



ALFA International
THE GLOBAL LEGAL NETWORK



Everything I Know I Learned from Television Shows

2025 Labor & Employment Seminar

June 11-13, 2025 | Eau Palm Beach Resort & Spa | Manalapan, Florida

www.ALFAInternational.com

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Magic on the small screen—that's what television is. TV shows serve as portals to fantastical worlds, exposing us to new cultures, broadening our perspectives and keeping us informed. They entertain, inspire and provide an escape from life's complexities, often bringing us together. They make us laugh, cry, think and feel every emotion in between. Throughout our lives, television has been a constant companion.

But TV is more than just entertainment or a way to pass the time. Despite what countless moms have warned, it hasn't rotted our brains. In fact, television has imparted some of life's greatest lessons—teamwork, resilience, communication and perseverance.

Take Ted Lasso, the story of an American football coach hired to lead an English soccer club, a sport he knows little about. Through empathy, optimism and empowerment, he transforms the team's fortunes. Or Breaking Bad, where Walter White's descent into the meth business delivers hard truths—not just about consequences, but about mastery, reinvention and the pursuit of excellence (though ideally, in more lawful ways). And then there's Seinfeld, a show "about nothing" that teaches everything. From the necessity of adapting when things aren't working (George Costanza's "opposite" strategy) to the importance of planning ahead (because waiting for a table at a Chinese restaurant is a struggle) and always having a backup plan (lest you ruin a marathoner's big race with a broken alarm clock), Seinfeld is filled with wisdom hidden in humor.

This year's program applies those lessons to the real world, bringing them into the legal field and the businesses represented here. We invite you to sit back, enjoy the show and take away a few nuggets of wisdom inspired by the magic of television.



Courtney Nichols
 Chair, Labor & Employment
 Practice Group
 PLUNKETT COONEY
 Bloomfield Hills, Michigan



Tim Peebles
 Vice Chair, 2025 Labor & Employment
 Seminar Program Chair
 DANIEL COKER
 Oxford, Mississippi



WELCOME TO EAU PALM BEACH RESORT & SPA

Eau Palm Beach Resort & Spa in Manalapan, Florida, is a luxurious oceanfront retreat known for its elegant accommodations, world-class spa, and impeccable service. This five-star resort offers breathtaking Atlantic Ocean views, private beach access, and exceptional dining experiences. Guests can indulge in rejuvenating spa treatments, relax by the palm-lined pools, or explore the vibrant local culture. The resort is conveniently located within driving distance of multiple major airports. It's approximately 10 miles (15-minute drive) from Palm Beach International Airport (PBI). For those looking for more direct flight options, Miami International Airport (MIA) and Fort Lauderdale-Hollywood International Airport (FLL) are also great choices, offering a scenic drive up the coast to the resort.



2023-2025 LABOR & EMPLOYMENT PRACTICE GROUP LEADERSHIP



Grace Garcia
 Chair, ALFA International Board of Directors
 MORRISON MAHONEY LLP
 Boston, Massachusetts



Courtney Nichols
 Practice Group Chair, Labor &
 Employment Practice Group
 PLUNKETT COONEY
 Bloomfield Hills, Michigan



Tim Peebles
 Practice Group Vice Chair, 2025 Labor &
 Employment Seminar Program Chair
 DANIEL COKER
 Oxford, Mississippi



Brian Quisenberry
 Marketing Chair, Labor &
 Employment Practice Group
 CLEMENT RIVERS, LLP
 Charleston, South Carolina



Joel Hlavaty
 Chair Emeritus, Labor &
 Employment Practice Group
 FRANTZ WARD LLP
 Cleveland, Ohio



Kevin Greene
 Course Book Editor
 HALLORAN SAGE
 Hartford, Connecticut



Elizabeth Muyskens
 Course Book Editor
 STOLL KEENON OGDEN PLLC
 Lexington, Kentucky

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.

11:00 a.m. – 2:00 p.m.

CLIENT ADVISORY BOARD MEETING & LUNCH

The Boardroom

2:00 p.m. – 5:30 p.m.

FACULTY REHEARSAL

Salons 2 & 3

2:00 p.m. – 5:30 p.m.

REGISTRATION

Flagler Hall

5:00 p.m. – 5:30 p.m.

ALL ALFA INTERNATIONAL ATTORNEY MEETING

Salon 1

All attending ALFA International attorneys are required to attend.

5:30 p.m. – 6:30 p.m.

Leading Ladies On-Screen and in the Courtroom

WOMEN'S INITIATIVE RECEPTION



Savor

Channel your inner Carrie, Miranda, Charlotte, or Samantha in this stylish Sex and the City-inspired mixology class! Shake up a signature cocktail that captures the essence of the show while celebrating women who lead, advocate and break barriers. Through interactive networking and discussions, we'll explore the parallels between real-life women in law and the iconic female TV characters who have shaped cultural narratives and navigated high-stakes careers. Come mix, mingle and toast to the women who inspire us—on-screen and in the courtroom. We can't help but wonder... how great this event will be!



Lindsey Hazelton
Women's Initiative Liaison
HANCOCK ESTABROOK, LLP
Syracuse, New York

6:30 p.m. – 9:30 p.m.

Baywatch Beach BBQ Bash

WELCOME RECEPTION, BUFFET DINNER & REGISTRATION

Breeze Ocean Kitchen



Join us for a Baywatch-inspired BBQ Beach Bash, where great food, ocean breezes and good vibes come together for the ultimate celebration. Kick off your shoes, enjoy delicious barbecue, refreshing drinks and beachside fun with new and old friends, all while soaking in the sun like you're on the sands of Malibu!

Attire: Come as you are in your backyard BBQ attire.

9:30 p.m. – 12:00 a.m.

Late Night Show: Hospitality Suite

Flagler Hall

Not ready for the night to end? Channel your inner Mad Men and join your fellow attendees for a nightcap, where business and cocktails flow effortlessly.



THURSDAY, JUNE 12, 2025

7:00 a.m. – 9:00 a.m.

BREAKFAST BUFFET

Ocean Ballroom & Terrace

7:00 a.m.-8:00 a.m. – Meeting Attendees

7:00 a.m.-9:00 a.m. – Companions

7:00 a.m. – 8:00 a.m.

FIRST TIME ATTENDEE BREAKFAST

Plaza Foyer

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

8:00 a.m. – 12:00 p.m.

PROGRAM SESSIONS

Salons 2 & 3

8:00 a.m. – 8:20 a.m.

