



The Global Legal Network
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You Can Catch More Flies With Honey:

Embracing the Modern Complexities of Labor and
Employment Laws with Southern Hospitality

ALFA INTERNATIONAL 2019 LABOR & EMPLOYMENT SEMINAR

June 12-14, 2019

Montage Palmetto Bluff

www.alfainternational.com

You Can Catch More Flies With Honey:

Embracing the Modern Complexities of Labor and Employment Laws with Southern Hospitality

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Southern hospitality isn't just a catch phrase, it's a way of life. Most define Southern hospitality as being neighborly and welcoming family, friends, and, yes, even strangers into one's home. These seemingly simple and enduring principles have been challenged the past few years as we have seen new or amended federal, state and/or local ordinances governing the workplace. Recent election cycles also created uncertainty as to how the new Administration, Congress and key labor organizations may alter those federal obligations and the employment landscape.

There's no beatin' around the bush, appreciating the complexities of the modern employment relationship has never been easy, but in the current era of minimum wage increases, paid sick and safety leave measures, social media, and lifestyle considerations, keeping track of the many local and national law developments may be one of the most challenging compliance hurdles for employers.

To face this challenge, ALFA International's 2019 Labor & Employment Practice Group has built a program embracing principal characteristics of Southern hospitality: kindness, politeness, helpfulness, charm and charity. We have assembled panels of experienced and insightful speakers who will provide invaluable information by sharing their knowledge and experiences, and suggesting practical tips regarding issues currently confronting employers.

In addition to general session panels combining client and outside counsel expertise on Title VII and diversity, you will hear from NLRB Chairman John Ring, who will offer an update on the Board's priorities, along with its perspectives on recent developments and ongoing enforcement priorities.

We'll offer a host of breakout panel presentations as well, again combining the practical experience and substantive expertise of inside and outside counsel, and engage in roundtable discussions which tackle some of modern employers' most ornery problems; our goal is to have you leave prouder than a peacock!

As always, we will provide attendees with comprehensive course book materials and a state-by-state compendium on current employment law issues. We look forward to seeing y'all in pretty as a peach Bluffton, South Carolina for what promises to be a timely and informative program, and a wonderful opportunity to connect with colleagues at the invitation of ALFA International.

Tamara Nelson

Program Chair, 2019 Labor & Employment Practice Group Seminar
MERRICK, HOFSTEDT & LINDSEY, P.S.
Seattle, Washington



All about Montage Palmetto Bluff

Montage Palmetto Bluff is nestled along the May River in the Lowcountry of South Carolina between Hilton Head Island and Savannah. Set within an award winning 20,000 acre community, the resort encompasses an extensive nature preserve, walking trails, two vibrant villages, marina, restaurants, and a Jack Nicklaus Signature Golf Course. Accommodations include spacious cottages, guest rooms, suites and village homes that all pay homage to the region's rich heritage.

What is ALFA International?

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

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

www.alfainternational.com

Wednesday, June 12th

11:00 am – 2:00 pm

CLIENT ADVISORY BOARD MEETING & LUNCH

Riley Boardroom

2:00 pm – 9:30 pm

REGISTRATION

2:00 pm – 6:00 pm: Jessamine

6:30 pm – 9:30 pm: Sunrise Lawn

2:00 pm - 4:30pm

FACULTY REHEARSAL

Herbert/Vanderbilt

4:30 pm – 5:30 pm

ALL ALFA INTERNATIONAL ATTORNEY MEETING

Somerset Chapel

4:30 pm – 5:30 pm

CLIENT ROUNDTABLE

Astor



5:30 pm – 6:30 pm

“Tis a Hat that Makes a Southern Woman”

WOMEN’S INITIATIVE EVENT Fore & Aft

Bring your finest hat—or borrow one of ours—to Fore & Aft at 5:30 pm, right before the welcome dinner. We will sample classic Southern cocktails and learn how to make them, while matching the famous source to quotes by and about Southern women.

Katie Connolly
Women’s Initiative Liaison
NILAN JOHNSON LEWIS
Minneapolis, Minnesota



6:30 pm – 9:30 pm

Welcome Reception & Buffet Dinner

Sunrise Lawn

Welcome to the South, y’all!

All attendees are welcome to join us for a cocktail reception and buffet dinner. Resort casual attire is encouraged— or whatever suits your fancy!



Thursday, June 13th

7:30 am – 9:30 am

BREAKFAST BUFFET

Somerset Chapel & Lawn

7:30 am – 8:30 am

Meeting Attendees

8:30 am – 9:30 am

Spouses & Significant Others

8:30 am – 12:15 pm

PROGRAM SESSIONS

Herbert/ Vanderbilt (General Sessions) & Astor/ Goelet/ Mason Thornton (Breakout Sessions)

8:30 am – 8:45 am

INTRODUCTORY REMARKS

Kara Stubbs
Chair, ALFA International Board of Directors

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

Yvette Davis
Chair, ALFA International Labor & Employment Practice Group

HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California

Tamara Nelson
Program Chair, 2019 Labor & Employment Practice Group Seminar

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

8:45 am – 9:45 am

GENERAL SESSION 1

CURRENT INITIATIVES & PRIORITIES AT NLRB

Mr. Ring, as Chairman for the National Labor Relations Board will offer an update on the Board’s priorities, along with its perspectives on handbook-related changes, joint employment, concerted activity, granting employee access to employer email systems, confidentiality rules in investigations, and other developing issues.

INTRODUCTION

Sarah Lamar
HUNTER MACLEAN
Savannah, Georgia

KEYNOTE SPEAKER

John Ring
Chairman
NATIONAL LABOR RELATIONS BOARD (NLRB)
Washington, D.C.

9:45 am – 10:00 am

BREAK



10:00 am – 11:00 am

**BREAKOUT SESSIONS:
GROUP 1**

11:00 am – 11:15 am

BREAK



Share Deal Vs. Asset Deal—What to Consider From an Employment/Hr and Commercial/Business Perspective

Corporate M&A doesn't just happen once in a blue moon, it is an ever-growing trend. Complex cross-border transactions require thorough preparation and comprehensive legal advice. This panel will give insights on how to deal with challenges and risks when it comes to cross-border share and asset deal transactions comparing the different legal implications for both types. The presenters will not only cover the HR perspective but also discuss business and commercial issues and thereby show a multidisciplinary and international approach. Attendees will be tickled pink with our hypothetical transaction involving a share deal and an asset deal aspect and be asked to share their thoughts, ideas and experience.

