



ALFA International
THE GLOBAL LEGAL NETWORK



*LIGHTS,
CAMERA,
ACTION!*

AN ANALYSIS OF CURRENT
HOSPITALITY & RETAIL CHALLENGES
THROUGH A CAMERA LENS

2024 HOSPITALITY & RETAIL PRACTICE GROUP SEMINAR

May 29-31, 2024 | JW Marriott Los Cabos Beach Resort & Spa | Los Cabos, Mexico

www.ALFAInternational.com

2023-2024 HOSPITALITY & RETAIL PRACTICE GROUP LEADERSHIP



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Knoxville, Tennessee



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Program Chair, 2024 Hospitality & Retail Law Practice Group Seminar
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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 140 member firms throughout the world. Our 80 U.S. firms represent 95 of the 100 largest metropolitan areas. Our 60 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.

LIGHTS, CAMERA, ACTION!

An Analysis of Current Hospitality & Retail Challenges through a Camera Lens

2024 HOSPITALITY & RETAIL PRACTICE GROUP SEMINAR
MAY 29-31, 2024 | JW MARRIOTT LOS CABOS BEACH RESORT & SPA | LOS CABOS, MEXICO

As Russell Crowe once said in Gladiator, "Are you not entertained?" For generations, television shows and movies have given us an escape from reality. While Hollywood provides that relief, it's no secret that Hollywood looks to everyday life and reality to form the foundation of many of its shows and movies, unless it's Sienfeld, "a show about nothing."

ALFA International's 2024 Hospitality & Retail Seminar will look to the glitz and glamour of Hollywood to give us an in depth look at the future of the hospitality and retail sector, including: the rising usage of deep fakes in litigation, the uncharted territory of artificial intelligence; the cause and effects of labor strikes across a variety of industries (ironically also affecting Hollywood); the impact of the United States Supreme Court's decision regarding affirmative action and its broad and yet unknown implications on DE&I practices in the hospitality, retail, and legal sectors; and the rising tide of tort reform.

But, at times, we crave the classics. Why? Classics can continuously provide valuable lessons of what we can change from the past and how to apply them moving forward. This year's seminar will also focus on: liquor liability; recent trends regarding the ever changing landscape between state and federal legislation and laws; drug use and mental health in the workplace; where do we go from here with marijuana and class action trends.

So what do Mission Impossible, I-Robot, American History X, Coffee Hour, the Bear, Weeds and Erin Brockovich have in common? Aside from great shows and movies, they all in some way touch on the topics that will be discussed at the 2024 Hospitality & Retail Seminar.

For the first time in ALFA International history, we are taking the show to Mexico to the majestic pacific coast of Los Cabos, Mexico. With the pearl white beaches, the fresh ocean breeze, and the dramatic "El Arco" rock formations, Los Cabos, Mexico will be the perfect setting for the 2024 Hospitality & Retail Seminar. We welcome attendees to the opportunity to network and discuss current and future issues facing the hospitality and retail sector. But it is also Los Cabos, so we want everyone to explore, relax and unwind as we continue to build lifelong relationships and friendships.

We hope you will join us at the simply stunning JW Marriott Los Cabos Resort for the ALFA International Hospitality & Retail Practice Group Seminar. And after all, with the theme being Hollywood Nights, there will be no shortage of the dramatic flair and the famed red-carpet. As Stephen Spielberg would say, Lights, Camera, Action!



Barath Raman
Program Chair, 2024 Hospitality & Retail Law Practice Group Seminar
LEWIS WAGNER, LLC
Indianapolis, Indiana

WELCOME TO LOS CABOS

Nestled at the southern tip of Mexico's Baja California Peninsula, Los Cabos is a picturesque destination renowned for its stunning landscapes, vibrant culture and luxurious resorts. From exploring the iconic El Arco rock formation to savoring the local cuisine in charming eateries, Los Cabos promises a diverse range of activities for every taste.

The JW Marriott Los Cabos Beach Resort & Spa, situated in the heart of this coastal paradise, combines modern elegance with traditional Mexican flair. With its breathtaking views of the Sea of Cortez, world-class amenities and exceptional service, the JW Marriott Los Cabos is the place to be!



3:00 p.m. – 6:00 p.m.
EARLY REGISTRATION & HOSPITALITY

The Library

3:00 p.m. – 5:00 p.m.
FACULTY REHEARSAL

Mila 3-6

All moderators are encouraged to use this time to set-up a meeting with their panelists to review their session materials.

3:30 p.m. – 4:30 p.m.
CLIENT ADVISORY BOARD MEETING

Matku 3

Open to members of the Hospitality & Retail Client Advisory Board & Practice Group Leadership.

4:30 p.m. – 5:30 p.m.
CLIENT ROUNDTABLE

Room TBD

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

4:30 p.m. – 5:30 p.m.
ALL ALFA INTERNATIONAL ATTORNEY MEETING

Mila 3-6

All ALFA International attorneys are required to attend.

5:30 p.m. – 6:30 p.m.

A MOMENT TO GIVE BACK

Mila Pre-Function Space

Join us for an opportunity to give back to the local Los Cabos community. Attendees are encouraged to arrive early for dinner to participate in a community service project benefiting children in Los Cabos.

6:30 p.m. – 9:30 p.m.

A NIGHT TO REMEMBER

WELCOME RECEPTION, BUFFET DINNER & REGISTRATION

Amet Patio

After a day of travel, the Amet Patio welcomes attendees to gather for an unforgettable tropical-themed dinner, immersed in the balmy ocean breezes of Los Cabos. Enjoy an evening catching up with old friends and making new acquaintances as we welcome you to Mexico!

Suggested Attire: Come as you are. Tropical patterns are encouraged!

THURSDAY, MAY 30

7:00 a.m. – 8:00 a.m.
BREAKFAST BUFFET

Amet Patio

7:00 a.m. – 8:00 a.m.
FIRST TIME ATTENDEE BREAKFAST

Room TBD

All first time client and attorney attendees are encouraged to attend this breakfast to connect and get to know each other.