Introductory Remarks



Grace Garcia
Chair, ALFA International Board of Directors
MORRISON MAHONEY LLP
Boston, Massachusetts



Tim Peebles
Practice Group Vice Chair,
2025 Labor & Employment Seminar Program Chair
DANIEL COKER
Oxford, Mississippi



Courtney Nichols
Practice Group Chair, Labor & Employment Practice Group
PLUNKETT COONEY
Bloomfield Hills, Michigan



Jessica Zaroski Bauer
Chief Executive Officer
ALFA INTERNATIONAL
Chicago, Illinois

8:20 a.m. – 8:50 a.m.

GENERAL SESSION 1

Remote Control: Managing the New Post-Covid Workforce

Just like the universal remote, COVID-19 changed everything. Or did it? This panel will scroll through the lineup of current trends in employment practices five years after the start of the pandemic. We will explore topics such as remote work, increased automation, employee mental health focus, enhanced cyber security, changes in hiring practices and more. After doing so, the panel will lead the audience in a roundtable discussion of these issues – what's working, what's not and how your company can adapt to the new normal in this new reality series.



Dawn Dillon
Moderator
YOUNG MOORE AND HENDERSON, P.A.
Raleigh, North Carolina



Gero Schneider
TIEFENBACHER
Heidelberg, Germany



Elliot Miller
Senior Vice President
& General Counsel
WOWZA MEDIA SYSTEMS
Denver, Colorado

8:50 a.m. – 9:20 a.m.

ROUNDTABLE SESSION

Roundtable discussions will occur throughout the program and will be led by the table captains listed below. Selected tables will report back to the larger group after each discussion period.

**ROUNDTABLE SESSION
TABLE CAPTAINS**

Clark Aspy
 NAMAN HOWELL SMITH & LEE, PLLC
 Austin, Texas



Christopher Carlos
 JOHNSON & BELL, LTD
 Chicago, Illinois



Jeffrey Cohen
 MEYER DARRAGH
 Pittsburgh, Pennsylvania



Brian Coolidge
 MAYER LLP
 Houston, Texas



Yvette Davis
 HAIGHT BROWN & BONESTEEL LLP
 Los Angeles, California



Joel Hlavaty
 FRANTZ WARD LLP
 Cleveland, Ohio



Matthew McCloskey
 SEMMES, BOWEN & SEMMES
 Baltimore, Maryland



Kyle Nageotte
 HIGGS FLETCHER & MACK LLP
 San Diego, California



J. Blair Newman
 MCDOWELL KNIGHT
 Mobile, Alabama



Agnes Padilla
 BUTT THORNTON & BAEHR PC
 Albuquerque, New Mexico



Brian Quisenberry
 CLEMENT RIVERS, LLP
 Charleston, South Carolina



Dave Russo
 ROBINSON & MCELWEE PLLC
 Charleston, West Virginia



Jaki Samuelson
 WHITFIELD & EDDY LAW
 Des Moines, Iowa



Steve Schwartz
 BROWN & JAMES, P.C.
 St. Louis, Missouri



Shane Swilley
 COSGRAVE VERGEER KESTER LLP
 Portland, Oregon

9:20 a.m. – 9:40 a.m.

COMMERCIAL BREAK

9:40 a.m. – 10:10 a.m.

GENERAL SESSION 2

There's No Such Thing as Questions, Just Hidden Answers – CSI Meets the Employment World

CSI's Gil Grissom famously quipped, "I tend not to believe people; they lie. The evidence never lies." But how can a lawyer (and the lawyer's client) identify, secure and produce that evidence given the explosion of workplace collaboration tools, mobile devices and other online repositories? Join the panel as it places the best practices in forensic analysis and accompanying ethical duties for lawyers in this field under the microscope, followed by further roundtable discussion about this challenging and constantly evolving area of the law.



Shawn Kachmar
 Moderator
 HUNTERMACLEAN
 Savannah, Georgia



Eva Seif
 Assistant General Counsel
 THE CAVA GROUP, INC.
 Washington, District of Columbia



John Unice
 Chief Executive Officer
 BIT-X-BIT
 Pittsburgh, Pennsylvania



Jackie Longfellow
 BAKER STERCHI COWDEN & RICE LLC
 Kansas City, Missouri

10:10 a.m. – 10:40 a.m.

ROUNDTABLE SESSION

10:40 a.m. – 11:00 a.m.

COMMERCIAL BREAK

11:00 a.m. – 11:30 a.m.

GENERAL SESSION 3

"I Tell You, Jerry, at That Moment, I Was a Marine Biologist" – A Study of Mental Health and Disability Issues Through the Lens of the TV Camera

According to George Costanza, "it's not a lie . . . if you believe it." George's psychological problems in Seinfeld include, among others, narcissism, social anxiety, habitual lying, low self-esteem, fits of anger, obsessiveness, and living in a fantasy world. George engages in outrageous behavior throughout the series. In one episode, George's potential employer believes him to be disabled, something George goes along with in order to have access to a private restroom. In another, George parks his father's vehicle in a handicap parking space (after all, as his friend Kramer says, "handicapped people, they don't even want to park there; they want to be treated just like anybody else!"). But George is not just a fictional tv character—he is no different than many of those in our workplaces. This panel will explore and offer ideas for handling those mental health and disability issues that have become prevalent in today's workforce. And be sure to stick around for the round table session immediately following the panel—if you leave there will be "no soup for you."



Barath Raman
 Moderator
 LEWIS WAGNER, LLP
 Indianapolis, Indiana



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



Todd Fulks
 Sr. Associate GC, Litigation
 PILOT TRAVEL CENTERS LLC
 Knoxville, Tennessee



Paul Klockenbrink
 GENTRY LOCKE
 Roanoke, Virginia

11:30 a.m. – 12:00 p.m.

ROUNDTABLE SESSION

12:00 p.m. – 12:45 p.m.

CLIENT ROUNDTABLE

Exchange 1 & 2

This event allows client attendees the opportunity to exchange ideas and share best practices in a setting without ALFA International lawyers present.

12:45 p.m. – 1:45 p.m.

LUNCH

The Ocean Ballroom & Terrace

2:00 p.m. – 6:00 p.m.

The O.C. Oasis: Poolside Hospitality

Poolside Cabanas & Ocean 2

Dive into the ultimate pool party, inspired by The O.C., where sun, fun and new connections flourish like at the Cohen's beach house!