Gero Schneider
Moderator
TIEFENBACHER
Frankfurt/ Heidelberg, Germany

Sejal Winkelman
Global HR
TARGET
Minneapolis, Minnesota

Erica Brown
Senior Counsel
DAWN FOODS
Jackson, Michigan

Kim Campion
CHARLES RUSSELL SPEECHLYS
Paris, France



Don't Get Your Feathers Ruffled, But May I Bring My Hen to Work Today? Service and Comfort Animals in the Workplace

No more playin' possum about animals in the work place, service animals are a recognized reasonable accommodation. The panel will discuss the differences between service and emotional support, comfort, and therapy animals, the laws that apply to these animals, the EEOC's position on these animals, and how employers can deal with certain challenges that may occur when employees request and/or are permitted to bring these animal to their workplaces.

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

Jennifer Lankford
Senior Corporate Counsel
CRACKER BARREL OLD
COUNTRY STORE, INC.
Lebanon, Tennessee

Christina "Chrissy" Bolmarcich
SEMMES, BOWEN & SEMMES
Baltimore, Maryland



Over Yonder: A National Perspective to Sick and Safe Leave

More than 30 cities, counties, and states across the country require private employers to provide paid sick and safe leave to their employees, and there's more on the way. This trend surely makes every employer as nervous as a long tailed cat in a room full of rockin' chairs. Is it possible for an employer operating in multiple locations to draft a "one-size-fits-all" policy to comply with this patchwork of laws? Not really, but we can dream. The panel will cover emerging trends, new laws on the horizon, judicial and legislative challenges, and the business considerations for national employers who are forced to keep up with this rapidly developing area of law. So grab a cool compress and join this discussion on today's hottest topic, sick leave.

Courtney Blanchard
Moderator
NILAN JOHNSON & LEWIS
Minneapolis, Minnesota

Jessie Mischke
*Director, Senior
Corporate Counsel*
LIFETIME, INC.
Chanhassen, Minnesota

Joe Cates
*Director of Legal Affairs and
Senior Corporate Counsel*
AGILITI HEALTH
Minneapolis, Minnesota

Steven H. Schwartz
BROWN & JAMES, P.C.
St. Louis, Missouri



Arbitration: Thumbs Up or Thumbs Down?

Arbitration continues to be a lightning rod of controversy in the workplace. While Congress and many states have introduced legislation to ban arbitration in certain situations (for example, sexual harassment cases), the U.S. Supreme Court continues to uphold most arbitration agreements between employers and employees. This panel will address the pros and cons of using arbitration agreements in the employment relationship, what has worked and what hasn't, what we can expect going forward, and how arbitration impacts the face of employment litigation.

Sarah Lamar

Moderator
 HUNTER MACLEAN
 Savannah, Georgia

Tim Maguire

*Asst. General Counsel
 - Human Resources*
 GULFSTREAM
 Savannah, Georgia

James Heartfield

General Counsel
 COVENANT TRANSPORTATION
 GROUP, INC.
 Chattanooga, Tennessee

Mike Murphy

CARTER CONBOY
 Albany, New York



What in Tarnation? Is that Facebook Recruitment Ad Discriminatory? Employers Facing Age Discrimination Class Actions

On behalf of a proposed plaintiff class of nearly every Facebook user, the plaintiffs' firm Outten & Golden sued a proposed defendant class of every employer who has posted recruiting ads on Facebook using age targeting limitations. Your company or your client may be a defendant, and you don't even know it! This ongoing litigation raises fascinating and complex procedural and merits issues, like Rule 23 defendant class actions, ADEA applicant disparate impact theories, the juridical link doctrine, advertising claims, and more. Come benefit from the lessons learned from those litigating the case, and see if you need to prepare for your own defense in the case. You'll be busy as a stump-tailed cow in fly time if you don't swipe away these claims at the outset. Learn how to avoid the pluff mud in the marsh of class action litigation.

Joel O'Malley

Moderator
 NILAN JOHNSON & LEWIS
 Minneapolis, Minnesota

Dean Robertson

*Assistant VP/Senior
 Corporate Counsel*
 VITAS HEALTHCARE
 Miami, Florida

Kim Metrick

*Director and Managing
 Counsel, Employment Law*
 WALGREEN CO.
 Deerfield, Illinois

Joe Spitzer

JOHNSON & BELL, LTD
 Chicago, Illinois



Hold Your Horses, It's a Marathon, Not a Sprint: Class, Collective and Representative Action Update and Strategies

This panel will discuss issues regarding removal of class/collective actions under CAFA, use of individual arbitration, PAGA overlap in California, discovery strategies and how best to avoid serial litigation. Please join our discussion so you don't find yourself barkin' up the wrong tree.

Jim Peterson

Moderator
 HIGGS FLETCHER & MACK
 San Diego, California

Sarah Johnson

Senior Employment Counsel
 NORDSTROM
 Seattle, Washington

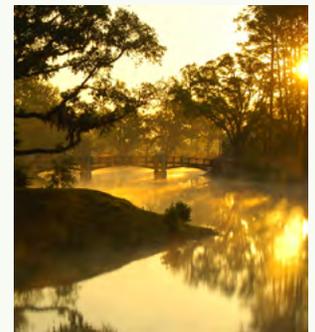
Mark Heilig

*Vice President &
 Corporate Counsel*
 BLOOMIN' BRANDS
 Tampa, Florida

Ron Polly

HAWKINS PARNELL & YOUNG
 Atlanta, Georgia

11:15 am – 12:15 pm
**BREAKOUT SESSIONS:
 GROUP 2**



12:15 pm – 1:15 pm
LUNCH
 Somerset Chapel & Lawn



2:00 pm – 6:00 pm
NETWORKING TIME
AT THE HOSPITALITY SUITE

Jessamine

Plumb tuckered out? Come and go as you please during this special networking time. Try using the ALFA International App to set up time to meet with fellow attendees to enjoy drinks, snacks, and a little neighborly competition all while soaking in the southern cordiality.