8:00 a.m. – 12:45 p.m.
PROGRAM SESSIONS

Mila 1, Mila 2, Mila 3-6, Matku 1

8:00 a.m. – 8:15 a.m.

Introductory Remarks



Eddy Hayes
Chair, ALFA International Board of Directors
LEAKE & ANDERSSON, L.L.P.
New Orleans, Louisiana



Jessica Zaroski Bauer
Chief Executive Officer
ALFA INTERNATIONAL
Chicago, Illinois



Barath Raman
Program Chair, 2024 Hospitality & Retail Law Practice Group Seminar
LEWIS WAGNER, LLC
Indianapolis, Indiana



Mackenzie Monaco
Chair, Hospitality & Retail Law Practice Group
MONACO COOPER LAMME & CARR, PLLC
Albany, New York

8:15 a.m. – 9:15 a.m. GENERAL SESSION

Liquor Liability and Responsibility for 3rd Party Criminal Acts in the Hospitality Industry

This general session will explore the current landscape of liquor liability, shedding light on the rise in alcohol-related deaths and the associated legal challenges. It will explore the complexities of legal responsibility for third-party criminal acts, offering insights into navigating liability in situations where criminal activities occur. Finally, panelists will address the intricate web of contradicting state and federal laws, focusing on issues like medical and sick leave as well as the legalization of marijuana, providing a comprehensive understanding of the legal challenges businesses may face in these areas.



David Escobar
Moderator
MAYER LLP
Houston, Texas



Krista Lehman-Anderson
Large Loss and Litigation Claims Manager
SOCIETY INSURANCE
Fond du Lac, Wisconsin



Katie Correa
Senior Claims Specialist
CAPSPECIALTY
Middleton, Wisconsin



Molly Lee
LEWIS WAGNER, LLP
Indianapolis, Indiana

9:15 a.m. – 9:30 a.m.

BREAK

9:30 a.m. – 10:15 a.m.

GROUP ONE ROUNDTABLE DISCUSSIONS

TRACK 1

Florida Has Enacted Tort Reform—What That Means and Does It Affect Other Jurisdictions

On March 24, 2023, Florida Governor Ron DeSantis consummated the Legislature’s efforts at passing comprehensive tort-reform legislation (“HB 837/SB 236”) and, immediately, such action set in motion numerous significant changes to Florida’s legal landscape, particularly for those practitioners in the area of casualty litigation. This panel will explore the finer points of HB 837/SB 236, the ensuing trends and developments (especially relating to whether and which portions of HB 837/SB 236 have been found to have retroactive application to pending cases) and also how non-Florida practitioners may be able to use some of these arguments and legal theories in support of their cases in other jurisdictions.



Andrew Tuttle
Moderator
FOWLER WHITE BURNETT P.A.
Miami, Florida



Andrew Douberly
DICKINSON & GIBBONS, P.A.
Sarasota, Florida



Josh Morris
Claims Manager
CIRCLE K
Raleigh, North Carolina



Oscar Suarez
HALLORAN SAGE
Hartford, Connecticut

TRACK 2

Recreational and Medical Marijuana at a Tipping Point—An Examination of its Implications

Legalized marijuana is no longer the purview of a handful of progressive states. In 2022-2023, eighteen states considered or passed bills making some level of possession or use legal. The trend will invariably continue. We will examine some of the recent legislation and latest developments in legalized marijuana. We will discuss much anticipated Gram Shop Laws, THC beverages, lessons learned from early state adopters and liability, insurance and employment implications for not only businesses whose principal business is marijuana, but also retail, restaurant and other businesses in the hospitality industry.



Kyle Roehler
Moderator
BAKER STERCHI COWDEN & RICE L.L.C.
Kansas City, Missouri



Nick Lykins
JOHNSON & BELL, LTD.
Chicago, Illinois



Julia Suiter
Chief Legal Officer
ILLINOIS CASUALTY COMPANY
Rock Island, Illinois

TRACK 3

Seeing Is Believing, or Is It?

Artificially generated and altered images or recordings, commonly referred to as “deepfakes,” are becoming increasingly common and complicating the authentication of information. As “deepfakes” continue to evolve, they will inevitably find their way into the courtroom. During this roundtable, we will discuss the importance of authenticating evidence and advance planning for confronting the challenges this emerging technology will present.



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



Kate Martz
BAYLOR EVNEN WOLFE & TANNEHILL, LLP
Lincoln, Nebraska



Kim P. Bush
Associate General Counsel, Litigation
BIC CORPORATION
Shelton, Connecticut

10:15 a.m. – 10:30 a.m.

BREAK

10:30 a.m. – 11:15 a.m.

GROUP TWO ROUNDTABLE DISCUSSIONS

Repeat of Group One—Attendees Choose One Option

11:15 a.m. – 11:30 a.m.

BREAK

11:30 a.m. – 11:45 a.m.

ALFA International HQ Update

This session will provide an overview of many new and some improved offerings available at ALFAI as well as resources and opportunities available to our clients.



Jessica Zaroski Bauer
Chief Executive Officer
ALFA INTERNATIONAL
Chicago, Illinois

11:45 a.m. – 12:45 p.m. **GENERAL SESSION**

It’s Only an Ethical Dilemma If You Have a Conscience—Ethics Lessons from Hollywood

Shows “about nothing” (Seinfeld) and movies about the prosecution of “two yutes” (My Cousin Vinny). These screen gems and others like them are more than fun escapes from reality. Underlying the humor of these comedy classics are ethics lessons for lawyers and their clients. Don’t think so? Tune in so that you don’t miss this interactive “appointment tv” presentation that explores the evolution of ethics and the lessons learned from television shows and movies.



Tim Peeples
Co-Moderator
DANIEL COKER
Oxford, Mississippi



Caren Ries
Associate Counsel & Assistant Secretary
SKYLINE CHAMPION CORPORATION
Troy, Michigan



Yvette Davis
Co-Moderator
HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California



Rebecca Weis
Director & Senior Counsel—Brand Protection
TEXAS ROADHOUSE
Louisville, Kentucky



Ashley Norgard
Legal Counsel
O’REILLY AUTO PARTS
Springfield, Missouri

12:45 p.m. – 2:00 p.m.