Attire: Swimsuit, sunglasses and sunscreen.



7:00 p.m. – 10:00 p.m.

**Palm Royale Soirée:
A Night Of Glamour, Cocktails & Croquet**

National Croquet Center

Step into the opulent world of 1969 Palm Beach, where ambition, fashion and high society reign. Enjoy a lavish dinner, handcrafted cocktails and a spirited game of croquet under the swaying palms. Welcome to Palm Beach, darling.

Attire: 1960s Resort Chic

10:00 p.m. – 12:00 a.m.

**Late Night Show:
Hospitality Suite**

Flagler Hall

Grab a drink with friends and feel right at home, just like in *Cheers*, where everybody knows your name and the good times never end!

FRIDAY, JUNE 13, 2025

7:30 a.m. – 9:30 a.m.

BREAKFAST BUFFET

Ocean Ballroom & Terrace

7:30 a.m. – 8:30 a.m. – Meeting Attendees

7:30 a.m. – 9:30 a.m. – Companions

8:30 a.m. – 12:30 p.m.

PROGRAM SESSIONS

GENERAL SESSION

Salons 2 & 3

ROUNDTABLE SESSIONS

Plaza 1 & 2

8:30 a.m. – 9:30 a.m.

ROUNDTABLE SESSIONS – ROUND ONE

EPISODE ONE:

Popeye – Spinach and Smoking – Common Pitfalls with Health and Wellness Plans

Did you ever wonder if Popeye's employer rewarded Popeye for eating spinach and charged him extra for his health insurance for smoking his pipe? Wellness programs are very popular with employees, but the regulatory requirements are often overlooked. Numerous recent class action lawsuits have targeted tobacco/smoking surcharge programs against high profile companies such as Walmart, Tractor Supply and Pepsi. This panel will review the recent litigation and other compliance pitfalls with Wellness Programs and related benefit plans.



Lisa Wintersheimer Michel
Moderator
KEATING MUETHING
& KLEKAMP PLL
Cincinnati, Ohio



Cassidy Starkey
Senior Vice President
LOCKTON
Philadelphia, Pennsylvania

EPISODE TWO:

"Set a Course for Adventure..." – Gender Discrimination Claims in 2025

Times were certainly different in the late 1970s when *The Love Boat* debuted – audiences returned week after week despite episodes that were filled with overt sexism and other inappropriate conduct. But *The Love Boat* is just one of many shows starring over the top characters, Don Draper and Barney Stinson for example. Years later, we witnessed the #MeToo movement, a collective shift away from approval of the type of conduct engaged in by these TV characters. This panel will discuss the perils and pitfalls of defending gender discrimination claims in the wake of #MeToo, the current political landscape and recent Supreme Court decisions on affirmative action. Come aboard, we're expecting you!



Caroline Vickrey
Moderator
JOHNSON & BELL, LTD.
Chicago, Illinois



Cherise Latortue
SIMPSON MANUFACTURING
CO., INC.
Pleasanton, California



Amy Yarbrow
MORRISON MAHONEY, LLP
Boston, Massachusetts

EPISODE THREE:

Come on Down! Let's Make Sure The Price IS Right – Demystifying Wage and Hour Issues in Light of Recent Changes to the FLSA and State Laws and Recent Court Decisions

There have been numerous changes recently to wage and hour laws and rules from the U.S. Department of Labor, state and local legislatures, and the courts. In addition, the Trump administration is back in office, and it is almost certain that these laws and rules will be revised again. It's enough to make you think you're the ball in a game of Plinko! Join us for an interactive discussion of some of the more salient changes in this field, such as pay transparency and the status of the increased salary threshold for exempt employees and other emerging topics, so that you can be the big winner in the Final Showcase in the world of wage and hour issues.



Michael Chesney
Moderator
FRANTZ WARD LLP
Cleveland, Ohio



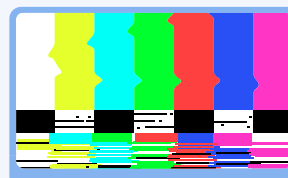
Mauritia Kamer
Assistant General Counsel, Employment
DOLLAR TREE
Chesapeake, Virginia



Hannah Schmidt
Director, Assistant General Counsel
AMERITAS
Lincoln, Nebraska



Abby Tucker
WADLEIGH, STARR
& PETERS, P.L.L.C.
Manchester, New Hampshire



9:30 a.m. – 9:50 a.m.

COMMERCIAL BREAK

9:50 a.m. – 10:50 a.m.

ROUNDTABLE SESSIONS – ROUND TWO**EPISODE ONE:**

Limitless Paper, in a Paperless World – A Day in the Life of In-House Counsel at a Manufacturing Company

"I knew exactly what to do, but in a much more real sense I had no idea what to do." How do we stay on top of evolving employment issues in an evolving business? Join the annual meeting of Dunder ALFAI in this session as attendees will be meeting with their assigned divisions in our paper manufacturing and office supply company. We'll be exploring the everyday but difficult employment law issues that arise in a manufacturing company and will be guided by two women who represent the legal leadership of two manufacturing companies in the bedding/furniture and manufactured homes industries. With active roundtables, we'll tackle real life scenarios that arise from unique employment issues in production, engineering/ R&D, supply chain, sales divisions and more. HR at this annual meeting will have its hands full.



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



Jennifer Davis
 Executive Vice President
 - General Counsel
 LEGGETT & PLATT, INC.
 Carthage, Missouri



Caren Ries
 Associate General Counsel
 CHAMPION HOMES, INC.
 Troy, Michigan

EPISODE TWO:

Weed + The Workplace – Red Forman vs. Kelso

As some states extend protection to employees from discrimination against recreational marijuana use, employers are faced with having to navigate between "you're fired, dumb*ss" and "awesome, dude." This session discusses the pros and cons of each approach.



Jane Kim
 Co-Moderator
 WRIGHT LINDSEY JENNINGS
 Little Rock, Arkansas



Ben Gross
 Principal & General Counsel
 CORLISS MOORE
 Park City, Utah



Kelly Hoffman
 Co-Moderator
 NORMAN HANSON
 & DETROY, LLC
 Portland, Maine

EPISODE THREE:

Lessons from *Survivor* – A Study of Recent Jury Verdicts and How They Can Inform Settlement Strategies

Is it a matter of outwitting, outplaying and outlasting the opposition? This panel will examine recent high-profile verdicts in employment cases, including the facts, the players and the dynamics that led to the decisions. Panelists will discuss both defense verdicts (i.e. employees getting voted off the island) and plaintiff wins. We will explore lessons that can shape settlement strategies and ultimately lead to resolution (i.e. an immunity idol).



