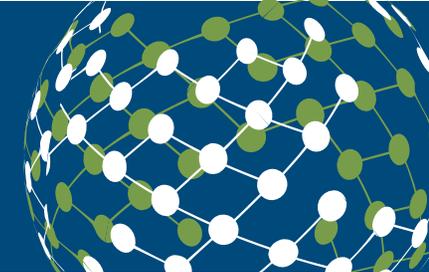


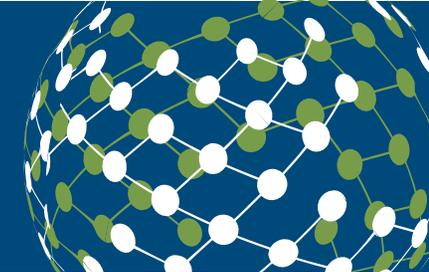
TUESDAY, September 26, 2017 | Monterrey, Mexico

TIME	TOPIC	SPEAKERS
8:00am - 8:45am	Registration	
8:45am - 9:00am	Welcome Remarks	<p><b>Heriberto Hernandez</b> Shareholder, Littler Mexico</p> <p><b>Thomas Bender</b> Co-President and Managing Director, Littler</p>
9:00am - 10:00am	<p><b>Preserving An Employer’s Right to Manage the Business in A Pro-Union Legal World</b></p> <p>While a labor union’s ability to invoke illegal strikes and shut down business operations may be commonplace in many jurisdictions across the globe, such powers are not limitless. Employers can affirmatively take steps to preserve their managerial rights even when operating in pro-union legal environments. An impressive panel of experienced practitioners will discuss key points of the industrial relations laws of key jurisdictions in the Americas to help businesses establish effective corporate strategies to confront unionization efforts. This session will discuss:</p> <ul style="list-style-type: none"> <li>• Strategies for unionization avoidance</li> <li>• Managing the employer-union relationship</li> <li>• Effective strategies to negotiate collective bargaining agreements</li> <li>• Legal and practical mechanisms to avoid and confront illegal strikes</li> </ul>	<p><b>Moderator:</b> <b>Enrique Garcia Conde</b> Shareholder, Littler Mexico</p> <p><b>Speakers:</b> <b>Ricardo Alonso</b> Shareholder, Littler Venezuela</p> <p><b>Donald C. Dowling</b> Shareholder, Littler U.S.</p> <p><b>Gustavo Gnecco Mendoza</b> Partner Littler, Colombia</p> <p><b>Glauco Marques</b> Partner, Adrogué, Marqués, Zabala &amp; Asociados, Argentina</p>



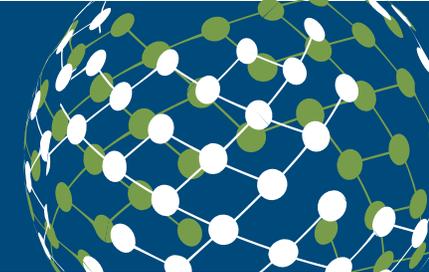
TUESDAY, September 26, 2017 | Monterrey, Mexico