LUNCH BUFFET

Amet Patio

12:45 p.m. – 2:00 p.m.

WOMEN’S INITIATIVE LUNCH

Room TBD

Please join your female colleagues for a special plated lunch and networking time.



Madison Preston
Women’s Initiative Liaison
NAMAN HOWELL SMITH & LEE, PLLC
Austin, Texas

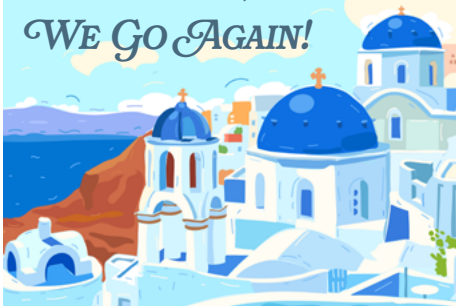
2:00 p.m. – 5:30 p.m.

OPTIONAL ACTIVITIES

See attached brochure for optional activity choices. Prior registration is required.

7:00 p.m. – 10:00 p.m.

MAMA MIA, HERE WE GO AGAIN!



RECEPTION & DINNER BUFFET

Beach at the JW Marriott – Los Cabos

7:00 p.m. – 7:30 p.m. COCKTAIL RECEPTION

7:30 p.m. – 10:00 p.m. BUFFET DINNER

Step into the enchanting world of "Mamma Mia!" as you join us for a night of feasting and festivities. Immerse yourself in the lively atmosphere inspired by the sun-soaked Greek islands, with azure blue and white transporting you straight to the heart of the Mediterranean. Whether you're a die-hard ABBA fan or simply looking for a night of carefree celebration, tonight promises to be an evening of pure, unadulterated fun that will leave you singing "Gimme! Gimme! Gimme!" more.

Suggested Attire: White and blue attire encouraged.

10:00 p.m. – 12:00 a.m.

AFTER HOURS HOSPITALITY SUITE

The Library

After dinner, continue to enjoy the company of friends both new and old at this evening's late-night hospitality suite!

FRIDAY, MAY 31

6:00 a.m.-7:00 a.m.

WELLNESS WORLDWIDE  SUNRISE YOGA

Beach at the JW Marriott – Los Cabos

7:00 a.m. – 8:00 a.m.

BREAKFAST BUFFET

Amet Patio

8:00 a.m. – 12:30 p.m.

PROGRAM SESSIONS

Mila 1, Mila 2, Mila 3-6, Matku 1


8:00 a.m. – 9:00 a.m. **GENERAL SESSION**


A Recipe for Success—Lessons and Wisdom from FX's The Bear

FX's hit show, *The Bear*, follows a talented young chef's struggles to save his family's failing diner and create a Michelin star establishment. This presentation will plate lessons and take-aways straight from *The Bear*'s chaotic kitchen and apply them to our places of employment and employees. Main courses on the menu include discussions of mental health in the workplace, third party criminal acts on premises and how best to utilize mentoring and training to create a gourmet experience. Bring your appetite for information—this is a recipe you'll want to keep.

 **Julia Jimenez**
Moderator
DANIEL COKER
Oxford, Mississippi

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

 **Latisha Stubblefield**
Director, Head of Litigation
PILOT TRAVEL CENTERS
Knoxville, Tennessee

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

9:00 a.m. – 9:15 a.m.

BREAK


9:15 a.m. – 10:00 a.m.


GROUP THREE ROUNDTABLE DISCUSSIONS

TRACK 1


Weighing the Risks and Benefits of Artificial Intelligence in Hospitality and Retail—Who Wins—Man, Machine or Both?

AI technologies are a strategic and critical consideration in the retail and hospitality industry. They can help improve customer service, expansion of operational capacity and lower costs, but not without some accompanying risks. There remains uncertainty and concern about loss of control due to machine autonomy, safety, cybersecurity and privacy. This roundtable will address both the benefits and risks that may surface as AI becomes more integrated into industry practices.

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

 **Kristen Cook**
Chief of Staff to the CEO
7-ELEVEN, INC.
Irving, Texas


 **Janice Rickert**
VP, Litigation
BLOOMIN' BRANDS
Tampa, Florida


 **Danielle Ross**
MAYER LLP
Houston, Texas

TRACK 2

Unity and Diversity...Beyond the University

In *Students for Fair Admissions, Inc. v. Harvard*, the United States Supreme Court struck down Harvard College and the University of North Carolina's admissions systems as unlawful under the Equal Protection Clause of the Fourteenth Amendment and as a violation of Title VI of the Civil Rights Act for their use of an applicant's race in their holistic admissions review. Please join us as we discuss the implications of this decision beyond the context of higher education admissions, balancing compliance with emerging anti-DE&I legislation against enterprise commitments to DE&I values and managing litigation risk and public backlash to perceived discriminatory actions in the private sector.

 **Robert Marzano**
Moderator
PLUNKETT COONEY
Detroit, Michigan


 **Bill Ellison**
Vice President, Associate General Counsel
LOWE'S
Mooresville, North Carolina

 **Sonya Goykhman**
Director, Corporate Counsel
STARBUCKS COFFEE COMPANY
Seattle, Washington

TRACK 3


Class Actions—Preparing for the Storm

Class action lawsuits present a unique set of challenges for a defendant. In addition to the size of a potential class and questions relating to the underlying substantive law, whether filed in federal or state court, class actions also involve distinctive procedural issues, class certification pre-requisites, class-based discovery challenges and atypical case resolution options. Early and thorough preparation is key to successfully defending these claims. This panel will identify best practices tips for getting ready to deal with looming class action lawsuits.

 **Stephen McCloskey**
Moderator
SEMMES, BOWEN & SEMMES
Baltimore, Maryland

 **Rob Bertram**
Chief Legal Officer
CAVA GROUP
Mechanicsburg, Pennsylvania

 **Michael Freeman**
Vice President Head of Litigation, Employment and Regulatory Law
WALGREEN CO.
Deerfield, Illinois

 **Paul Klockenbrink**
GENTRY LOCKE
Roanoke, Virginia

10:00 a.m. – 10:15 a.m.