6:30 pm - 10:00 pm
Dinner Bell's Ringin'!
COCKTAILS & DINNER BUFFET
Moreland Landing

Tonight's dinner will be a true Southern experience! We will begin the evening with a 15 minute boat ride in groups of 12 over to Moreland Landing, a unique area on property, where we will enjoy an oyster roast and other traditional southern fare. Please keep in mind that dinner will be outdoors on crushed gravel, so plan footwear accordingly. We will have trolleys after dinner to take us back to the central resort area. **Boats will depart the dock beginning at 6pm and the last boat will depart at 7pm so please arrive at your leisure to board the boats.**

Friday, June 14th

7:30 am – 9:30 am
BREAKFAST BUFFET

Somerset Chapel & Lawn

7:30 am – 8:30 am
 Meeting Attendees

8:30 am – 9:30 am
 Spouses & Significant Others

8:30 am – 12:30 pm
PROGRAM SESSIONS

Herbert/ Vanderbilt (General Sessions) & Astor/Goelet/Mason Thornton (Breakout Sessions)

8:30 am – 9:30 am
GENERAL SESSION 2

YOU CAN'T MAKE A SILK PURSE OUT OF A SOW'S EAR, OR CAN YOU?

HOW TO DEAL PROACTIVELY WITH TITLE VII CLAIMS

You can bless someone's heart, mind your P's and Q's, and ask how someone's mama is doing, but if you don't have a plan for dealing with Title VII claims, things are fixin' to go cattywampus. Title VII prohibits employment discrimination based on race, color, religion, sex and national origin. Every employer needs to have a plan to deal with these increasingly common claims. In this interactive and entertaining session, the panel will address best practices at each level of dealing with Title VII claims: the initial investigation, the EEOC, and litigation (including discovery and trial). The audience members should come ready to participate, and make sure things don't go to hell in a hand basket.

Chris Page
Moderator
 YOUNG MOORE & HENDERSON
 Raleigh, North Carolina

Marion "Mickey" Clark
Senior Legal Counsel
 O'REILLY AUTO PARTS
 Springfield, Missouri

Donna Roberts
Vice President & Deputy General Counsel
 CRACKER BARREL OLD COUNTRY STORES, INC.
 Lebanon, Tennessee

Kymberly Wellons
Associate General Counsel
 WESTROCK COMPANY
 Richmond, Virginia

Paul Klockenbrink
 GENTRY LOCKE
 Roanoke, Virginia

9:30 am – 9:45 am
BREAK

1.

**SESSION 1:
FIT TO BE TIED: BEST PRACTICES FOR MULTISTATE EMPLOYERS TO PROTECT
THEIR CONFIDENTIAL INFORMATION**

Employers with multistate offices or employees are often confronted with confusing and conflicting state laws protecting trade secrets and confidential information, as well as new and pending statutes governing non-competes and non-solicits. But don't get your knickers in a knot, this roundtable will exchange drafting tips, discuss consideration needed, and consider the impact of the federal Defend Against Trade Secrets Act. We will also discuss practical steps that companies should be taking to protect their confidential information even before an employee leaves. We will assess how to best address choice of law issues, California's new statute that is a game changer on choice of law, and arbitration vs. court for the aftermath of injunctive relief. Finally, we will discuss practical advice for enforcing these covenants, including the all-important forensic examination.

Galit Kierkut
Moderator
SILLS CUMMIS
& GROSS P.C.
Newark, New Jersey



**9:45 am – 11:15 am
ROUNDTABLE SESSIONS**

There will be 2–40 minute roundtable sessions with a 10 minute break in between. These roundtables are meant to be interactive group discussions.

2.

**SESSION 2:
HEAVENS TO BETSY! IMPAIRMENTS AFFECTING THE WORKPLACE? LET'S TALK ABOUT
STRATEGIES FOR BALANCING SAFETY WHILE RESPECTING EMPLOYEE RIGHTS**

Jurisdictions have gone hog wild in recognizing recreational substances, what's an employer to do? This roundtable will welcome an open discussion regarding the myriad of issues facing employers regarding substances in the workplace, policies and protocols, and testing concerns. Employees' privacy, medical and recreational marijuana, safety, hiring, training, and employee discipline are just a few of the complex and nuanced topics to be considered. Notably, the roundtable will focus on new legislation and its impact on testing in certain states.

Yvette Davis
Moderator
HAIGHT BROWN
& BONESTEEL
Los Angeles, California

3.

**SESSION 3:
MUCH FASTER THAN MOLASSES: PREPARING FOR EMERGING TECHNOLOGIES**

Taking your own sweet time is no longer an option, tech is an undeniable part of the workplace! This roundtable will explore anticipated changes and legal pitfalls associated with evolving technology. Questions asked and answered will focus on the various forms of evolving technology already in place and likely to impact employers across the globe by 2025. We will share best practices for compliance during a tenuous time and discuss strategies that companies on the "cutting edge" have tried with, and without fail. This roundtable will focus on the new, the undeveloped, and the exciting, while ensuring that you are embracing a new era in a most hospitable way.

Courtney Nichols
Moderator
PLUNKETT COONEY
Detroit, Michigan

4.

**SESSION 4:
NOT READY FOR CHANGE? WELL BLESS YOUR HEART**

Change is a constant theme in business. Whether you are transitioning leaders as people retire, restructure or rightsizing, the one thing you can be certain of is that transition is fraught with legal danger if not planned correctly. If you're hankerin' for some good tips on the topic, come sit a spell with us as we discuss key planning considerations and lessons learned from experience when your company finds itself facing potential transitions.

Schaun Henry
Moderator
MCNEES WALLACE
& NURICK LLC
Harrisburg, Pennsylvania

**11:15 am – 11:30 am
BREAK**

11:30 am – 12:30 pm

GENERAL SESSION 3

THAT DOG WON'T HUNT: REPLACING THE GOOD OL' BOY WORK ENVIRONMENT

In recent times employers have seen the passage of many laws and the issuance of many judicial decisions that have granted, recognized or expanded various employee protections, and codified the way employees are to be treated. With these changes comes the need to adapt and to increase diversity and inclusiveness in the workplace, both out of necessity and because it is the right thing to do. This panel will discuss the legal, moral and ethical obligations of employers as it explores how to increase awareness and sensitivity of protected characteristics. It's no longer a biscuits and gravy world, but rather an avocado and quinoa world, so grab a lemonade and join us on the proverbial veranda for an interactive look at how the employer-employee relationship has changed.