Steve Schwartz
 Moderator
 BROWN & JAMES, P.C.
 St. Louis, Missouri



Troy Titus
 FEDERATED MUTUAL
 INSURANCE
 Los Angeles, California



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



Yvette Davis
 HAIGHT BROWN &
 BONESTEEL LLP
 Los Angeles, California

EPISODE FOUR:

Carrie Bradshaw, the Original Gig Economy Worker – A Roundtable Discussion of Current Gig Economy Trends

Somehow Carrie Bradshaw, television's original gig economy worker, earned enough money for a \$40,000 shoe collection as a freelance writer on *Sex and the City*. Perhaps we are all in the wrong field! Join us for a hearty discussion between the panel and the audience about the issues facing gig economy employers, including, among others, finding and retaining employees, the difficulties of monitoring such a mobile workforce and the pitfalls of employee misclassification. To paraphrase Ms. Bradshaw, "we couldn't help but wonder" if this panel was the perfect fit for you in this challenging employment sector.



Jake Lehman
 Moderator
 GERMAN, GALLAGHER & MURTAGH, P.C.
 Philadelphia, Pennsylvania

10:50 a.m. – 11:10 a.m.

COMMERCIAL BREAK

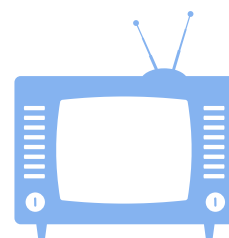
11:10 a.m. – 11:20 a.m.

WHAT'S HAPPENING AT ALFAI HQ?

This session will provide an overview of many new and some improved offerings available on the ALFA International website as well as resources and opportunities available to our clients.



Jessica Zaroski Bauer
 Chief Executive Officer
 ALFA INTERNATIONAL
 Chicago, Illinois



11:20 a.m. – 12:20 p.m.

GENERAL SESSION:

Flying Cars and Sentient Robotic Assistants – A World Once Imagined in *The Jetsons* is Now Here (Well, Sorta)

George Jetson first appeared on television in the 1960s, bringing to life a futuristic world unlike that of his contemporary, Fred Flintstone. In George's world, there was a robotic housekeeper with human emotions, a Brooklyn accent, and even a boyfriend, as well as an obnoxious robotic boss and a sentient computer that doubled as his coworker and friend. While flying cars are still a work in progress, AI has made incredible advancements since the 60s. This panel will explore these developments in depth, focusing on their impact on the employment issues we face today. While we are still ironing out the wrinkles on the flying cars, we have made tremendous strides since the 60s in the world of AI. This panel will conduct a deep dive into those advancements, particularly as they relate to the employment issues we all deal with on a daily basis.

**Nick Ruble**

Moderator

BAKER STERCHI COWDEN & RICE LLC
Kansas City, Missouri**Tamara Nelson**MERRICK, HOFSTEDT & LINDSEY, P.S.
Seattle, Washington

12:20 p.m. – 12:30 p.m.

CLOSING REMARKS

12:30 p.m. – 1:30 p.m.

LUNCHThe Ocean Ballroom
& Terrace

2:00 p.m. – 6:00 p.m.

OPTIONAL ACTIVITIES WITH YOUR**F·R·I·E·N·D·S**

See optional activities brochure for details.

Prior registration is required.

7:00 p.m. – 10:00 p.m.

OPTIONAL DINNER

See optional activities brochure for details.

Prior registration is required.



FACULTY BIO

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.

CHRISTOPHER J. CARLOS is a seasoned litigator with broad experience representing corporations in employment disputes, construction litigation, and toxic tort matters. He regularly defends clients in employment discrimination claims under Title VII, ADA, ADEA, and related state laws, and counsels on compliance, terminations, and severance issues. Mr. Carlos also represents clients in wage and hour disputes and administrative proceedings before the EEOC and IDHR. In addition to his employment practice, Mr. Carlos defends owners, contractors, and project managers in complex construction and premises liability cases, and handles mechanics lien litigation. He also has extensive experience in asbestos and toxic tort defense, managing mass tort litigation through all phases, including trial. Mr. Carlos is active in the legal community through leadership roles in the Hispanic Lawyers Association of Illinois and mentorship programs. He previously served as an Adjunct Professor at Loyola University Chicago School of Law and has held positions with the Illinois Attorney General's Office and the U.S. Department of Justice.

MICHAEL CHESNEY is a partner in the Labor and Employment Practice Group at Frantz Ward LLP, the ALFA International member firm in Cleveland, Ohio. Mike represents management in all aspects of labor and employment law, including representing employers in court, arbitrations, administrative proceedings and other disputes. He advises companies,

both large and small, on human resources issues and litigation prevention, including advice on terminations, compliance with employment laws, workplace investigations and the preparation of policies and employment agreements. Mike has successfully represented employers in single plaintiff and class/collective actions in state and federal courts, arbitration matters and before administrative agencies throughout the country.

BRIAN T. COOLIDGE is a board-certified trial attorney with a focus on complex transportation and employment litigation. He represents motor carriers, logistics companies, and commercial drivers in high-stakes cases involving wrongful death, catastrophic injury, and significant liability exposure. His experience spans a range of commercial vehicles, including semi-trucks, buses, and specialized equipment. In addition to his transportation practice, Brian advises employers on workplace disputes and compliance with evolving labor regulations, offering litigation and strategic guidance across jurisdictions. His dual focus provides unique value to clients facing driver-related employment claims. Known for his courtroom skill, technical knowledge of accident reconstruction and FMCSA regulations, and strategic insight, Brian consistently delivers effective results in complex, high-risk matters.

JEFFREY COHEN has nearly 25 years of experience representing major corporations in state and federal courts across Pennsylvania and West Virginia. He has successfully tried a wide range of cases to verdict, including civil rights claims, consumer protection disputes, industrial accidents, and transportation-related injuries. A native of the Pittsburgh area, Jeff earned his undergraduate degree from Penn State and his J.D. from Duquesne University. Before joining Meyer Darragh, he began his legal career in private practice following a role with the Pennsylvania House of Representatives. Jeff resides in southern Butler County with his wife and two children and remains active in the community through youth sports coaching and leadership.

