



## 4th Annual Monterrey Conference

Thursday, November 15 | Monterrey

Time	Topic	Speakers
8:00 am - 8:45 am	<b>Registration</b>	
8:45 am - 9:00 am	<b>Welcome Remarks</b>	<b>León Rodríguez</b> Managing Shareholder, Littler Mexico <b>Stephan Swinkels</b> Shareholder, Littler
9:00 am - 10:00 am	<b>What Can You Do to Protect Your Trade Secrets and Confidential Information?</b> Littler attorneys will lead a practical discussion of the enforceability of restrictive covenant agreements including, but not limited to, non-compete agreements, non-solicitation agreements, garden leave agreements, and confidentiality/non-disclosure agreements. Topics will include how the courts in Mexico, the US, Central America and Colombia are viewing such agreements in the current business environment. This is an interactive forum designed for company owners and executives, counsel, and human resource professionals to learn about, and share, how your business colleagues are handling these issues, as well as current “best practices.” The goal is to identify and discuss key areas of interest with the idea of facilitating an ongoing dialogue around these issues.	<b>Moderator:</b> <b>Monica Schiaffino</b> Shareholder, Littler Mexico <b>Speakers:</b> <b>Joaquín Acuña</b> Partner, Littler Central America <b>Tom Bender</b> Co-President and Managing Director Littler <b>Gustavo Gnecco</b> Partner, Littler Colombia <b>Hector Mateos</b> Partner, Avila y Lozano S.C. Abogados

*Please note there are members of the media in attendance.*

Time	Topic	Speakers
10:00 am - 11:00 am	<p><b>#NotYouToo: Establishing a New Normal Amid the #MeToo and Pay Equity Movements</b></p> <p>Without a doubt, the scandals brought about by the seismic #MeToo and pay equity movements are rattling just about every industry, forcing employers to reevaluate their practices. But for all the turmoil that business leaders are either witnessing or enduring, they may have an opportunity to seize this moment and establish a dramatically “new normal.” This panel will provide practical solutions for your organization to create a true equal employment opportunity workplace and avoid liability. Among other questions, speakers from Mexico, Brazil, United States, and Europe will answer:</p> <ul style="list-style-type: none"> <li>• How should an employer respond when an employee alleges a “#MeToo” claim of workplace sexual harassment on social media?</li> <li>• How can harassment training be made more practical and effective?</li> <li>• Are there new or pending legislation for pay equity?</li> <li>• What analyses and compliance measures should be taken in light of these pay equity laws?</li> </ul>	<p><b>Moderator:</b>  <b>Estefania Rueda</b>            Associate, Littler Mexico</p> <p><b>Speakers:</b>  <b>Renata Neeser</b>            Shareholder, Littler U.S./Brazil</p> <p><b>Mishell Parreno Taylor</b>            Shareholder, Littler U.S.</p> <p><b>Stephan Swinkels</b>            Shareholder, Littler</p>
11:00 am -11:10 am	<p><b>Coffee Break</b></p>	
11:10 am - 12:10 pm	<p><b>Outsourcing v. Subcontracting: What is the Difference? And Why Does it Matter?</b></p> <p>In the current economy, companies increasingly seek new business models to increase output and minimize costs. However, whether outsourcing and subcontracting will be beneficial to a company will depend largely on the relevant country’s regulatory framework, the activities involved, and the integrity of the supply chain. This informative and interactive panel will discuss the legal distinctions between outsourcing and subcontracting in Mexico, Brazil, Peru, Colombia and Venezuela and their practical implications. Topics that will be discussed include:</p> <ul style="list-style-type: none"> <li>• Creation of joint employment status and consequences</li> <li>• Employer’s profit-sharing obligations</li> <li>• Misclassification of employees as independent contractors and related liabilities</li> <li>• Practical recommendations to maximize benefits and minimize exposure to litigation, penalties and other risks</li> <li>• Sharing economy: new business models and their legal framework</li> <li>• Impact of tax reforms on outsourcing and subcontracting</li> </ul>	<p><b>Moderator:</b>  <b>Renata Neeser</b>            Shareholder, Littler U.S./Brazil</p> <p><b>Speakers:</b>  <b>Liliana Acuña</b>            Associate, Littler Venezuela</p> <p><b>Luis Cortés</b>            Associate, Littler Mexico</p> <p><b>Gustavo Gnecco</b>            Partner, Littler Colombia</p> <p><b>Alicia Jimenez</b>            Shareholder, Littler Peru</p>

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12:10 pm - 13:00 pm	<p><b>An Ounce of Prevention: How to Successfully Navigate Through Serious Natural Disasters and Political Crises Impacting Labor Relations</b></p> <p>As employees and employers recover from personal and physical devastation caused by natural disasters, they cannot help but think about the future. HR professionals and in-house counsel should participate in this panel presentation of clear directives, fresh insights and critical recommendations that will help mitigate the business impact of the next natural disaster without losing sight of the people and relationships that your organization is built upon. You will hear strategies that address a myriad of never-before-imagined questions ranging from wage and hour and leave issues to the tax implications of the ensuing recovery and charity that may follow. Experienced panel members will lay out a plan that will make recovery from the inside out less painful.</p>	<p><b>Moderator:</b> <b>Rogelio Alanis</b> Associate, Littler Mexico</p> <p><b>Speakers:</b> <b>Liliana Acuña</b> Associate, Littler Venezuela</p> <p><b>Francisco Cerda</b> Partner, Littler Nicaragua</p> <p><b>Mishell Parreno Taylor</b> Shareholder, Littler U.S.</p>
13:00 pm -13:20 pm	<p><b>Coffee Break</b></p>	
13:20 pm - 14:45 pm	<p><b>Luncheon and Special Presentation</b> <b>The 2018 Employment Law Update</b></p> <p>Historically, new presidential administrations and shifts in the balance of power usher in change. Such has been the case with the profound and long-lasting changes occurring through the presidential administrations in Costa Rica, Venezuela, Paraguay, Colombia, Mexico, Brazil and the U.S. For the employers, the impact of these changes on their workplaces and how they manage their workforce may require entirely new approaches to employment law and HR management. This fast-paced year-in-review is a must-attend session for every employment counsel and HR executive who wants to stay on top of these new developments in labor law. Our terrific panel will elucidate on the employment law ramifications of the latest court cases, legislative and regulatory activity and crucial developments that have occurred during the course of the last year that will impact your workplace and your responsibilities during the rest of this year and beyond.</p>	<p><b>Moderator:</b> <b>David Leal</b> Associate, Littler Mexico</p> <p><b>Speakers:</b> <b>Joaquín Acuña</b> Partner, Littler Central America</p> <p><b>Gustavo Gnecco</b> Partner, Littler Colombia</p> <p><b>Alicia Jimenez</b> Shareholder, Littler Peru</p> <p><b>Renata Neeser</b> Shareholder, Littler U.S./Brazil</p> <p><b>Mishell Parreno Taylor</b> Shareholder, Littler U.S.</p> <p><b>Monica Schiaffino</b> Shareholder, Littler Mexico</p>
14:45 pm - 15:00 pm	<p><b>Closing Remarks</b></p>	<p><b>Stephan Swinkels</b> Shareholder, Littler</p>

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