TIME	TOPIC	SPEAKERS
10:00am - 11:00am	<p><b>Global Migration in the Age of Nationalism</b> As political developments on both sides of the Atlantic – and elsewhere around the world – demonstrate, corporations face new challenges in the conduct of global business, not the least of which relate to expatriate assignments for key employees to jurisdictions that offer differing degrees of welcomeness, ease of movement and safety. Compliance with national immigration procedures in an era when forces encourage domestic employment is only one aspect of a complex picture that includes tax, payroll, employment and employee benefits laws and corporate policies, among many other factors. This session will explore both traditional and new challenges that arise from the political and cultural forces at work in various nations and discuss legal, HR and employment tax management considerations from several global vantage points.</p>	<p><b>Moderator:</b> <b>Monica Schiaffino</b> Shareholder, Littler Mexico</p> <p><b>Speakers:</b> <b>Joaquin Acuña Solis</b> Partner, Littler Central America <b>Donald C. Dowling</b> Shareholder, Littler U.S. <b>Stephan Swinkels</b> Shareholder, Littler</p>
11:00am - 11:15am	<b>Coffee Break</b>	
11:15am - 12:15pm	<p><b>Outsourcing: A Global Onslaught on the Use of Independent Contractors</b> Employers have become familiar with the challenges to asserted independent contractor arrangements under a range of workplace, tax, benefits and other laws. The same questions frequently arise globally, in most regions and many countries, with challenges created by the new “gig” or “sharing” economy, as well as more traditional contracting sectors. Key rulings and ongoing challenges will be explored in this session, where our presenters will provide guidance on developing a “best practices” approach to structuring contractor arrangements in the U.S. and globally.</p>	<p><b>Moderator:</b> <b>Heriberto Hernandez</b> Shareholder, Littler México</p> <p><b>Speakers:</b> <b>Ricardo Alonso</b> Shareholder, Littler Venezuela <b>Cesar Gonzales Hunt</b> Shareholder, Littler Peru <b>Renata Neeser</b> Shareholder, Littler, U.S./Brazil <b>Jaime Solis</b> Partner, Littler El Salvador</p>



TUESDAY, September 26, 2017 | Monterrey, Mexico

TIME	TOPIC	SPEAKERS
12:15pm - 13:00pm	<p><b>Risks in the Hiring Process</b></p> <p>The recruitment and hiring process is an exciting time for employers and employees alike. It is also one fraught with legal landmines that can adversely impact employers, sometimes before the employment relationship starts and, in some cases, well after it ends. This panel will navigate the best practices for maximizing your hiring process while minimizing legal exposure. Topics that will be discussed include:</p> <ul style="list-style-type: none"> <li>• HR Compliance - Customizing the company's global code of conduct to Latin-American operations</li> <li>• "Stretching the truth" - the most common lies found in resumes, including findings from MultiLatin's Annual Report</li> <li>• Negligent Hires - Applying this American legal concept in Mexico</li> <li>• Outsourcing Contracts - Factors to consider and the case of BPO and IT providers</li> </ul>	<p><b>Moderator:</b>  <b>Rogelio Alanis</b>            Associate, Littler Mexico</p> <p><b>Speakers:</b>  <b>Juan Guillermo Ávila Sarabia</b>            Partner, Avila y Lozano S.C.            Abogados</p> <p><b>David Robillard</b>            President, Multilatin</p> <p><b>Monica Schiaffino</b>            Shareholder, Littler Mexico</p>
13:00pm - 13:20pm	Coffee Break	



TUESDAY, September 26, 2017 | Monterrey, Mexico

TIME	TOPIC	SPEAKERS
13:20pm - 14:30pm	<p><b>Luncheon and Special Presentation:</b></p> <p><b>The 2017 Employment Law Update</b>            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 the ever-changing 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 and that will impact your workplace and your responsibilities during the rest of this year and beyond.</p>	<p><b>Moderator:</b>  <b>Leon Rodriguez</b>            Shareholder, Littler Mexico</p> <p><b>Speakers:</b>  <b>Donald C. Dowling</b>            Shareholder, Littler U.S.  <b>Gustavo Gnecco Mendoza</b>            Partner, Littler Colombia  <b>Glauco Marques</b>            Partner, Adrogué, Marqués,            Zabala &amp; Asociados, Argentina  <b>Renata Neeser</b>            Shareholder, Littler, U.S./Brazil  <b>Francisco Salas</b>            Partner, Littler Central America  <b>Stephan Swinkels</b>            Shareholder, Littler</p>
14:30pm - 14:45pm	<b>Closing Remarks</b>	<p><b>Heriberto Hernández</b>            Shareholder, Littler Mexico</p> <p><b>Stephan Swinkels</b>            Shareholder, Littler</p>