JENNIFER DAVIS was appointed Executive Vice President – General Counsel at Leggett & Platt, Inc. effective January 1, 2024. She previously served as Vice President – Deputy General Counsel from 2020 to 2023, as Deputy General Counsel from 2015 to 2020, as Associate General Counsel & Chief Litigation Counsel from 2012 to 2022 after joining the Company's Legal Department in 2006. Prior to joining the Company, she practiced law at Stinson LLP in Kansas City for six years. Ms. Davis holds a bachelor's degree from Wichita State University and a law degree from Washburn University.

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.

DAWN DILLON is a shareholder and managing partner with the ALFA International firm of Young Moore and Henderson, P.A. in Raleigh, North Carolina. She received her B.A. magna cum laude from the University of Mary Washington and her J.D. from Wake Forest University School of Law and has 25 years of experience defending employers in workers' compensation and employment matters before the North Carolina Industrial Commission. Dawn assists employers meet their goals in non-compete, discrimination, harassment, retaliation and wage and hour matters. She has experience with FMLA and ADA and their impact on workers' compensation claims and is often invited to speak on that and other employment and workers' compensation related topics. Dawn has served as Program and Practice Group chair for ALFA International's Workers' Compensation Practice Group.

TODD L. FULKS is Sr. Associate General Counsel, Litigation for Pilot Travel Centers in Knoxville, Tennessee. Since joining Pilot in early 2024, Mr. Fulks has managed litigation in the US and Canada, including employment, general liability/premises liability, real estate, construction, and collections and bankruptcy matters. Mr. Fulks previously served as General Counsel for Red Stag Fulfillment, LLC, a third-party fulfillment and logistics company in Knoxville, Tennessee. Prior to joining Red Stag in February 2021, Mr. Fulks spent 16+ years managing litigation and other legal matters nationwide for one of the nation's largest home building conglomerates. In addition, Mr. Fulks practiced law for three years at Baker, Donelson, Bearman, Caldwell and Berkowitz, P.C. and spent one year in the Office of the General Counsel for the Tennessee Valley Authority in Knoxville, TN. Mr. Fulks earned his B.S. from Milligan University in Johnson City, Tennessee and his J.D. from the University of Memphis.

GRACE GARCIA, a partner in the Boston office of ALFA International member firm Morrison Mahoney LLP, concentrates her practice in the areas of product liability, construction law - including personal injury, construction defect, and contractual - OSHA, commercial litigation, employment litigation, premises liability and Americans with Disabilities Act (ADA) cases. Grace currently serves as Chair of ALFA International's Board of Directors and is a former Chair of both ALFA International's Construction Practice Group and Women's Initiative Practice Group. Grace has an AV Preeminent Rating from Martindale Hubbell and in 2020 she was honored by Massachusetts Lawyers Weekly with its "Circle of Excellence" after being honored in 2013 as a "Top Women of Law." Grace has over 25 years of trial practice and litigation experience and has obtained successful outcomes on behalf of her clients in both state and Federal Court trials. She also successfully argued before the Appeals Court. Beyond ALFAI, she is actively involved in many professional groups and is the Immediate Past-President of the Massachusetts Bar Association. Grace is also a past President of the Massachusetts Defense Lawyers Association and past DRI State Representative for Massachusetts. She is a routine lecturer on defending brain injuries, risk transfer and indemnity issues, best discovery practices and deposition techniques, and OSHA.

KEVIN GREENE is a partner at Halloran Sage, the ALFA International member firm in Connecticut, and defends employers in state and federal courts, as well as before administrative agencies including the CHRO,

EEOC, DOL and OSHA, in cases alleging violations of Title VII, ADA, ADEA, Equal Pay Act, FMLA, Whistleblower claims and claims brought under Connecticut's Fair Employment Practices Act. He is an accomplished trial lawyer who has tried more than twenty-five jury cases to verdict and more than sixty-five bench trials to judgment. In addition to litigating employment cases, Kevin provides advice and counsel to employers in various industries, including health care practices, nursing homes, assisted living facilities, banks, automobile dealerships and manufacturers, on employment and business matters including hiring, evaluation, discharge, FMLA, employee handbooks, employment agreements, executive compensation, workplace policies and COVID-19 related issues. He trains executives, managers and employees with regards to compliance with state and federal laws regarding discrimination and sexual harassment and conducts internal workplace investigations of complaints by employees. Kevin has also developed a highly effective skill set in the representation of business owners involved in disputes with their business partners and co-owners. He has tried and arbitrated many of these cases to conclusion and assisted clients in mediating disputes through negotiation.

BEN GROSS is a seasoned executive with over 25 years of leadership experience in the retail, consumer goods and real estate industries. He has led legal and human resources functions for multinational and large, complex consumer-focused organizations. Throughout his career, Ben has successfully steered business turnarounds, mergers and acquisitions, integrations and buyouts - consistently delivering maximum value to stakeholders. His strategic insight and cross-functional expertise make him a leader in driving organizational transformation and growth.

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

JOEL HLA VATY is one of the founding partners of Frantz Ward LLP, the ALFA International member firm in Cleveland, Ohio, and is a member of its Management Committee. Joel focuses his practice on the representation of management in all phases of labor relations and employment litigation. Joel routinely advises employers on all aspects of their relationships with employees, as well as with matters concerning litigation prevention and human resources management. In addition, he regularly defends them in federal and state courts of all jurisdictions on claims arising under the various federal and state labor and employment laws. He represents employers with respect to complaints and charges filed with the EEOC and OCR, NLRB and SERB, and with OSHA and the DOL, as well as with health care and ERISA issues and complaints, and collective bargaining issues and strike disputes. Joel graduated from John Carroll University with honors with a double major in philosophy and psychology and a minor in mathematics. He received his law degree with honors from the University of Akron. Prior to entering private practice, he served as a law clerk to the Honorable Alice M. Batchelder on the U.S. Bankruptcy Court and U.S. District Court for the Northern District of Ohio. Joel is a frequent presenter at seminars and management training programs on a wide variety of topics. He is a member of the Ohio Bar Association and Cleveland Metropolitan Bar

Association. He also is the past chair of the Labor & Employment Law Section of the Cleveland Bar Association. Since 2010, Joel has been named one of Ohio's Super Lawyers and listed in U.S. News Best Lawyers in Cleveland.