BREAK

10:15 a.m. – 11:00 a.m.

GROUP FOUR ROUNDTABLE DISCUSSIONS

Repeat of Group Three—Attendees Choose One Option

11:00 a.m. – 11:15 a.m.

BREAK11:15 a.m. – 12:15 p.m. **GENERAL SESSION**

The Employer Strikes Back— Battling the “Dark Side” of the Rising Employee Strike Culture

Whether in bowling, baseball, a galaxy far far away, or the workplace, strikes are becoming more and more common. In 2023, employee strikes increased by nearly 1000% from 2021 and there is seemingly no end in sight. Companies, however, are not without recourse. This session will focus on the current environment regarding employee strikes and labor rights, how employers can mitigate their risks, and what the courts and the NLRB have to say about it. Join us for what promises to be a lively and timely discussion that will rival the likes of the latest George Lucas blockbuster.

**Cate Jackson**

Moderator
 GENTRY LOCKE
 Lynchburg, Virginia

**Latrice Lee**

Senior Corporate Counsel, Labor and Employment
 ALASKA AIRLINES
 Seattle, Washington

**Tamara Nelson**

MERRICK, HOFSTEDT & LINDSEY, P.S.
 Seattle, Washington

12:45 p.m. – 10:30 p.m.

OPTIONAL LUNCH & ACTIVITIES

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

Prior registration is required.

SPEAKER BIOS

JESSICA ZAROSKI BAUER joined ALFA International (ALFAI) in 2004 as a Coordinator of Events & Member Services. She then worked for several years as a Marketing Manager, Chief Events Officer and Chief Operating Officer. After 17 years with the association, she accepted her current role as Chief Executive Officer. In this position she is the strategic thought leader of the organization, working closely with the Board of Directors and the various ALFAI committees. She manages headquarters staff and maintains constant communication with association members. Jessica oversees the member recruitment, development and retention programs as well as the marketing and business development initiatives for the organization. Prior to joining ALFA International, she worked in the marketing department of the Chicago-based law firm of Gardner, Carton & Douglas, LLP (now Faegre Drinker Biddle & Reath). She is a graduate of the University of Iowa Tippie College of Business (Go Hawkeyes!) and is an avid college football fan. In her spare time Jessica can be found enjoying family time with her husband Harry and her two young daughters, Greta and Vivian. She also enjoys swimming in Lake Michigan, playing beach volleyball and watching Oscar nominated movies.

ROB BERTRAM is Chief Legal Officer at The Cava Group, Inc. In this capacity, he is responsible for developing and leading legal strategy to promote and protect the interests of Cava’s multi-channel Mediterranean culinary platform. Previously, he was General Counsel for Ollie’s Bargain Outlet, Inc. (“Ollie’s”). In that capacity, he was responsible for overseeing the diverse range of legal, and many business affairs involving the company. Prior to joining Ollie’s, Rob was an attorney in the corporate department of McNees, Wallace & Nurick, LLC, in Harrisburg, PA, where he represented both growth and well established companies. Rob attended the Pennsylvania State University (“Penn State”), attaining a degree in economics, and received his JD from The Dickinson School of Law. He speaks frequently on both contracting, corporate governance, and store operation issues. Rob mentors undergraduate students at Penn State.

KIM BUSH is an Associate General Counsel for North America at BIC Corporation. In this role, Kim leads the North American legal team for litigation and claims matters, including those related to product liability. She also collaborates with and supports global teams, particularly as they relate to Group Lighter strategic matters in North America. Prior to joining BIC, Kim work at a global insurance company in multiple positions with increasing responsibility, most recently in the role of Vice President and Head of U.S. Program Claims and Global Third-Party Administrator Operations. In this role, Kim led and managed an internal North American and London-based team, as well as multiple outsourced third-party administrator teams, handling high exposure and complex cases involving a diverse portfolio of nationally litigated and non-litigated cases. Kim also worked as a litigator and trial attorney in private practice in Connecticut handling commercial litigation, bankruptcy, and professional and general liability insurance defense matters. Kim holds her law degree from Quinnipiac University School of Law and her undergrad from Southern Connecticut State University.

KRISTEN COOK is Vice President and Chief of Staff to 7-Eleven Chief Executive Officer, Joseph M. DePinto. In her role, Kristen serves as the point of contact for the Office of the CEO, integrating work streams and linking the leadership team to the broader 7-Eleven organization. Kristen joined 7-Eleven in 2010 and served in 7-Eleven’s Legal Department for 13 years in a variety of positions, including most recently as the Vice President and Deputy General Counsel. Kristen serves on the Board of Directors for the Girl Scouts of Northeast Texas. She also serves on the Education and Workforce Committee of the Dallas Regional Chamber and is a 2022 alumna of the Chamber’s Leadership Dallas program. Kristen holds a Doctor of Jurisprudence from Baylor University School of Law and a Bachelor of Arts in both International Studies and Spanish from Baylor University. Based in Irving, Texas, 7-Eleven has 83,000 stores across 19 countries and regions, including over 13,000 in the U.S.

KATIE CORREA is a Senior Claims Specialist with CapSpecialty, located near Madison, Wisconsin. Katie has been with CapSpecialty since 2013. She currently handles a wide variety of claims, primarily arising from the company's special risks and casualty excess lines of business. This includes claims involving catastrophic injury, property damage, dram shop/liquor liability and negligent security. Prior to joining CapSpecialty, Katie spent several years as an investigator for a personal injury law firm and as a claims supervisor for a health insurance company. Katie received her bachelor's degree from the University of Wisconsin–Madison.

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, the Women's Initiative Practice Group Steering Committee, and Board of Directors.

ANDREW DOUBERLY is a partner with Dickinson & Gibbons, P.A., the ALFA International member firm in Sarasota, Florida. Andy's practice focuses on defending personal injury matters, including commercial transportation litigation, auto claims and premises claims. Andy has tried numerous cases throughout the state of Florida. Andy graduated from the University of Florida with a B.A. in English, earned his J.D. from Florida State University, and is a member of ALFAI's Future Leaders, Transportation and Hospitality & Retail practice groups.