Joel Hlavaty

Moderator
FRANTZ WARD
Cleveland, Ohio

Eunice Nakamura

Corporate Counsel
G6 HOSPITALITY
Carrollton, Texas

Mike Jackson

Director & Employee Relations Counsel
TARGET
Minneapolis, Minnesota

Candace Bankovich

LEWIS WAGNER
Indianapolis, Indiana

12:30 pm – 1:30 pm

LUNCH

Somerset Chapel & Lawn

2:00 pm - 4:00 pm

**OPTIONAL
POST-SEMINAR TOURS**

Please refer to the optional activities handout for more detailed information on this afternoon's activities.

6:30 pm - 9:30 pm

**OPTIONAL
POST-SEMINAR DINNER**

Please refer to the optional activities handout for more detailed information on this evening's dinner event.

Faculty Bios

Candace Bankovich strives to be a valued business partner for each and every client. As the Chair of Lewis Wagner's Labor and Employment Law Practice Group, Candace utilizes her experience as former General Counsel for a number of privately held and publicly traded corporations to provide the client service and practical advice that businesses seek. Candace has extensive experience providing proactive prevention counseling on significant employment issues such as employee discipline and termination, employment policies and practices, reductions in workforce, and union avoidance. She frequently works with clients to provide training on employment and management topics and ensures

businesses are protected through the use of tailored employment, non-compete, confidentiality and independent contractor agreements when necessary. When legal action is unavoidable, Candace defends businesses of all sizes against employment-related claims, including employment discrimination, wage disputes, wrongful termination, and unfair labor practices. Candace's diverse background in business allows her to provide focused and strategic advice during federal and state agency investigations and litigation. In addition to her work with clients, Candace chairs her firm's Diversity & Inclusion Committee.

Courtney Blanchard is a labor and employment attorney with Nilan Johnson Lewis, a national law firm based in

Minneapolis. She represents employers in a variety of employment law matters, including FLSA/wage-and-hour class and collective actions and discrimination defense. Blanchard advises clients on everything from background checks to termination. She specializes in time off policies, including compliance with state and local paid sick and safe leave laws, fair workweek laws, and PTO plans. Before law school, Blanchard worked as a newspaper reporter covering courts and politics.

Christina Bolmarcich is a Principal and Chair of Semmes' Business Litigation and Maritime Department, which includes the Labor and Employment group. Ms. Bolmarcich practices labor and employment with a focus on employment

issues arising in maritime, transportation, and hospitality industries. Ms. Bolmarcich advises and defends employers in disputes involving FLSA wage and compensation, Title VII discrimination, ADEA, ADA, FMLA, wrongful discharge, unemployment, and she drafts employment handbooks and employment contracts including non-competition, non-solicitation, confidentiality, and severance agreements. Ms. Bolmarcich is a graduate of University of Maryland School of Law. She has published several articles for the Maryland State Bar Association and has spoken at numerous professional seminars on a variety of labor and employment issues. Ms. Bolmarcich was selected by The Daily Record as one of Maryland's 2016 Top 100 Women, as a "Rising Star" by Maryland Super Lawyers Magazine for 2013 and 2014, and as a "Super Lawyer" by Maryland Super Lawyers Magazine for 2018 and 2019. In Semmes' 132 year history, Ms. Bolmarcich is the first female attorney to serve as a Chair of a Semmes' Department. She is the second female attorney to serve as a member of the Firm's Management Committee. She also serves as the Chair of the Firm's Library Committee and is an active member of the Firm's Diversity Committee.

Erica Brown is the VP, Assistant General Counsel for Dawn Foods, Inc., where she leads the privacy and labor and employment legal function in addition to other responsibilities. Dawn Foods, headquartered in Jackson, Michigan, is a global bakery supplier with manufacturing and distribution facilities throughout United States, Europe, Canada and Mexico. Prior to joining Dawn, Erica served in in-house counsel and compliance roles with Kellogg's Company, McDonald's and Walmart. She clerked for the U.S. Court of Appeals for the Eleventh Circuit and the U.S. District Court for the Northern District of Alabama. She is a graduate of Duke University Law school and the University of North Carolina - Chapel Hill.

Kim Campion leads Charles Russell Speechlys' Employment team in Paris. Kim advises companies on all aspects of French employment law relating to their French operations (whether on individual or collective matters), and in particular, in connection with restructurings or M&A. He advises mostly international companies or groups of companies on all aspects of French employment law relating to their French operations (whether on individual or collective matters), and in particular, in connection with restructurings or M&A. Kim represents his clients in their in-court and out-of-court proceedings (litigation and settlement negotiations). He has recognised expertise concerning collective employment issues including negotiations with trade unions, works councils and staff representatives, definition and implementation of collective redundancies, and negotiation of collective agreements. He assists his clients in connection with their day-to-day human resources issues, such as recruitment, employment contracts and dismissals, staff representative elections or drafting of collective agreements.

Joe Cates is Director of Legal Affairs and Senior Corporate Counsel for Agiliti. For more than 75 years, Agiliti has supported the healthcare industry. The company provides equipment management services to health care providers and hospitals, to control costs and ensure medical equipment is in the right place at the right time, as well as a range of clinical engineering services. Joe joined Agiliti in 2013 (then Universal Hospital Services, Inc.) and he counsels Human Resources and management on labor and employment related topics—including background checks, wage-and-hour issues, and termination counseling—with respect to its 3,000+ employees in more than 80 locations across the United States. Joe is also responsible for regulatory compliance, contract drafting and negotiation, insurance program

administration, and litigation management, including oversight of outside counsel.

Mickey Clark is a senior legal counsel for O'Reilly Auto Parts, one of the largest specialty retailers of automotive aftermarket parts, tools, supplies, equipments and accessories in the United States, serving both the do-it-yourself and professional service provider markets. The Company operates more than 4,570 in 44 states. Prior to his current role at O'Reilly, Mickey was senior litigation attorney for RadioShack Corporation, having served in that position from 1990 to 2015. For the past 26 years, Mickey has practiced in the area of employment/labor law providing legal advice and /or managing litigation in every state in the U.S., as well as Puerto Rico and USVI. Mickey received his B.S. in Business Administration from the University of Texas at Dallas and his J.D. from Southern Methodist University. In September 2004, he co-authored an article in the National Law Journal entitled "New ADA Guidelines Will Affect Many Employers."

