGE GROUP DISCUSSION**

Fairmont – Gold Room

**3:20 P.M. – 5:30 P.M.**

**INTERNATIONAL & CORPORATE TRANSACTIONS:  
CHICAGO ARCHITECTURE CENTER RIVER CRUISE TOUR**

The boat dock is located on the Riverwalk, just East of the DuSable Bridge at the bottom of the stairs. 112 East Wacker can be used for a GPS locator.

Join in on this Chicago “must do” activity, as we take a public 90-minute [architecture cruise tour](#) down the Chicago River. The river cruise will glide down all three branches of the Chicago River, providing 360-degree views of the city’s wide variety of architectural styles, all while trained docents share the fascinating stories of more than 50 buildings and 13 bridges along the river.

Note, groups are to arrive 30 minutes prior to departure. The river cruise will depart promptly at 4:00 p.m.

The boat dock is .3 miles from the hotel or a 6-minute walk. If you would like to walk to the dock as a group, please meet in the lobby of the hotel at 3:20 p.m.

**6:00 P.M. – 10:00 P.M.**

**INTERNATIONAL & CORPORATE TRANSACTIONS:  
GROUP DINNER AT RPM STEAK**

66 West Kinzie Street

Chicago, IL 60654

Join your fellow attendees for a final group reception and family-style dinner in a semi-private room at [RPM Steak](#). For those attending the architecture tour, the group will walk directly to RPM Steak for a cocktail reception until 7:30 p.m., followed by dinner. Attendees can also join the group directly at RPM Steak at 6:00 p.m.

The restaurant is .5 miles from the boat dock or an 11-minute walk. The restaurant is .8 miles from the hotel or a 17-minute walk.

SATURDAY, OCTOBER 28, 2023

## CORPORATE TRANSACTIONS PRACTICE GROUP FACE-TO-FACE MEETING

*Separate registration is required for the Corporate Transactions Practice Group Face-to-Face Meeting.*

7:00 A.M. – 8:00 A.M.



**BREAKFAST**

Fairmont – Regent


8:00 A.M. – 12:00 P.M.


**CORPORATE TRANSACTIONS FACE-TO-FACE MEETING**


Fairmont – Crystal





**CORPORATE TRANSACTIONS PRACTICE GROUP  
FACE - T O - F A C E M E E T I N G**

 **Fairmont Chicago**  
200 N Columbus Dr

 **October 27, 2023 | Chicago, IL**

 **3:30-5:30 pm | Architecture River Cruise**


 **6-10 pm | RPM Steak**

 **October 28, 2023 | Chicago, IL**

**7 am-12 pm | Face-to-Face Meeting**  
Fairmont Chicago | Regent & Crystal Rooms

**Topics**

- Environmental, Social, Governance (ESG) presentation with client speaker



**Christy Nageleisen**  
Vice President of ESG  
CINTAS

- CTPG Business Development Meeting

A detailed agenda will be circulated to face-to-face meeting attendees. The general schedule is as follows:

- 8:00 a.m. – 9:15 a.m. Environmental, Social, Governance (ESG) Presentation  
**Guest Client Speaker:** Christy Nageleisen, *Vice President of ESG at Cintas*
- 9:15 a.m. – 9:30 a.m. Break
- 9:30 a.m. – 10:45 a.m. Business Development Meeting
- 10:45 a.m. – 11:00 a.m. Break
- 11:00 a.m. – 12:00 p.m. Business Development Meeting Continued