BILL ELLISON serves as Vice President, Associate General Counsel for Lowe's. As vice president, associate general counsel, Bill is responsible for overseeing general liability litigation, legal technology and our insurance program. He joined Lowe's in 2014. Bill has more than 25 years of extensive litigation, risk mitigation and management experience. He served most recently as assistant general counsel. Previously, he served as senior counsel. Before joining Lowe's, he served as a managing partner of The McIntosh Law Firm, where he led a broad practice, including jury trials, focused on complex commercial disputes, insurance, product liability and torts. Bill earned a Bachelor of Business Administration from Campbell University and a law degree from Campbell's Norman Adrian Wiggins School of Law. He serves as officer/ secretary of Lowe's Foundation.

DAVID ESCOBAR is a partner with Mayer, LLP, the ALFA International member firm in Houston, Texas, and describes himself as a problem solver who enjoys the competition and energy of litigation. David started his legal career in 1990 at the Tarrant County District Attorney's Office in Fort Worth, Texas, where he developed an interest in cases involving criminal street gangs. In 1992, he helped establish a Gang Prosecution Unit. By the time he left the DA's office in 1994, David had tried more than 80 first-chair jury trials with only one loss and one deadlocked jury. In 1994, David left the DA's office and became a partner in the Litigation Division at Shannon, Gracey, Ratliff & Miller in Fort Worth. At SGRM, David was involved in many

different areas of litigation but specialized in Medical Malpractice. In September 2000, David moved back to Houston, Texas, where he grew up. He joined Lorance Thompson and initially focused on commercial litigation and insurance defense before eventually moving to the health care section. While at LT, David has represented clients in the following areas: medical malpractice, intellectual property, libel and slander, employment law, dram shop litigation, premises liability, legal malpractice, commercial litigation, DTPA, breach of contract, landlord liability, trucking accidents, motor vehicle accidents and criminal law, among others. David became a partner at LT in 2001. David is a competitive baseball and soccer coach. He plays in a 30+ soccer league as well as a Goalkeeping Coach for the Shadow Creek Soccer Club. When not in the office or playing/coaching sports, he is an enthusiast for traveling and reading.

MICHAEL J. FREEMAN is Senior Vice President, Chief Regulatory and Litigation Counsel at Walgreens Boots Alliance. Mr. Freeman is a proactive, strategic and solution-oriented business counselor. He manages regulatory, employment, commercial litigation, tort litigation, government investigations/litigation and legal operations functions internationally. In this role he draws on his experience as a seasoned trial lawyer and his skill at preventing and resolving high-exposure litigation, assessing complex legal and operational issues, and partnering with business leaders to drive sound decisions that align with company strategy. Mr. Freeman also "gives back" finding time to serve on several not-for-profit boards. Walgreens Boots Alliance (Nasdaq: WBA) is an integrated healthcare, pharmacy and retail leader serving millions of customers and patients every day, with a 170-year heritage of caring for communities. A trusted, global innovator in retail pharmacy with approximately 13,000 locations across the U.S., Europe and Latin America, WBA plays a critical role in the healthcare ecosystem. WBA employs more than 331,000 people and has a presence in nine countries.

SONYA GOYKHMAN serves as Director, Corporate Counsel in the Litigation group for Starbucks Coffee Company. In her role, Sonya oversees and manages general liability, commercial, real estate, discrimination and ADA litigation for retail stores in the Americas, provides legal advice and counsel to internal clients and works with cross-functional teams in order to reduce risk and elevate the Starbucks global brand. Sonya is committed to DEI efforts and sits on the Diversity & Inclusion Committee for the Law & Corporate Affairs department at Starbucks, and is the immediate past co-chair of the Starbucks D&I Mentorship Program. Prior to joining Starbucks, Sonya worked as a civil litigator, where she defended cases from inception through trial and resolution.

EDWARD T. HAYES is a partner at ALFA International member firm Leake & Andersson, L.L.P. where he leads the firm's international trade and business practice. The firm's international trade and business practice focuses on a wide variety of international issues, including customs matters; import/export transactions; international sales of goods and services; disputes under bilateral investment treaties; antidumping and countervailing duty proceedings before the Department of Commerce and International Trade Commission; and World Trade Organization dispute settlement. Mr. Hayes also maintains an active international public policy and government relations practice, where he advises businesses and local governments on international trade capacity and international economic development issues, including the business implications of international multilateral and regional free trade agreements. In

January, 2014 the country of Ukraine appointed Mr. Hayes to serve as the Honorary Consul to Ukraine for the State of Louisiana. Mr. Hayes is charged with promoting and preserving the interests of Ukraine and her citizens throughout the State of Louisiana. Mr. Hayes serves as Chair of the ALFA International Board of Directors.

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

JULIA JIMENEZ is a shareholder with Daniel Coker, the ALFA International member firm in Oxford, Mississippi. She focuses her practice on general defense litigation, including product liability and hospitality, in both state and Federal courts. Before transitioning to civil litigation, Julia's practice was devoted to family law. Julia has the distinction of being recognized as a Best Lawyers in America® "Ones to Watch" in two practice areas: personal injury litigation defense and product liability defense. Julia is a member of the Steering Committee of ALFA International's Hospitality & Retail and Future Leaders Practice Groups. Julia was the Women's Initiative Liaison to the 2023 ALFA International Hospitality & Retail Practice Group Seminar. Julia is very active in the Mississippi Bar, including serving as Oxford Regional Chair of the High School Mock Trial Competition for eight years. She is a member of the Advisory Board of the L.O.U. Barksdale Boys and Girls Club and is a life member and past president of the Junior Auxiliary of Oxford. Julia has two children and enjoys yoga, reading, and DIY projects.

PAUL G. KLOCKENBRINK is a partner with Gentry Locke, the ALFA International member firm in Roanoke, Virginia. Paul represents business clients in all aspects of the employment relationship, including wage and hour laws, discrimination claims, return to work and non-compete/trade secret issues. He has successfully defended companies in jury trials covering a variety of employment issues. Paul regularly speaks and conducts training on various employment law issues. Paul chairs his firm's Hospitality and Restaurant Practice Group. He received his bachelor's degree from the University of Vermont and his J.D. degree from the University of San Diego.