Yvette Davis is a partner in the ALFA International firm of Haight Brown & Bonesteel, LLP 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 Federal State Courts. Prior to rejoining Haight Brown & Bonesteel, LLP, Ms. Davis interned in the Labor & Agencies Department of a national insurance client, working closely with Human Resources. She is a graduate of the USC School of Law, and UCLA. Yvette serves on ALFA International's Labor & Employment Steering Committee, and its Women's Initiative Practice Group Steering Committee.

James C. Heartfield has served as General Counsel of Covenant Transportation Group, Inc. since April 2009 and Chief Human Resources Officer since 2012. Covenant Transportation Group, Inc. is a publically traded transportation holding company (Ticker Symbol CVTI) which owns and operates four asset-based motor carrier companies (Covenant Transport, Landair Transport, Southern Refrigerated Transport, and Star Transportation) and two non-asset based brokerage companies (Landair Logistics and Covenant Transport Solutions). Mr. Heartfield formerly practiced with the Chattanooga based law firm of Chambliss, Bahner & Stophel, P.C. and later he was a cofounding partner of Heartfield & Duggins, P.C. He is an undergraduate of Louisiana State University (LSU), and a graduate of University of Mississippi (Ole Miss) law school. He is a member of the National Lawyers Association, the Tennessee Bar Association, the Christian Legal Society, the Association of Corporate Counsel, the American Trucking Association, and the Transportation Lawyers Association.

Mark Heilig is the a Vice President, Corporate Counsel Labor & Employment of Bloomin' Brands, Inc. (NASDAQ:BLMN), one of the world's largest casual dining companies with approximately 100,000 Team Members and close to 1,500 restaurants throughout 48 states, Puerto Rico, Guam and 20 countries. Mr. Heilig oversees BBI's compliance with all domestic employment law and oversees the company's litigation strategy. Prior to joining BBI in February, 2016, Mr. Heilig was a Partner at Thompson, Sizemore, Gonzalez, & Hearing, P.A. in Tampa, Florida where he represented employers in litigation nationwide. A native of Tampa, Florida, Mr. Heilig received his B.A. from Ithaca College in 2003 and his Juris Doctor from The Florida State University, College of Law in 2006.

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

Joel R. Hlavaty is one of the founding partners of Frantz Ward LLP and previously was an associate and partner with Thompson Hine & Flory LLP. Mr. Hlavaty focuses his practice on the representation of management in all phases of labor relations and employment litigation, and regularly appears in federal and state courts and administrative agencies of all jurisdictions on claims arising under federal and state labor and employment laws. Joel graduated from John Carroll University with honors with a double major in philosophy and psychology and a minor in mathematics, and he received his law degree with honors from the University of Akron. Prior to entering private practice, he served as 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. Mr. Hlavaty 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 respect to matters concerning litigation prevention and human resources management, and 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 additionally represents employers with respect to complaints and charges filed with the EEOC and OCRC, 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 is also a frequent presenter at seminars and management training programs on a wide variety of topics. Joel is a member of the Ohio Bar Association and Cleveland Metropolitan Bar Association, and is the past Chair of the Labor & Employment Law Section of the Cleveland Bar Association. In 2010 and continuing, Joel was named one of Ohio's Super Lawyers and is listed in U.S. News Best Lawyers in Cleveland. He is a member of the firm's Management Committee and previously chaired its Diversity & Inclusion Committee.

Kelly M. Hoffman is a partner in the Portland, Maine ALFA law firm of Norman, Hanson & DeTroy, LLC. Her practice focuses on litigation, including insurance defense and subrogation, employment and discrimination matters, and professional liability defense. Since 2013, she has been listed in New England Super Lawyers as a Rising Star. In 2018 and 2019, she was 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. Prior to joining Norman, Hanson & DeTroy, LLC, Ms. Hoffman was an associate at the law firm of Hausmaninger Kletter in Vienna, Austria. She is authorized to practice in both Maine and New York. Ms. Hoffman earned her B.A. degree from Johns Hopkins University; her M.A. degree, summa cum laude, from Seton Hall University; and her J.D. degree, cum laude, from the University of Maine School of Law. In 2008, she was named by the U.S. Women's Olympic Field Hockey Committee to its traveling team and, last summer, represented Team USA in the position of goalkeeper during the International Hockey Federation (FIH) Masters World Cup held in Europe.

Mike Jackson serves as Director & Employee Relations Counsel at Target's headquarters in Minneapolis, Minnesota. In his role, Mike is the lead employment counsel for and leads a team that supports all of Target's stores in Target's Central U.S. region (over 23 states and over 500 stores). Prior to his current role at Target, Mike helped to support Target's stores on the West Coast along with several other key projects and initiatives. Mike is also actively involved in Target's Legal Affairs Diversity Action Committee ("DAC") and, specifically, involved with the Committee's efforts to build a diverse team. Mike is Target's liaison to both the National LGBT Bar and MN Lavender Bar. Mike is also a 2019 Leadership Council on Legal Diversity (LCLD) Fellow, and is also on the regional host committee for the First Chair Awards, an annual awards celebration and conference held in Chicago recognizing contributions by outstanding in-house counsel. Before Target, Mike held in-house employment counsel roles first with McDonald's Corporation and, then, The J.M. Smucker Company where he supported the field HR teams at both companies, after several years in private practice at Fisher & Phillips LLP.

Sarah Johnson is Associate General Counsel and Senior Director of Employment Counsel at Nordstrom, Inc., one of the nation's leading fashion specialty retailers with over 350 stores in 40 states, Puerto Rico and Canada. Sarah and her team advise the HR division on all employment issues including wage and hour laws, state and federal anti-discrimination laws and state and local legislation (scheduling, sick leave etc.) . She and her team also manage the company's wage and hour class action and PAGA lawsuits and individual arbitration/lawsuits. Before joining Nordstrom, Sarah was a partner at the Seattle law firm, Foster Pepper PLLC. Prior to moving to Seattle in 2000, Sarah was a partner at Bell, Boyd & Lloyd (now K & L Gates) in Chicago, Illinois.