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

SHAWN KACHMAR is a managing partner at HunterMaclean, the ALFA International member firm in Savannah, Georgia, and practices in the areas of employment law, employee benefits and business litigation. He also advises employers on employment agreements, executive compensation and ERISA matters, alternative dispute resolution and restrictive covenants.

MAURITIA KAMER is Assistant General Counsel, Employment with Dollar Tree Stores, Inc. based in Chesapeake, VA. Mauritia covers all employment issues arising out of the jurisdictions she supports for both the Dollar Tree and Family Dollar banners including administrative charges, litigation and matters under the company's mandatory ADR program. She also supports the corporate and field human resources teams in dealing with employment issues for the company's more than 200,000 associates. Prior to joining Dollar Tree, Mauritia was a partner in two firms in Kentucky where she practiced employment law.

JANELLE KILIES is a partner with Lewis Wagner, LLP, the ALFA International member firm in Indianapolis, Indiana. Janelle is an attorney in the employment and complex litigation groups and concentrates her practice in the defense of employment-related claims, including employment discrimination, wage disputes, wrongful termination, employment agreement disputes, unfair labor practices and civil rights claims. She also provides proactive prevention counseling on employment issues, including drafting employment policies and practices, navigating employee discipline and termination, as well as providing advice related to the coronavirus. Janelle also has extensive experience in litigating mass torts and consumer class actions in the areas of product liability, consumer fraud, false advertising and deceptive marketing claims around the country in both state and federal courts. She has experience representing clients in investigations and enforcement proceedings involving various governmental agencies, including the Federal Trade Commission. Since joining the Firm in 2012, Janelle has been instrumental in preparing and presenting several mock trials and innovative focus group presentations in complex cases. In the mass tort context, she helped design, develop and maintain a sophisticated online platform for the efficient exchange of discovery information, the prompt evaluation of thousands of cases and the creation of a meaningful settlement matrix. Clients appreciate Janelle for her insight, client service and practical approach to problem-solving, and her creative use of technology combined with outside-the-box thinking.

JANE KIM is a Partner in the Little Rock, Arkansas office of ALFA International member, Wright Lindsey Jennings. She is a Chicago-area native and has been practicing in the employment law field since 2007, when she moved to Little Rock to start her legal career at Wright Lindsey Jennings. She maintains an active litigation practice, primarily defending a wide range of clients in state and federal court actions-including class and collective actions-involving claims under the various civil rights laws and the wage and hour laws, and claims related to employment agreements. She also regularly provides advice and training on employment law compliance and represents

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PAUL 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.

CHERISE S. LATORTUE is Associate General Counsel, Employment and Litigation at Simpson Strong-Tie, where she provides labor and employment counsel and litigation support across North America. She partners with the company's HR team to help scale employment policies, procedures and best practices. Simpson Strong-Tie is a publicly traded leader in engineered structural connectors, software and solutions for the building industry – think strong foundational elements and you think Simpson Strong-Tie. Outside of work, she has two boys who are exploring their American and Trinidad & Tobago heritage, an owner of a 14-year-old cat named Indie and an Adjunct Professor of HR Compliance at the USC Gould School of Law. She's also a Stephen King fan – when time allows.

JACOB LEHMAN is a trial lawyer and partner with the Philadelphia, Pennsylvania ALFA International firm German, Gallagher & Murtagh P.C. He focuses his practice on complex civil litigation splitting his time between claims of professional negligence, product liability and other matters involving catastrophic injury. He also has a significant commercial litigation practice. Jake's focus is on creativity, aggressive advocacy and most of all client service. He is a 2006 graduate of Temple University and completed his law degree at Rutgers University School of Law in 2009. In 2017 he obtained an LLM in trial advocacy with honors from Temple University's nationally ranked trial advocacy program. He is an active member of the Pennsylvania and Philadelphia Bar Associations and the Temple American Inn of Court. He writes and presents on legal topics in various venues and publications. Mr. Lehman has been honored by his peers including selection in 2016 as one of 35 "Lawyers on the Fast Track" by the Philadelphia Legal Intelligencer and by repeated inclusion in Law & Politics Magazine as a Super Lawyer: Rising Star, an distinction given to only 2.5% of Pennsylvania Attorneys under 40.

JACKIE LONGFELLOW is a civil trial lawyer with more than 20 years of experience in civil litigation. She is admitted to practice in both Missouri and Kansas. Jackie regularly defends companies and individuals in lawsuits in state and federal courts, including class action litigation. She also routinely defends employers facing charges of discrimination filed with local, state and federal agencies. In addition to her litigation practice, Jackie regularly trains, counsels, and advises her clients on various employment issues, workplace policies, and compliance with local, state and federal laws. She understands the importance of providing practical and preventative advice to assist her clients in assessing and minimizing their risks in a cost-effective and efficient manner. Jackie regularly prepares policies, employee handbooks, employment agreements, including non-compete, non-solicitation and confidentiality agreements, as well as severance agreements for her clients. Jackie is chair of Baker Sterchi's Employment and Labor Practice Group and a frequent speaker on a wide range of employment-related topics both regionally and nationally. Jackie received her bachelor's degree from the University of Kansas and received her J.D. from University of Kansas School of Law.

MATTHEW J. MCCLOSKEY is a Principal in Semmes' Litigation Group, where he focuses on insurance coverage, insurance defense, products liability, and construction litigation. A graduate of the University of Baltimore School of Law, he served as Production Editor of the Law Review and as a teaching

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ELLIOT MILLER is General Counsel and Senior Vice-President of Wowza Media Systems, which is based in Colorado with offices in Berlin, Germany and Stockholm, Sweden, and employees around the world. For more than 15 years, Wowza has powered 35,000+ video implementations globally across a range of end markets, including media, enterprise, government, aerospace, healthcare and more. Wowza's high-availability video platform is trusted by developers and technology teams at discerning institutions across industries, including NASA, SONY, Facebook, Jewelry TV, University of Oregon and thousands more globally. Elliot leads Wowza's global people operations, legal affairs, compliance programs and corporate development activities. With more than 15 years of experience providing in-house legal counsel to technology and services companies, Elliot works to attract and retain great colleagues by building a collaborative, entrepreneurial culture with compelling employee benefits. In Elliot's legal and corporate development roles, he leads initiatives and processes to support Wowza's rapid growth while managing the company's risk.