LATRICE LEE is an employment attorney at Microsoft. In her role, she advises management and human resources professionals regarding wage and hour compliance, discrimination and retaliation, leaves of absence, hiring, terminations and employee discipline, reductions in force, sexual and other forms of harassment and prevention, and investigations. She was previously Corporate Counsel for Lowe's Companies, Inc., where her duties focused on counseling and mitigating operational and reputational risk for the company while balancing the needs of the business and company objectives for consumer lawsuits, which may include product liability, premises liability or allegations of discrimination and harassment. Previous to Lowe's, she was in private practice at Polsinelli, PC, in Kansas City, Missouri, where she focused her practice on assisting employers with a wide variety of employment and human resources issues,

including preparing employee handbooks, non-compete and restrictive covenant agreements, responding to EEOC Charges of Discrimination and inquiries from governmental agencies, as well as defending against lawsuits that included federal and state claims of discrimination and harassment based on race, gender, sexual orientation, age, disability, religion, and national origin as well as retaliation and violations under the Family and Medical Leave Act and the Fair Labor Standards Act. Latrice is on the Board of Directors for both the McCrorey YMCA and NCCU Law School Alumni. She is also a member of Alpha Kappa Alpha Sorority, Inc. and the Junior League of Seattle. She is a cum laude graduate of North Carolina Central University School of Law.

MOLLY LEE is a partner with Lewis Wagner, the ALFA International member firm in Indianapolis, Indiana. Molly concentrates her practice on defending a variety of civil litigation matters, including wrongful death, catastrophic personal injury, premises liability, product liability, liquor liability and various insurance defense cases. Molly also has substantial experience representing Indiana governmental entities in defense of lawsuits. Molly is a proud graduate of DePauw University and the Indiana Robert H. McKinney School of Law. While pursuing her law degree, Molly served as a Legal Extern for the NCAA and a Legal Intern for The Finish Line, Inc. For two years, she chaired the Young Lawyer Section of the Defense Trial Counsel of Indiana. Molly currently serves on the Indianapolis Legal Aid Society Board of Directors. Additionally, Molly has been recognized as a "Rising Star" for the past five years. Molly resides in Indianapolis with her husband and their two young daughters.

KRISTA LEHMAN-ANDERSON joined Society Insurance in 2022 as the Large Loss and Litigation Claims Manager. Her team is responsible for the litigation management of all litigated claims across multiple lines of business. Krista has twenty plus years of claims experience, starting in personal lines with American Family Insurance. Beginning at the desk, she was quickly promoted to field adjuster, handling complex liability losses. She then moved into a leadership role as a Care Center Manager, where she oversaw a team of new adjusters. Moving to CapSpecialty in 2012, as a Senior Claims Specialist, she handled litigated and non-litigated liability claims involving property damage and bodily injury. She later transitioned into a dual role in the claims Department, as the Learning Development Coordinator, she created the new hire onboarding process and facilitated continuing education opportunities to existing staff. Krista graduated from UW-Whitewater with a Bachelor of Science degree in Psychology and has obtained her AIC-M and AINS designations.

NICHOLAS R. LYKINS is a partner with Johnson & Bell, Ltd., the ALFA International member firm in Chicago, Illinois. He handles premises liability concerns and real estate-related issues, including lease and contract enforcement disputes, for some of the largest shopping mall and retail center property owners in the United States. He also represents clients ranging from a Fortune Global 500 company to local product manufacturers and premises owners in asbestos and toxic tort litigation. Mr. Lykins also is the chair of the Cannabis group, advising and representing clients in the medical and recreational cannabis industry, including dispensaries, cultivation centers, transportation, employers, care givers and ancillary businesses on compliance, licensing, employment and commercial matters in Illinois. Mr. Lykins also works in complex/catastrophic litigation and commercial litigation, including the Lincoln Park porch collapse litigation, legal malpractice litigation involving mergers

and acquisitions and offshore investments and commercial fraud litigation. He also advises clients on rights and concerns in dealings and negotiations with the development of wind and solar energy projects, as well as advising city, county and state municipalities on issues relating to zoning for wind energy developments.

KATE MARTZ is a partner with Baylor Evnen Wolfe & Tannehill, LLP, the ALFA International member firm in Lincoln, Nebraska. She is a member of the firm's litigation practice group and handles matters involving transportation, premises liability, employment and professional malpractice. Kate has successfully tried cases in Iowa and Nebraska and handled appeals in the 8th U.S. Circuit Court of Appeals. Kate strives to simplify complex issues and provide practical advice throughout litigation to best achieve her clients' goals. Kate is a member of ALFAI's Future Leaders Practice Group leadership, Transportation steering committee, Women's Initiative steering committee and the Diversity and Inclusion Leaders Forum. In addition, she is a leader and firm representative in initiatives supporting diversity and inclusion in the legal field.

ROBERT MARZANO is a partner with Plunkett Cooney, the ALFA International member firm in Detroit, Michigan. Robert concentrates his practice in the areas of premises liability law, food service and hospitality law, and real estate law. He also serves as general counsel for a southeastern Michigan city and handles all aspects of civil litigation. Robert represents several national retailers, hotel chains, restaurants and apartment complexes in disputes involving premises liability claims, security guard litigation, dramshop/liquor liability issues, general negligence claims, mold litigation, third-party auto negligence claims and trucking litigation. He also routinely handles catastrophic accidents involving gas stations, parking lots and premise design. He routinely litigates matters involving dramshop/liquor liability and handles liquor license requirements involving application, renewal, and transfer process, as well as license violations.

STEPHEN S. MCCLOSKEY is a Principal with the ALFA International member firm of Semmes, Bowen & Semmes in Baltimore, Maryland. He is the chair of the Firm's litigation department. His practice includes both state and federal trial and appellate work in Maryland and the District of Columbia. He has substantial experience in all aspects of civil litigation, primarily on behalf of defendants, in claims related to personal injury and property damages in a variety of subject areas including premises liability, products liability, construction litigation and transportation law. He has tried many cases to verdict. He has extensive experience handling mediations and other forms of alternative dispute resolution. His professional affiliations include the Maryland State Bar Association, where he served on the Judicial Appointments Committee for 10 years. He has regularly been selected as a Maryland Super Lawyer in the defense of Civil Litigation matters. He served as an adjunct professor at the University of Baltimore School of Law teaching Legal Analysis, Research and Writing to first year law students. He is a current member of the Supreme Court of Maryland's Standing Committee on the Rules of Practice and Procedure.