Galit Kierkut is a Member of Sills Cummis & Gross P.C. and is a member of the Employment & Labor Practice Group. Ms. Kierkut practices in the areas of employment discrimination, harassment, whistleblowing, employee leave and accommodation, wage and hour, restrictive covenant, privacy and trade secret counseling and litigation in state and federal courts throughout the United States, and before the EEOC and Departments of Labor. She represents national and international employers in their U.S. operations in the pharmaceutical, manufacturing, financial, food service, retail and health care industries. She trains and counsels employers in all employment compliance areas and is a frequent speaker and writer on restrictive covenants, trade secrets and privacy law. Ms. Kierkut also has significant experience in complex commercial litigation in state and federal courts and acts as outside general counsel to certain of her clients. Ms. Kierkut is always willing to run into court to protect her client's confidential information, but also understands when negotiation is preferable to litigation and works closely with her clients to achieve their goals with the least disruption to their businesses.

Paul G. Klockenbrink is a Partner in the Roanoke, Virginia, ALFA International law firm of Gentry Locke Rakes & Moore, LLP. Mr. Klockenbrink represents business clients in all aspects of the employment relationship including wage and hour laws, discrimination claims, return to work and noncompete/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. Mr. Klockenbrink chairs the 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.

Sarah H. Lamar is a partner in the Savannah, Georgia ALFA International law firm of HunterMaclean, and she is a former Chair of ALFA International. Ms. Lamar has experience representing employers in state and federal courts with respect to claims under Title VII, the Age Discrimination in Employment Act, Americans with Disabilities Act, Family and Medical Leave Act, and the Fair Labor Standards Act. She also represents employers with respect to breach of contract and tort claims, and conducts in-house training for employers and advises clients on a variety of human resource issues including immigration and affirmative action matters. Ms. Lamar is admitted to the bars of Georgia and the District of Columbia and all federal courts in Georgia. She is heavily involved in the Georgia Chapter of the Society for Human Resource Management and is the longtime co-chair of that organization's Government Affairs Committee. Ms. Lamar received her B.A. in History from Yale University in 1988, and her J.D. from Emory University in 1991. She has been selected for Best Lawyers in America in Employment Law - Management Side for the last 10 years and in Chambers USA for Employment Law.

Jennifer M. Lankford is Senior Corporate Counsel for Cracker Barrel Old Country

Stores, Inc., where she handles all matters related to employment litigation. Ms. Lankford manages the legal litigation team, which in addition to handling employment claims company-wide, supervises compliance measures and manages the company's ADR program. Ms. Lankford also oversees the Employee Relations department, which ensures Title VII and Title II compliance related to employees and guests, respectively, through training and investigations. With over 650 stores in 45 states, Ms. Lankford's role additionally includes advising on employment law matters affecting the store's 70,000 plus employees. Prior to joining Cracker Barrel, Ms. Lankford was a partner with Thompson Burton, PLLC, in Franklin, Tennessee, where she practiced employment defense litigation and provided compliance training and advice to companies operating nationwide. In 2017, Ms. Lankford was appointed by Governor Bill Haslam to the Tennessee Board of Appeals, the appeals panel for state employees seeking to appeal a demotion, suspension, or termination by the State of Tennessee.

Tim Maguire currently serves as the Deputy General Counsel and Ethics Officer of Gulfstream Aerospace Corporation. In this role, he provides legal advice and strategic guidance to top management on employment and labor laws and Human Resources matters for all of the Company's domestic and international operations. Tim also leads the Company's global ethics and security investigation programs. These programs include reporting and investigations, risk mitigation, audit preparation, dispute resolution, EEO monitoring and reporting and affirmative action planning. Before joining Gulfstream in February 2003, Tim was a partner in the Atlanta office of Fisher Phillips, a national labor and employment law firm where he worked for nearly 11 years following law school. His practice focused on litigation and providing employers with preventive advice on the various employment laws

such as Title VII, FMLA, ADA, WARN, FLSA and OSHA. Tim graduated in 1992 from the University of Georgia School of Law, where he was the President of the Student Bar Association. Tim received a B.B.A in Finance, cum laude, with a History minor from Texas Christian University in 1989. Tim and his wife Mary Beth have three children – Patrick (22), Michael (20) and Katie (16).

Kim Metrick is Director and Managing Counsel of Walgreens' Employment Law Group. Walgreens is one of the nation's largest drugstore chains and included in the Retail Pharmacy USA Division of Walgreens Boots Alliance, Inc., the first global pharmacy-led health and well-being enterprise. Kim joined Walgreens in 1995 as a Senior Employment Attorney and was promoted to Director and Managing Counsel in 2003. In her current role, Kim leads a team of attorneys and legal professionals to successfully defend and resolve nationwide class and collective actions and other employment, wage and hour litigation, web accessibility and regulatory matters. Prior to joining Walgreens, Kim was an associate at Ross and Hardies (now McGuire Woods). Kim earned a bachelor's degree in Political Science from the University of Michigan, Ann Arbor, and a Juris Doctorate from Chicago-Kent College of Law. Kim is a 2015 and 2016 recipient of the First Chair Top Employment Counsel Award. She is Vice President of the Coalition of Women's Initiatives In Law and currently serves on their Executive Board.

Jessie Mischke is Senior Corporate Counsel for Life Time, Inc. Life Time champions a healthy and happy life for its team members across over 140 destinations in 39 major markets in the U.S. and Canada, providing an unmatched athletic resort experience with distinctive, branded programming including personal training, athletic classes, and full-service LifeSpas and LifeCafes. Jessie joined Life Time in 2016

and maintains primary responsibility for the company's employment law issues for its approximately 35,000 employees. She handles and manages the company's employment litigation and administrative proceedings, develops and implements employment policies and procedures, and counsels internal clients—both in the company's health and fitness clubs and its corporate office—on a wide variety of employment legal issues. Prior to Life Time, Jessie worked in private practice.

Michael J. Murphy is a partner of the Albany, New York ALFA International firm of Carter Conboy. Mr. Murphy is a trial attorney handling complex litigation with an emphasis on employment law. He is regularly retained by leaders in business, government and the professions to represent their interests in sensitive, high profile litigation and investigation. He maintains an active trial practice in State and Federal courts, as well as before the EEOC and the New York State Division of Human Rights. Mike is a fellow of the American College of Trial Lawyers. He formerly served as Chair of the Board of ALFA International and as President of the Northern District of New York Federal Court Bar Association.

