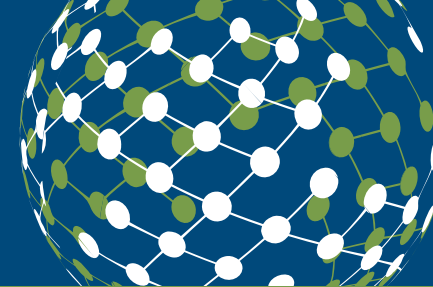


FRIDAY, October 28, 2016 | Miami, Florida | JW Marriott Marquis

TIME	TOPIC	SPEAKERS
7:30 am - 8:00 am	Breakfast & Registration	
8:00 am - 8:50 am	Pre-Conference Interactive Discussion with HR Connections: "Change Management: Aligning Products & Employees"	Ken Roberts , President, WorldCity Henry Lara , VP of HR Americas, Motorola
8:50 am - 9:00 am	Littler Global Presentation	Jeremy Roth , Co-President and Managing Director, Littler
9:00 am - 10:00 am	<p>Doing Business in Latin America (Part 1): Risks, Opportunities and Rewards in Recruitment and Hiring</p> <p>This presentation will discuss issues that may arise when multinational enterprises choose to enter the Latin American market, conduct business there, or decide to restructure and exit. This session also will provide a disciplined and practical approach to pre-termination planning and post-termination litigation when conducting business in Latin America, outlining potential problem areas for unwary foreign employers, reforms on the horizon, and everyday practical solutions. Topics will include:</p> <ul style="list-style-type: none"> • Pre-Hiring: Screening requirements, including drug and medical exams, and criminal record and background checks • Hiring: Local and regional employment contracts; use of independent contractors vs. employees; benefits and risks of using a contingent workforce or employee payroll agencies • Global Mobility: Mobilizing personnel through the maze of immigration, compensation and benefits legal frameworks • Compensation: What are employers mandated to provide? Designing local and regional compensation structures, including commissions and stock plans 	<p><i>Moderator:</i> Mónica Schiaffino, Shareholder, Littler México</p> <p><i>Speakers:</i> Francisco Salas, Shareholder, Littler Central America Renata Neeser, Shareholder, Littler U.S./Brazil</p>
10:00 am - 11:00 am	<p>Labor Relations: Protecting Your Operations in Latin America</p> <p>Successfully managing labor relations in the Americas can be a daunting task. For the multinational enterprise, failure to understand the stark differences between the legal frameworks in the region can result in unexpected difficulties and costly results. This panel will provide a unique regional perspective on labor relations, including innovative solutions to some of the most challenging questions. Topics to be discussed will include:</p> <ul style="list-style-type: none"> • Collective Bargaining: Corporate strategies to address organizing, negotiation, implementation, and administration • Conflict: Practical dispute resolution methods and defenses to manage strikes • Global Campaigns: How trade unions are globalizing their reach through local and regional labor disputes • Protecting employer rights amid obligation to negotiate or consult with works councils and employee representatives 	<p><i>Moderator:</i> Ricardo Alonso, Shareholder, Littler Venezuela</p> <p><i>Speakers:</i> Luis Alejandro Cordoba, Shareholder, Littler Colombia Glauco Marqués, Partner, Adrogué, Marqués, Zabala & Asociados Marília Minicucci, Senior Associate, Mattos Engelberg</p>



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TIME	TOPIC	SPEAKERS
11:00 am - 11:15 am	Coffee Break	
11:15 am - 12:15 pm	<p>Cross-Border Compliance Plans: Changing the Implementation Paradigm</p> <p>Internal policies and codes of conduct can be effective methods of corporate oversight for multinational corporations, essentially tying together corporate values, diverse local cultures and divergent international standards into one compliance scheme. However, many companies fall short in best practice for designing and implementing compliance plans and may not be prepared should they be exposed to employee claims or government inspections. This session will discuss how to develop and implement policies and codes suitable for the organization's particular needs, industry, strategy and structure. Topics to be discussed include:</p> <ul style="list-style-type: none"> • Defining the company's objectives and covered responsibilities • What international standards need to be incorporated or considered? • How broadly or specifically should it address supply chain issues, human rights and labor rights, environmental standards, and social, economic and community-related issues? • Protecting corporate interests amid "hot lines," internal investigations, and data protection laws • Country-by-Country Audits: How to close the implementation and enforcement gap across borders? 	<p><i>Moderator:</i> Santiago Martinez, Shareholder, Littler Colombia</p> <p><i>Speakers:</i> Francisco Salas, Shareholder, Littler Central America</p> <p>Mónica Schiaffino, Shareholder, Littler México</p>
12:15 pm - 1:15 pm	<p>Doing Business in Latin America (Part 2): Workforce Management, Termination, and Restructuring</p> <p>With entering the Latin America market comes the challenge of protecting the company from potential liability from domestic litigation and cross-border disputes. This session will discuss unique considerations for implementing strategic plans when facing a cross-border litigation, including forum selection and choice of law clauses, cross-border enforceability of "release of claims," as well as the conducting international discovery and preserving evidence. Topics to be discussed include:</p> <ul style="list-style-type: none"> • Key strategies for cross-border performance management of rank-and-file, executives, and expats • Terminations: Minimizing risks associated with individual dismissals, mass layoffs and restructuring, including calculation of severance • Proactive strategies to avert and respond to administrative claims, including occupational safety and health claims • Dispute resolution solutions, including arbitration, mediation and conciliation 	<p><i>Moderator:</i> Francisco Salas, Shareholder, Littler Central America</p> <p><i>Speakers:</i> Ricardo Alonso, Shareholder, Littler Venezuela</p> <p>Renata Neeser, Shareholder, Littler U.S./Brazil</p> <p>Mónica Schiaffino, Shareholder, Littler México</p>
1:15 pm	Closing Remarks	Peter Susser, Global Practice Leader, Littler