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.

JOSH MORRIS is a Claims Manager in Circle K's Risk Management Department. Circle K has become one of the most widely recognized convenience store brands, known worldwide for quality products and great customer service. Josh has been with Circle K for 12 years in various positions and currently is responsible for overseeing Circle K's premise liability and transportation claims. Josh is a graduate of East Carolina University with a degree in Business Management.

TAMARA NELSON is a shareholder with 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.

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

ASHLEY NORGARD is legal counsel for O'Reilly Auto Parts, one of the largest specialty retailers of automotive aftermarket parts, tools, supplies, equipment and accessories in the United States, serving both the do-it-yourself and professional service provider markets. The Company has over 80,000 team members and operates more than 6,000 stores in 48 U.S. states and 44 ORMA locations in Mexico. Prior to her current role at O'Reilly, Ashley was a trial attorney with Husch Blackwell LLP's Labor & Employment group, and served as outside general counsel for a variety of mid-sized entities in the health and education industries. Before her legal career, she worked as a civilian for the U.S. Air Force, editing the French edition of Air & Space Power Journal and leading outreach to militaries and embassies in Francophone Europe and Africa. Ashley received her B.A. in French and International Relations from Centre College in Kentucky, and her J.D. from the Thomas Goode Jones School of Law in Alabama.

CHRISTOPHER A. PAGE is a partner with ALFA International member firm Young Moore and Henderson P.A., in Raleigh, North Carolina. Chris is an experienced trial attorney specializing in the representation of clients in the hospitality and retail industries. He represents several

national clients with all their legal needs, including claims relating to employment, business disputes, trademark infringement, false advertising, premises accidents and construction defects. After graduating summa cum laude from Duke University, Chris earned his law degree from the Yale Law School, where he served as senior editor for the Yale Law Journal. Chris is a frequent speaker at ALFAI seminars and has created many presentations on a variety of litigation and management topics.

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

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

JANICE RICKERT is Vice President of Litigation at Bloomin' Brands, Inc., a company of founder inspired restaurants including Outback Steakhouse, Carrabba's Italian Grill, Bonefish Grill, and Fleming's Prime Steakhouse and Wine Bar. Bloomin' Brands is headquartered in Tampa, FL and is one of the world's largest casual dining companies with approximately 82,000 Team Members and more than 1,450 restaurants worldwide. Janice leads the team responding to US based legal matters involving Bloomin' Brands and its related entities, to include matters of commercial disputes, employment law, public liability, workers' compensation, property and lease disputes, agency investigations and critical incident responses. She is a strategic business partner, monitoring legal and regulatory trends in order to provide sound advice and counsel to help best meet company goals.

CAREN RIES is Associate Counsel, Assistant Secretary, and Litigation Manager for Skyline Champion Corporation and its subsidiaries, including Champion Home Builders, Champion Modular, Titan

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

KYLE ROEHLER is a partner with Baker Sterchi Cowden & Rice, the ALFA International member firm in Kansas City, Missouri. Kyle is an experienced trial lawyer whose primary areas of practice include transportation, insurance coverage and bad faith, and personal injury litigation. He is a member of ALFA's Transportation Steering Committee and is a frequent speaker at national conferences on personal injury litigation and insurance bad faith. Kyle is AV rated by Martindale Hubbell and has been selected by his peers as a Super Lawyer in personal injury litigation every year since 2009.

DANIELLE ROSS is a partner with Mayer LLP, the ALFA International member firm in Houston, Texas. Danielle believes that clients are best served, not only through aggressive legal representation during a lawsuit, but also in providing proactive and creative solutions for business owners. As part of the Mayer team, Danielle provides a detail-oriented and modern approach to her cases involving transportation and hospitality industries. She is always working to improve her knowledge of her client's businesses to better represent them at trial and brainstorming creative ways to impact a jury. She also maintains a transactional practice for small to mid-size businesses, including corporate formation and trademarks. She has a special affinity for drafting policy and procedures manuals to ensure that the business and employees are protected. Danielle is a member of ALFAI's Women's Initiative and Hospitality & Retail Steering Committees and a member of the DE&I Forum.

LATISHA STUBBLEFIELD is Director, Head of Litigation for Pilot Travel Centers LLC, where she oversees all litigation matters for the company and its subsidiary entities. As the largest network of travel centers in North America, Pilot has over 750 locations in 44 states and 5 Canadian provinces, supplies more than 14 billion gallons of fuel per year with the third largest tanker fleet in North America, and employs more than 30,000 team members. In her role, Latisha manages the litigation team, which handles commercial, employment, general liability, real estate and bankruptcy litigation matters for Pilot's retail and energy business. Latisha also provides legal advice and counsel to internal clients, including strategic counsel on pre-litigation, risk management and contract issues. Prior to joining Pilot in 2015, Latisha was a commercial litigator in private practice in Knoxville, Tennessee. She earned a Bachelor of Arts, summa cum laude, from Carson Newman College, and earned her Juris Doctor, summa cum laude, from the University of Tennessee College of Law.

OSCAR SUAREZ guides his clients through the mercurial world of commercial litigation with an emphasis on collaboration. Years of experience representing regional and local clients, as well as both national and local banks and lenders in state and federal court have provided Oscar with insight into the issues his clients face. His abilities also extend beyond the courtroom. He is routinely called upon to

advise and provide pre-litigation strategies. In addition to commercial litigation, Oscar practices in the area of insurance defense, zealously representing insureds in property loss and premises liability claims, automobile and general liability matters. He also handles coverage matters related to unfair trade and insurance practices and breach of contract. Oscar is a member of the Oliver Ellsworth Inns of Court and a James W. Cooper Life Fellow of the Connecticut Bar Foundation. He has been recognized by Connecticut Magazine and the Hartford Business Journal as members of their "40 Under 40" classes. He serves as Secretary to the Board of New Haven Reads, a New Haven, CT non-profit that partners with the community to provide one-on-one tutoring and educational family support. He earned his BA from Union College and his JD from the University of Minnesota. He is admitted to practice law in the State of Connecticut and the District of Connecticut.

