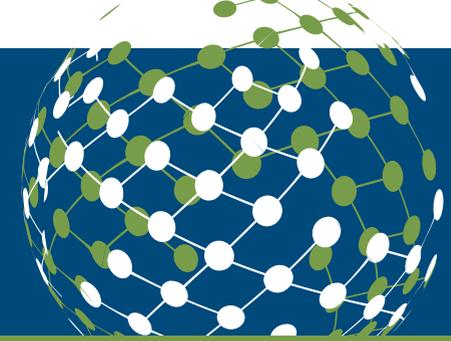


TUESDAY, October 4, 2016 | Monterrey, Mexico

TIME	TOPIC	SPEAKERS
8:00 am - 8:30 am	Registration	
8:30 am - 9:00 am	Welcome Remarks	<p>Heriberto Hernandez Quiroga, Shareholder, Littler Mexico</p> <p>Tom Bender, Co-President and Managing Director, Littler</p>
9:00 am - 10:00 am	<p>Do You Know What to Do to Investigate and Resolve Whistleblower and Compliance Claims?</p> <p>The complexities and impact of whistleblowing and compliance claims are a growing concern in labor and employment circles. The jurisprudence in key markets in the American hemisphere has expanded the rights and remedies available to whistleblowing employees, even when their claims are found to be meritless. Special focus will be given to litigation-related concerns in jurisdictions, such as Mexico, where employees are protected against dismissal and employers carry the burden to prove the employee engaged in wrongful conduct. This panel discussion will provide business leaders with best practices for investigating and handling whistleblower and compliance claims when they arise, and strengthening their internal compliance programs.</p>	<p><i>Moderators:</i></p> <p>Leon Rodriguez, Shareholder, Littler Mexico</p> <p>Monica Schiaffino, Shareholder, Littler Mexico</p> <p><i>Speakers:</i></p> <p>Joaquín Acuña Solís, Shareholder, Littler Central America</p> <p>Ricardo Aleman, Shareholder, Littler Central America</p> <p>Armando Cruz, Associate Director, Control Risks</p> <p>Federico Fidalgo Sada, CEO, Rent-A-Center Mexico</p> <p>Ines Monte, Special Counsel, Littler U.S.</p>
10:00 am - 11:00 am	<p>Marijuana Legalization: What Would this Mean for Your “Zero Tolerance” and “Background Check” Policies?</p> <p>The decriminalization of marijuana for personal consumption in various countries poses unique challenges for employers intending to enforce drug-free workplace policies. One of those challenges is the prevention of employment discrimination when the applicant or employee is using marijuana for medical purposes. Within this framework, this interactive panel will discuss:</p> <ul style="list-style-type: none"> • Comparative overview of key countries where marijuana has been decriminalized or legalized • Safety and other workplace implications of legalization of marijuana • Determining whether employers should change their internal policies • Implementing a legally compliant drug-testing policy 	<p><i>Moderator:</i></p> <p>Renata Neeser, Shareholder, Littler U.S./Brazil</p> <p><i>Speakers:</i></p> <p>Rogelio Alanis, Associate, Littler México</p> <p>Luis Alejandro Cordoba, Shareholder, Littler Colombia</p> <p>Ines Monte, Special Counsel, Littler U.S.</p> <p>Stephan Swinkels, Shareholder, Littler</p>



TUESDAY, October 4, 2016 | Monterrey, Mexico

TIME	TOPIC	SPEAKERS
11:00 am - 11:15 am	Coffee Break	
11:15 am - 12:15 pm	<p>Potential Implications of the TPP on Employment and the Future of Collective Bargaining in Mexico</p> <p>The Trans-Pacific Partnership, as a multilateral free trade agreement among 12 countries, mandates, among other things, certain fundamental rights for workers in each member state. This interactive panel will discuss the practical implications for employers if TPP is ratified. The topics to be discussed include:</p> <ul style="list-style-type: none"> • TPP's requirement for acceptable work conditions for each member country's work force • TPP's empowerment for private entities—such as unions—to file complaints about alleged violations of workers' rights • Impact on processes for negotiations and ratifications of collective bargaining agreements in Mexico • Obligations for businesses to adopt corporate social responsibility initiatives 	<p><i>Moderator:</i> Stefan Marculewicz, Shareholder, Littler U.S.</p> <p><i>Speakers:</i> Ricardo Alonso, Shareholder, Littler Venezuela</p> <p>Enrique Garcia Conde, Shareholder, Littler Mexico</p> <p>Cesar Gonzales Hunt, Shareholder, Littler Peru</p>
12:15 am - 1:15 pm	<p>Data Privacy Law: Recent Developments Mean New Challenges For Global Employers</p> <p>Data protection and privacy compliance has become an increasingly complex challenge for global employers as many countries in Latin America begin to implement and enforce new data protection laws. At the same time, the past year has seen fundamental changes in the laws governing data transfers from Europe and ramped up enforcement of information security regulations in the U.S., putting global employers at risk. This panel of experienced practitioners will discuss employers' obligations, and provide practical recommendations for implementing effective policies to achieve compliance with the complex laws regulating the privacy, security and transfer of personal data.</p>	<p><i>Moderator:</i> Philip L. Gordon, Shareholder, Littler U.S.</p> <p><i>Speakers:</i> Joaquín Acuña Solís, Shareholder, Littler Central America</p> <p>Ricardo Aleman, Shareholder, Littler Central America</p> <p>Luis Alejandro Cordoba, Shareholder, Littler Colombia</p> <p>David Leal, Associate, Littler Mexico</p>
1:15 pm - 1:30 pm	Closing Remarks	Stephan Swinkels , Shareholder, Littler
1:30 pm - 3:00 pm	Luncheon	