Eunice Nakamura is Vice President of Legal for G6 Hospitality LLC, which owns, operates or franchises Motel 6, Studio 6, and Hotel 6 brands. Eunice oversees all litigation matters for G6 Hospitality and is responsible for the launch of the compliance program at G6. In her role, she regularly advises its executive committee and various business units on legal and compliance issues impacting the company's operations and business. Prior to joining G6 Hospitality, Eunice was a litigator with a Dallas litigation firm, focusing on commercial and employment litigation. Eunice is very active in the bar community and has served in various capacities throughout her career. To highlight a few, she has sat on the board of the Dallas Bar

Association while serving as president of the Dallas Asian American Bar Association. She has chaired the Minority Participation Committee for the Dallas Bar Association and has served on the Dallas Diversity Task Force. She is a Dallas Association of Young Lawyers Leadership Class Alumni and has served as a mentor for several leadership classes for subsequent classes. She is a Fellow of the Dallas Bar Foundation, a past board member of the Dallas Women Lawyers Association and currently sits on the board of the Dallas Women Lawyers Association's Inaugural Foundation Board. Eunice frequently speaks on various topics throughout the country, especially providing insight from the in-house counsel perspective. She has also been recognized as Outstanding Corporate Counsel by D CEO Magazine as well as named to the Lawyers of Colors' "Hotlist."

Tamara K. Nelson is a shareholder in the firm of 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. Ms. Nelson 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. Ms. Nelson is admitted to practice in all Washington state and federal courts, as well as the Ninth 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, Ms. Nelson 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.

Courtney Nichols is a Shareholder and Labor and Employment Practice Group

Leader of the Michigan ALFA International law firm, Plunkett Cooney. Ms. Nichols 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. Ms. Nichols 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. Ms. Nichols was selected as an Up & Coming Lawyer by Michigan Lawyer's Weekly and named a Rising Star by Michigan Super Lawyers.

Joel O'Malley is a Shareholder at Nilan Johnson Lewis PA where he defends his clients nationwide in all types of employment and wage-and-hour litigation, and helps clients enforce restrictive covenants against former employees. He handles both individual and class litigation throughout the country, with extensive experience litigating in California. He also counsels clients in complying with discipline and discharge, wage-and-hour, workplace leave, and employment and severance agreement issues. Joel received his law degree from the University of Michigan.

Christopher A. Page is a partner at Young, Moore and Henderson, ALFA International's Raleigh, North Carolina member, where he is the leader of its Retail/ Hospitality industry group. Chris is an experienced trial attorney, with special emphasis representation of clients in the Hospitality and Retail industries, where he represents a number of national clients with all of their legal needs, including claims relating to employment, business disputes, trademark infringement, false advertising, premises accidents, food-borne illnesses, Dram Shop, 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 the Chairman of ALFA International's Hospitality & Retail Practice Group, and is the former Chairman of ALFA's Marketing Committee. Chris is a frequent speaker at ALFA seminars, and has created presentations on litigation and management topics including Managing Millennials, Work-Life Balance, Reptile Theory, non-compete agreements, using social media evidence to win lawsuits, and an employer's guide to dealing with social media use by employees.

James M. Peterson is a partner of the San Diego, California ALFA International law firm of Higgs, Fletcher & Mack LLP where he chairs the firm's Business Litigation Department and the Labor and Employment Practice Group. He is a past Chair of ALFA International's Labor and Employment Practice Group and a frequent participant in ALFA programs. Mr. Peterson was named one of the top 75 Labor and Employment Attorneys in the State of California by the Daily Journal and the only San Diego employment defense lawyer named to this prestigious group. The Super Lawyer publication, American Lawyer Media., San Diego Magazine and Martindale-Hubbell selected Mr. Peterson as a Top Rated Lawyer in 'Labor & Employment Law' for the past several years. Mr. Peterson represents management in individual and class action employment related disputes in both state and federal courts including wage and hour class actions, claims for wrongful termination and discrimination and misappropriation of trade secrets. Mr. Peterson also counsels clients on all aspects of the employment relationship including wage and hour laws, protection of trade secrets and confidential information, employment agreements, policy manuals, employee handbooks, termination decisions, lay-offs, and disability management. Mr. Peterson is a graduate of the University of Utah (Finance and Marketing), the University of Utah David Eccles School of

Business (M.B.A.) and the University of Utah S.J. Quinney College of Law (J.D.)

Ronald G. Polly, Jr. is a Sr. Partner of the ALFA International law firm of Hawkins Parnell & Young LLP where he serves as the Partner-In-Charge of its Atlanta office and the Chair for the firm's Labor and Employment Department. His practice is exclusively devoted to management side representation in all phases of labor and employment law, including class and collective actions. He has extensive experience in connection with drafting, negotiating and litigating employment agreements including covenants not to compete. He is also a frequent speaker on employment related issues and is the Chair Emeritus of ALFA International's Labor & Employment Group. Mr. Polly received his Bachelor's degree from the University of Virginia and his J.D. degree from the University of Kentucky.

John F. Ring was sworn in as a Member of the National Labor Relations Board on April 16, 2018 for a term ending on December 16, 2022. Mr. Ring was confirmed by the Senate on April 11, 2018, and he was named Chairman of the National Labor Relations Board on April 12, 2018 by President Donald J. Trump. Prior to his appointment to the NLRB, Chairman Ring was a partner in the Washington, D.C. office of the Morgan, Lewis & Bockius law firm. He was with Morgan Lewis for almost 30 years, where he served as co chair of the firm's Labor / Management Relations practice and Practice Group Leader for the Washington Office Labor and Employment Law Practice. He represented client interests in all aspects of labor law, including collective bargaining, workforce restructuring, employee benefits, labor management related counseling, litigation and litigation avoidance strategies. Chairman Ring has an extensive background negotiating and administering collective bargaining agreements most notably in the

multiemployer bargaining context, as well as experience with multi-employer pension plans. Chairman Ring received his J.D. and B.A. from Catholic University of America. Chairman Ring is a Fellow in the College of Labor and employment Lawyers.

Donna Roberts is Associate General Counsel for Cracker Barrel Old Country Store, Inc., which operates more than 640 restaurant/retail stores in 43 states and employs in excess of 75,000 workers. Ms. Roberts is responsible for all aspects of the company's labor & employment practice as well as its complex litigation matters. In this role, she also regularly defends the company in Tennessee-based lawsuits and employment-related arbitrations. Prior to joining Cracker Barrel, Ms. Roberts was a partner in the Nashville office of southeastern regional law firm, Stites & Harbison, PLLC, where she practiced in the areas of business litigation, employment and mass tort litigation defense.