JULIA B. SUITER received both her Bachelor and Juris Doctorate degrees from Indiana University. Upon graduation, she clerked for the Honorable Brent E. Dickson of the Indiana Supreme Court. Thereafter, Ms. Suiter worked for the Indianapolis law firm of Riley Bennett & Egloff, where she focused her practice on product liability, medical malpractice, toxic torts, and general insurance defense. In 2000, Ms. Suiter became the Operations Counsel for KONE Inc., a world-wide leader in the vertical transportation industry. While at KONE, Ms. Suiter was business counsel to the organization, focusing on construction, contract, bankruptcy and employment matters. She also implemented and managed the company's corporate compliance program for North America. In 2009, Ms. Suiter joined Illinois Casualty Company as its Litigation Manager before being promoted to Chief Litigation Counsel and then ultimately assuming her current role as Chief Legal Officer. Ms. Suiter is the head of the Legal Department; the Company's Litigation Unit and Claims Department report to her, as well. She serves as the Chief Compliance Officer and Chief Risk Officer for the Company. She developed the Company's Enterprise Risk Management program, chairs the Company's Disclosure Committee, and serves on the Internal Reinsurance, Compliance and Ethics and Enterprise Risk Management Committees. Ms. Suiter has taught business law courses at St. Ambrose University and is published on the subject of lawyer civility. She has presented at various national industry conferences on the topics of Alcohol-Related Injury Litigation, Coverage Matters and Biometric Privacy.

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

registered mediator with the Alabama Center for Dispute Resolution, and has been inducted into the International Academy of Trial Lawyers and the American Board of Trial Advocates. He has also been recognized by the Boy Scouts of America for his service as a Scoutmaster for a Birmingham Boy Scout Troop.

ANDREW TUTTLE is a Shareholder in Fowler White Burnett's Palm Beach office, the ALFA International member firm in Miami/Palm Beach. His practice focuses on casualty defense and commercial litigation, which entails litigating in both federal and state courts. Andrew's casualty practices involves the defense of premises, products and catastrophic personal injury claims, on behalf of nationwide retailers, regional restaurant chains, mass transportation clients, nursing home facilities and many others. His commercial work specially focuses on business related matters, such as: contract enforcement/defense, business torts and frauds, construction litigation, foreclosure and eviction actions. Andrew is on ALFA's Hospitality and Retail Practice Group steering committee.

ANDRE WEBB is a partner with ALFA International member firm German, Gallagher & Murtagh in Philadelphia, Pennsylvania. He is an experienced trial attorney with a demonstrated history of success. Andre concentrates his practice on the defense of insured and self insured entities in a variety of litigation matters, including premises liability, dram shop/liquor liability cases, motor vehicle accidents (inclusive of UM/UIM claims), and professional liability matters. The diverse nature of Andre's practice, along with his background and expertise, provides him with a unique perspective when advising and counseling clients towards attaining the best and most cost effective resolution. Andre's professional activities extend beyond the courtroom as he is very active in the legal community. Andre was listed as one of 2023 Best Lawyers: Ones to Watch in America, named one of Pennsylvania Legal Award's "2021 Lawyers on the Fast Track" by The Legal Intelligencer, and recognized as a Pennsylvania Super Lawyer "Rising Star." Andre is an elected member of the Philadelphia Bar Association's Board of Governors; he served as Chair of the Executive Committee of the Young Lawyers Division ("YLD") and is an Executive Committee member of the Philadelphia Association of Defense Counsel ("PADC"). Andre is also active with the Pennsylvania Bar Association, where he serves in the House of Delegates.

REBECCA WEIS is Director & Senior Counsel for Brand Protection on Team Legal at Texas Roadhouse, where she supports all three of the company's brands—Texas Roadhouse, Bubba's 33, and Jagers. She refers to herself as a "solution seeker" in the employment compliance and litigation space. Beyond managing the company's employment law docket, Rebecca partners up with operators, the People (HR) Team, and other Roadies to creatively apply her business and legal expertise to find solutions, identify and manage risk, and strategically advocate for the company. Rebecca is a SHRM (Society for Human Resources Management) Senior Certified Professional and co-chairs the company's Employment Compliance and California Risk Education Committees. She also serves on the Board of Governors at Louisville's Speed Art Museum, leads her daughter's Girl Scout troop of 21 girls, supports the Leukemia and Lymphoma society as a proud blood cancer survivor, and in the fall, cheers on her beloved Ohio State Buckeyes football team. In her prior life (RIP billable hours), Rebecca was a partner and experienced employment litigator at a regional law firm.

GENERAL INFORMATION

MEETING LOCATION

JW Marriott Los Cabos Beach Resort & Spa

Puerto, Fraccion Hotelera Fh5-C1,
Subdelegacion De La Playita
San José del Cabo, B.C.S. 23403 Mexico
Tel: 52 624 163 7600
[Hotel Website](#)

REGISTRATION

Please contact ALFA International Headquarters to register.

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

ATTIRE

The attire for the educational sessions throughout the conference is business casual. Resort casual attire is appropriate for the social events and casual attire for the optional activities. Wednesday & Thursday night's receptions and dinners are outdoors so layers are recommended. Friday dinner is indoors. Attendees are encouraged to lean into each dinner's theme when packing evening attire.

CLE CREDIT

ALFA International is an approved CLE provider in Illinois, California, Pennsylvania and Tennessee and certifies this program has been approved for 7 hours of CLE in these states. However, seminars are designed to meet CLE requirements, regardless of jurisdiction. To receive CLE credit outside of these states, attorneys should apply directly to their state's governing CLE board. Helpful links and information on how to apply for course credit are available on the ALFA International website and staff are available to assist with any concerns.

SPECIAL ACCOMMODATION

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

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