

# LITTLER GLOBAL

## Monterrey Conference

1st Annual



**TUESDAY, NOVEMBER 10, 2015 • HOTEL NH COLLECTION MONTERREY**

\**Habrará traducción simultánea en inglés y español durante todo el evento.*

| TIME                | TOPIC   | SPEAKERS  |
|---------------------|---|---|
| 8:00 am – 8:45 am   | Registration and Buffet Breakfast   |   |
| 8:45 am – 9:15 am   | Welcome Address and Opening Remarks   | <p><b>Thomas J. Bender</b>, Co-President and Managing Director, Littler</p> <p><b>Oscar de la Vega</b>, Office Managing Shareholder, Littler Mexico</p> <p><b>Peter A. Susser</b>, Global Practice Leader, Littler</p>  |
| 9:15 am – 10:30 am  | <p><b>Outsourcing: Managing the Risks, Maximizing the Benefits</b></p> <p>Do the benefits of outsourcing outweigh the risks? The answer largely depends on several factors, including the relevant country's regulatory framework, the activities the company intends to outsource, and the integrity of the supply chain. This informative and interactive panel will cover the legal treatment of outsourcing in key jurisdictions in Latin America, providing practical recommendations to maximize the benefits and minimize exposure to litigation, penalties and other risks.</p>                             | <p><b>Moderator:</b> León Rodríguez, Shareholder, Littler Mexico</p> <p><b>Speakers:</b></p> <p><b>Marco Durante</b>, Managing Partner, Littler Central America.</p> <p><b>César Gonzáles Hunt</b>, Partner, Littler Peru</p> <p><b>Renata Neeser</b>, Shareholder, Littler U.S./Brazil</p>                 |
| 10:30 am – 11:45 am | <p><b>Global Corporate Policies, Codes of Conduct &amp; Data Security</b></p> <p>For many organizations, it is impossible to draft and update policies fast enough to keep pace with the ever-changing legal and regulatory environment. New laws today often mean changes to existing policies and procedures or sometimes even an entire overhaul. For multinational corporations, it is an even greater challenge to implement and enforce their corporate policies at a global level. This session will provide practical guidance for bridging the implementation and enforcement gap across the Americas.</p> | <p><b>Moderator:</b> Oscar de la Vega, Office Managing Shareholder, Littler Mexico</p> <p><b>Speakers:</b></p> <p><b>Carlos Hernán Godoy</b>, Partner, Littler Colombia</p> <p><b>Heriberto Hernandez Quiroga</b>, Shareholder, Littler Mexico</p> <p><b>Emma Neher</b>, Shareholder, Littler Venezuela</p> |
| 11:45 am – 12:15 pm | Coffee Break  |   |

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| 12:15 pm – 1:30 pm | <p><b>Legal Landscape in the Americas: Top Labor &amp; Employment Trends and Developments</b></p> <p>This program will provide an informative discussion covering the latest developments in labor and employment law in key markets in the Americas and how employers can respond to these changes. Additionally, this panel will offer best practices and recommendations to minimize your company's exposure to risks and liabilities. Topics to be addressed include:</p> <ul style="list-style-type: none"> <li>• Regulatory restrictions on restrictive covenants</li> <li>• Strategies to protect trade secrets</li> <li>• Cross-border enforcement of non-competes</li> <li>• Choice of law and choice of forum clauses</li> <li>• Mandatory arbitration in cross-border agreements</li> </ul> | <p><b>Moderator:</b> Philip M. Berkowitz, Shareholder, Littler</p> <p><b>Speakers:</b><br/> <b>Ricardo Alemán</b>, Partner, Littler Panama<br/> <b>David E. Leal</b>, Associate, Littler Mexico<br/> <b>Sari L. Springer</b>, Office Managing Partner, Littler Canada</p>                                 |
| 1:30 pm – 2:45 pm  | <p><b>Luncheon with Special Presentation</b></p>   | <p><b>Speaker:</b><br/> <b>Alejandro Javier Torre Martínez</b>, Former Secretary of Labor and Former President of the Local Conciliation and Arbitration Board, State of Nuevo León</p>   |
| 2:45 pm – 4:00 pm  | <p><b>Global Mobility Solutions: Managing Expats through the Maze of Immigration, Compensation and Benefits Regulations</b></p> <p>Global commerce increasingly leads companies to mobilize their personnel across borders. This program will provide guidance on how to manage the transfer of personnel across borders with greater ease, taking into account the different regulatory frameworks. Key considerations to be discussed include:</p> <ul style="list-style-type: none"> <li>• Structuring the assignment to avoid common pitfalls</li> <li>• Compensation, immigration, benefits and tax planning</li> <li>• Secondment Arrangements: Jurisdictions with limited or expanded rights for secondees</li> </ul>   | <p><b>Moderator:</b> Mónica Schiaffino, Shareholder, Littler Mexico</p> <p><b>Speakers:</b><br/> <b>Rogelio Alanís Robles</b>, Associate, Littler Mexico<br/> <b>Leticia Montañez</b>, Human Resources Director, Apex Tool Group<br/> <b>Francisco Salas Chaves</b>, Partner, Littler Central America</p> |
| 4:00 pm – 5:00 pm  | <p><b>What to Expect When You Are <i>Not</i> Expecting</b></p> <p>In this light-hearted discussion, the panelists – highly experienced in handling cross-border litigation – will share “war stories” from high-stakes legal disputes where they defended companies from plaintiffs’ to curtail the company’s right to manage the workplace and impose legal responsibilities on employers. The takeaways will prepare you to face similar challenges.</p>   | <p><b>Moderator:</b> Juan Carlos Varela, Office Managing Shareholder, Littler Venezuela</p> <p><b>Speakers:</b><br/> <b>Marco Durante</b>, Managing Partner, Littler Central America<br/> <b>Enrique García Conde</b>, Shareholder, Littler Mexico</p>  |
| 5:00 pm – 6:30 pm  | <p><b>Closure and Cocktail Reception</b></p>   |   |