ELIZABETH MUYSKENS is a Member of Stoll Keenon Ogden's Lexington office and co-leads the Labor, Employment & Employee Benefits practice. A trusted advisor, she counsels employers on workplace law, represents them in administrative proceedings, and handles litigation as needed. She serves on the firm's Board of Directors and is licensed in Kentucky, Ohio, and Michigan. Recognized by Kentucky Super Lawyers and Chambers USA, Elizabeth brings strong experience and responsiveness to every client matter.

KYLE NAGEOTTE is an experienced employment law attorney who has successfully represented employers in matters involving class actions, discrimination, wage and hour disputes, wrongful termination, trade secrets, and PAGA claims. A proven leader, he is a past Chair of the California Young Lawyers Association, where he advocated for over 50,000 young lawyers statewide. His community involvement includes board service with the Downtown San Diego Partnership and leadership roles supporting LGBTQ+ legal initiatives. Prior to practicing law, Mr. Nageotte was a lobbyist in San Diego and earned national recognition for courtroom advocacy as a member of the University of San Diego School of Law's mock trial team.

TAMARA NELSON is a shareholder of Merrick, Hofstedt & Lindsey, P.S., the ALFA International member firm 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 from 2011 to 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.

J. BLAIR NEWMAN is a member of McDowell Knight, where he concentrates his practice on business litigation, commercial disputes, and general counsel advisory services. With over 17 years of experience, he represents

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COURTNEY NICHOLS is a shareholder and Labor and Employment Practice Group Leader of the Michigan ALFA International member firm, Plunkett Cooney. Courtney represents employers in workforce-related litigation under state and federal law, including disputes involving allegations of wrongful termination, discrimination, retaliation and wage and hour violations. She also advises employers on complicated contractual issues and conducts in-house training for employers of various sizes. In addition, she represents employers in administrative matters before the NLRB, DOL, and EEOC. Courtney was selected as an Up & Coming Lawyer by Michigan Lawyer's Weekly and named a Rising Star by Michigan Super Lawyers.

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.

AGNES PADILLA, born in Güines, Havana, Cuba, and raised in Albuquerque, New Mexico following her family's immigration to the United States, has built a distinguished legal career in employment law. She has been recognized in the 24th, 25th, 26th, and 30th editions of The Best Lawyers in America for her work in Employment Law – Management, and has been named a Southwest Super Lawyer in Employment Litigation every year since 2007. Outside of her legal practice, she enjoys spending quality time with her family, dancing, and supporting the University of New Mexico Lobos.

CHRISTOPHER 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.

BRIAN L. QUISENBERRY advises a wide range of governmental and business clients, with a practice concentrated in local government, employment and labor, education, hospitality, and retail law. He counsels municipalities and counties on zoning, land use, ordinances, contracts, and FOIA matters, and defends them in related litigation. Brian is experienced in all facets of employment law, representing clients before agencies

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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.

CAREN RIES is Associate Counsel for Champion Homes, Inc., 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.

NICK RUBLE is a member of Baker Sterchi Cowden & Rice LLC, the ALFA International member firm in Kansas City, Missouri. Nick represents companies of all sizes and industries in employment and labor, personal injury, creditor's rights, gig economy and commercial disputes at all stages of litigation or alternative dispute resolution. Throughout his career, Nick has employed creative tactics to reach positive outcomes for his clients in mediation, arbitration, and in state or federal court.

DAVE RUSSO focuses his practice on employment litigation and labor law, with extensive experience defending complex and high-risk cases, including personal injury, wrongful death, deliberate intent claims, and class actions. He represents clients in administrative proceedings before the NLRB and OSHA, and advises on strategic labor planning, union avoidance, and collective bargaining in unionized environments. He regularly counsels clients on compliance with employment laws, including HIPAA, OSHA, FLSA, ADA, and ERISA, and is experienced in state and federal wage and hour litigation. Mr. Russo is certified by the West Virginia State Bar to mediate labor, employment, and benefits disputes. He advises clients across various industries, including manufacturing, construction, energy, hospitality, and services. Outside of his legal practice, Mr. Russo is an active youth baseball coach and volunteer, serving as a coach at Charleston Catholic and formerly as president of Capital Midwestern Little League.

JAKI SAMUELSON is a member of Whitfield & Eddy Law, the ALFA International member firm in Des Moines, Iowa. Her practice focuses

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HANNAH SCHMIDT is a Director, Assistant General Counsel at Ameritas Life Insurance Corp., a national life insurance company based in Lincoln, Nebraska. At Ameritas, she is primary Legal counsel for all employment law and employee benefits matters, provides general litigation management support, and is primary Legal counsel for Ameritas RP, the division of Ameritas that provides recordkeeping services to retirement plans.

GERO SCHNEIDER is head of Tiefenbacher's International Division and a core member of its employment and corporate practice. Tiefenbacher is the ALFA International member firm in Germany. Gero advises both German and international clients in all fields of employment law as well as any related corporate law issue with a particular focus on cross-border transactions. Gero has a wide range of experience in employment and corporate business matters, including litigation and arbitration, collective matters as well as cross-border transactions. Before joining Tiefenbacher as a partner in 2013 Gero practiced as General Counsel with the supermarket chain Lidl and another medium sized law firm as a partner. Gero earned a doctor degree from Leipzig University and a Master of Comparative Law from the University of Adelaide (South Australia). He is author of many legal publications. Gero is also a past member of ALFA International's Board of Directors and used to co-chair the International Law Practice Group of ALFA International. He serves on a non-profit board of a trust which is committed to facilitating, supporting, and promoting of various areas for a fulfilled, self-determined life in old age.

STEVE SCHWARTZ is a principal at Brown & James, P.C., the ALFA International member firm in St. Louis, Missouri and has been with the firm since 1987. He has tried numerous jury and non-jury cases to conclusion and regularly handles all types of litigation with a concentration in employment discrimination claims, directors' and officers' liability, professional liability, and business disputes. Recognition of Steve's legal skills are numerous, including his Best Lawyers rankings in the areas of Commercial Litigation, Litigation – Labor and Employment, and Professional Malpractice Law – Defendants.

EVA SEIF is Assistant General Counsel at The Cava Group, Inc. In this capacity, she oversees the labor and employment function and advises on employment compliance matters at Cava, the largest chain of Mediterranean restaurants in the country. Prior to CAVA, she was a corporate attorney handling labor and employment and general liability matters for Bloomin' Brands, Inc, one of the world's largest restaurant operators with a portfolio that includes Outback Steakhouse, Carrabba's Italian Grill, Bonefish Grill, and Fleming's Prime Steakhouse and Wine Bar. Eva received her bachelor's degree from the University of Central Florida and received her J.D. from Stetson University College of Law.