Dean Robertson is an Assistant VP & Senior Corporate Counsel at VITAS Healthcare, the nation's largest hospice healthcare provider, with operations in 15 states and the District of Columbia. He has been with the company 17 years and has practiced law for more than 20 years. A large portion of his job involves overseeing and managing the company's litigation. Mr. Robertson provides general legal advice and assistance on a wide range of matters involving: commercial disputes, professional liability matters, employment litigation, including wage and hour class action litigation; responding to EEOC charges; overseeing internal investigations of discrimination, harassment, and whistleblower claims; providing advice and counsel on a wide variety of employment related issues, including day-to-day advice to management and human resources professionals. He is also responsible for overseeing investigations by governmental agencies, pre-litigation handling of disputed matters, third-party

discovery requests and the many other legal issues arising out of the company's operations. Prior to joining VITAS, Mr. Robertson practiced law at a national law firm gaining substantial experience in litigation and alternative dispute resolution of multi-million dollar claims arising from commercial disputes, insurance, medical malpractice, employment and class action litigation. Mr. Robertson is a former board member and president of the Association of Corporate Counsel South Florida Chapter. He currently sits on the Legal Assisting Program Advisory Board for Broward College and is Vice Chancellor for the Episcopal Diocese of Southeast Florida.

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 Co-Chair of the International Law Practice Group of ALFA International and now serves on the ALFA International Board of Directors. Moreover, 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.

Steven H. Schwartz is a shareholder at the ALFA International law firm of Brown &

James, P.C. in St. Louis, Missouri. Steve is an active trial lawyer who has handled business litigation, professional liability, officer/director liability, employment and technology cases for over 30 years. Steve defends lawyers, accountants, insurance agents and brokers, real estate agents, appraisers and title companies. Steve also represents employers in all types of employment disputes from discrimination and retaliation to non-compete agreements and theft of confidential information. Steve has also handled many technology related claims, including software disputes, data breach and intellectual property disputes. Steve received his J.D. with Honors from George Washington University and his B.A. with Distinction from Indiana University.

Joseph F. Spitzzeri is a co-chair of Johnson & Bell's Employment group. Mr. Spitzzeri has litigated race, sex and national origin cases under Title VII as well as age and disability cases under ADEA & ADA. He has also litigated cases under the Illinois Human Rights Act as well as other wrongful termination litigation and litigation arising from breach of employment agreements/ restrictive covenants. He has also handled administrative matters before the EEOC and the IDHR. Mr. Spitzzeri has litigated FLSA cases as well as actions brought under the Illinois Minimum Wage Payment and Collection Act. In addition, Mr. Spitzzeri represents employees and employers before the Inspector General for the City of Chicago and State of Illinois and defends Welfare & Pension Fund Contribution Deficiency cases. Mr. Spitzzeri does on-site training in employment discrimination/harassment issues and assists clients in preparing and revising their employee handbooks.

Kara Trouslot Stubbs is a Member in the Kansas City ALFA International law firm of Baker Sterchi Cowden & Rice, L.L.C., where her civil litigation practice is primarily focused on the defense of product liability matters, including the defense

of manufacturers of medical devices, pharmaceutical products, construction equipment, children's products, commercial grade fireworks, diacetyl containing products, and various consumer products. Her practice also includes general personal injury, commercial litigation, employment, and consumer fraud. She has served as national and regional counsel to various clients in mass tort litigation. She is a member of the Kansas, Missouri, and American Bar Associations, International Association of Defense Counsel, and DRI. She is a frequent lecturer and author on issues related to product liability litigation. She currently serves as the Chair to the Board of Directors of ALFA International. She received her B.A. from the University of Kansas in 1989 and her J.D. from the University of Kansas in 1992. Prior to joining the firm she served as law clerk to the Honorable Thomas C. Clark of the Circuit Court of Jackson County, Missouri.

Kymberly Wellons is Associate General Counsel at WestRock Company. WestRock Company (NYSE: WRK)/www.westrock.com aspires to be the premier partner and unrivaled provider of paper and packaging solutions in consumer and corrugated markets. WestRock's 39,000 team members support customers around the world from more than 250 operating and business locations spanning, North America, South America, Europe and Asia. During her tenure with the Company, Kym has performed a variety of roles in litigation and compliance. She currently manages a docket of US and international (EMEA, Asia Pacific and India) litigation and counseling on a broad range of subjects, with primary focus on employment and product liability.

Sejal Winkelman is a Director & Employee Relations Counsel at Target Corporation. Target owns and operates approximately 1800 retail stores across the United States and employs approximately 350,000 team members at its stores, distribution centers, and headquarters locations, including more

than 20 global offices. Sejal joined Target in 2016. She provides advice on employment-related matters and company strategic initiatives, and manages employment litigation arising out of Target headquarters. Sejal also provides legal support for all international employment issues and all business development transactions, including Target's new ventures and M&A. Prior to joining Target, Sejal was a partner in the labor & employment practice group at Nilan Johnson Lewis PA in Minneapolis. She attended law school at the University of St. Thomas School of Law and received her undergraduate degree at Indiana University.

GENERAL INFORMATION

MEETING LOCATION

Montage Palmetto Bluff

477 Mt. Pelia Road

Bluffton, South Carolina 29910

Tel (855) 264-8705

www.montagehotels.com/palmettobluff/en/

REGISTRATION

Please contact your ALFA International Attorney to register for this program and reserve your hotel room.

ATTENDANCE IS OPEN ONLY TO MEMBERS OF ALFA INTERNATIONAL AND THEIR INVITED GUESTS. ALL EVENTS ARE FOR AGES 21+.

ATTIRE

The attire for the educational sessions throughout the conference is business casual, and the evening events are resort casual. The Wednesday dinner is outside on a grassy lawn and the Thursday dinner includes a boat ride and outdoor gravel surfaces so stilettos are not recommended for either event. Friday night's dinner will have a cocktail hour outside with dinner indoors. All optional activities have suggested attire listed on the brochure.

CLE CREDIT

This program has been approved for a total of 6 hours of CLE credit in the states of Illinois & California, which includes 1.0 hour of ethics credit for the final general session. If you need credit in another state, please contact that state bar regarding the necessary requirements to obtain CLE credit. A packet of CLE information, along with a CA certificate of attendance will be distributed at the seminar which should help you apply individually to your state.

PROGRAM CONTACT

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