CASSIDY STARKEY is Senior Vice President for Lockton which is the world's largest private and independent insurance broker. He serves as a resource and works out of each of Lockton's offices in the Northeast. Cassidy provides strategic and practical advice around all areas of risk management, commercial insurance, & employee benefits. He develops new business and manages existing client relationships. Other focus areas include maintaining executive-level claims relationships (insurance companies, TPA's, law firms, etc.) and authoring strategy to positively impact the most complex or high-exposure claims escalated for his attention. Cassidy is a lawyer by background and practiced for years with Ballard Spahr, LLP. Cassidy is an active alumni & supporter of Temple University's Risk Management Program, in large part because he met his

wife Christy when they were both undergraduates in the Program. Christy and Cassidy are proud parents of two amazing teenagers Ethan (16) & Cara (13) and two rescue dogs, Tank (lab/pit mix) & Lewis (cattle/pit mix).

SHANE SWILLEY is a partner with ALFA International member firm, Cosgrave Vergeer Kester LLP, in Portland, Oregon. Shane focuses his practice in the area of employment law. He provides clients with advice and counsel on personnel matters, HR investigations, company policies and procedures, employment agreements and compliance with employment laws. He also litigates claims of discrimination, retaliation, wage-and-hour violations and violations of other employment laws before administrative agencies, in arbitration and in state and federal court. Shane is a frequent presenter and author on employment law issues for various industries and business groups. Shane was listed in Oregon's Super Lawyers as a Rising Star for labor and employment law in 2012-2015 and 2017.

TROY TITUS started with Federated in 1987 and recently celebrated his 38-year work anniversary. Since 2008, he has focused exclusively on employment claims and now leads the Employment Team at Federated, which covers the entire country. The team currently consists of five employment adjusters who handle approximately 400 cases at any given time. As expected, about 40% of all employment claims originate in California.

ABBY TUCKER is a member of Wadleigh, Starr & Peters, P.L.L.C., the ALFA International member firm in New Hampshire. Abby's practice focuses on the defense of management in labor and employment disputes, and the defense of medical providers and others in personal injury litigation. She also represents municipalities and school districts in the collective bargaining process. Abby advises clients on employment and personnel issues including hiring, discipline and discharge, wage and hour requirements, discrimination and wrongful discharge claims and federal laws such as FMLA and ADA. She also assists employers in developing personnel policies and employee handbooks and negotiating and drafting employment agreements. Abby has successfully represented clients in litigation in New Hampshire state courts and the United States District Court for the District of New Hampshire as well as state administrative agencies, including the Department of Labor, the New Hampshire Commission for Human Rights, Equal Employment Opportunity Commission, New Hampshire Department of Employment Security and New Hampshire Public Employee Labor Relations Board.

JOHN UNICE directs the business, strategic and overall operations of bit-x-bit. Providing exceptional high-level expertise and guidance to bit-x-bit's clients, John draws on two decades of experience as chief corporate counsel and as a trial lawyer in major corporate and large law firm settings. John's wide-ranging portfolio includes litigating sophisticated cases, utilizing complex electronic evidence and leading digital risk-mitigation initiatives, both in the U.S. and internationally. Before joining bit-x-bit, John was Assistant Secretary and a senior legal advisor at the Pittsburgh headquarters of Covestro LLC and, prior, at Bayer Corporation, advancing his clients' interests in highly regulated industries. At Covestro, he oversaw legal affairs for the company's U.S.-based polycarbonate business and held global responsibility for the company's litigation docket. John also led and collaborated on a range of strategic e-discovery, cybersecurity and digital records management initiatives to mitigate corporate risk and win cases. As an associate with the Trial Practice Group at Jones Day (Pittsburgh), John's savvy use of e-discovery and digital forensics helped him secure favorable outcomes in numerous multi-million-dollar cases for both the defense and the prosecution.

CAROLINE VICKREY is the co-chair of the Labor and Employment Department at ALFA International's Chicago member firm, Johnson

& Bell, Ltd. Caroline was an Assistant Attorney General in the Labor & Employment Division of the Attorney General's Office, where she defended employment-based civil rights cases in federal court. She also worked at a boutique commercial litigation firm, handling a range of matters for a variety of clients, from employment matters to contract disputes. She has extensive experience advising small, mid-size and Fortune-500 corporations and individual employees on claims of sexual harassment and age, gender, disability and other workplace discrimination, from charges brought before the Illinois Human Rights Commission or U.S. Equal Employment Opportunity Commission to direct claims filed in state and federal court. Caroline has a sub-specialty in mental health-related laws and has handled cases involving fitness-for-duty examinations, workplace threats and workplace violence. She has defended cases of workplace gender violence, sexual harassment, discrimination and retaliation. Often, clients have a goal of avoiding court altogether, and Caroline has advised clients on non-compete agreements and helped draft and respond to cease and desist letters. She has also advised clients regarding compliance with the Americans with Disabilities Act, WARN Act, Equal Pay Act, Workplace Transparency Act, and dozens of the new Illinois employment laws passed in the past several years. She has handled Wage & Hour Act claims, as well as breach of contract claims and defamation claims arising in the employment setting. Caroline combines litigation skills from her extensive experience in civil jury trials and negotiating skills from the many matters that seek fair but efficient out-of-court resolution.

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 Jaggers. 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.

AMY YARBRO is a partner at Morrison Mahoney LLP, the ALFA International member firm in Massachusetts, concentrating on her practice in civil defense litigation with a focus on employment law, professional liability, directors and officers (D&O) liability, products liability, premises liability and tort and general liability in Massachusetts and Rhode Island. She represents individuals and organizations in a wide range of matters involving employment discrimination and retaliation claims, wage and hour disputes, Americans with Disabilities Act (ADA), senior care medical malpractice, wrongful death, condominium law, contract disputes, breach of warranty and transportation. She represents clients in matters before state and federal courts as well as the Equal Employment Opportunity Commission, Massachusetts Commission Against Discrimination, and the Rhode Island Commission for Human Rights. Amy has tried cases in Massachusetts and Rhode Island and has successfully mediated and arbitrated numerous cases. She has also prevailed on motions to dismiss and summary judgment in high exposure cases and has successfully argued matters before Massachusetts and Rhode Island appellate courts. Amy is also the founder and Chair of the firm's Wellness Committee and oversees the firm's Associate Education program.

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