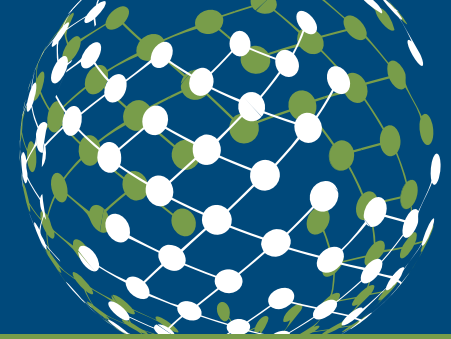


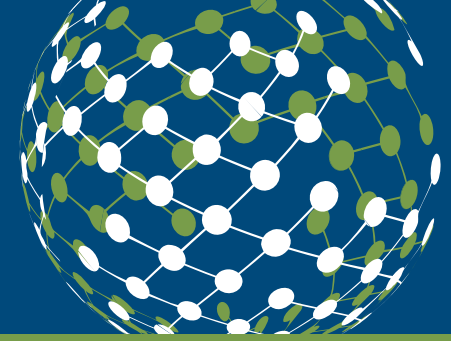
WEDNESDAY, September 14, 2016

TIME	TOPIC	SPEAKERS
9:00 am - 9:30 am	Registration and Coffee	
9:30 am - 9:50 am	Welcome	<p>Luis Mendes, Partner and Head of Employment Practice, Pinheiro Neto</p> <p>Renata Neeser, Shareholder, New York (Littler Global)</p>
9:50 am - 11:15 am	<p>Outsourcing v. Subcontracting: What is the Difference? And Why Does it Matter?</p> <p>In the current economy, companies increasingly seek new business models to increase output and minimize labor 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 Brazil and key jurisdictions in Europe and Latin America and their practical implications. Topics that will be discussed include:</p> <ul style="list-style-type: none"> • Creation of joint employment status and consequences • Employer's profit-sharing obligations • Misclassification of employees as independent contractors and related liabilities • Practical recommendations to maximize benefits and minimize exposure to litigation, penalties and other risks • Sharing economy: new business models and the legal framework 	<p>Moderator: Renata Neeser, Shareholder, New York (Littler Global)</p> <p>Speakers: Mauricio Guidi, Senior Associate, Pinheiro Neto</p> <p>Stefan Röhrborn, Shareholder, Germany (Littler Global)</p> <p>Monica Schiaffino, Shareholder, Mexico (Littler Global)</p> <p>Peter Susser, Global Practice Leader, Washington, DC (Littler Global)</p>



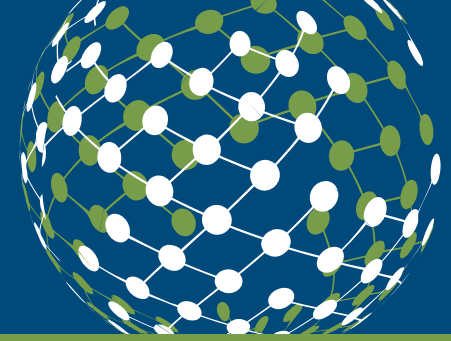
WEDNESDAY, September 14, 2016

TIME	TOPIC	SPEAKERS
11:15 am - 12:40 pm	<p>Preserving An Employer’s Right to Manage the Business Despite Pro-Union Legal Frameworks</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 prounion legal environments. An impressive panel of experienced practitioners will discuss key points of the industrial relations laws of Brazil, the United States, Europe and Latin America to help businesses establish effective corporate strategies to confront unionization efforts. This session will discuss:</p> <ul style="list-style-type: none"> • Unionization avoidance through “protection contracts” in Latin America • Managing relations with works councils in Europe • Effective strategies to negotiate collective bargaining agreements • Legal and practical mechanisms to avoid and confront illegal strikes 	<p>Moderator: Thais Galo, Partner, Pinheiro Neto</p> <p>Speakers: Ricardo Alonso, Shareholder, Venezuela (Littler Global) Luis Mendes, Partner and Head of Employment Practice, Pinheiro Neto Stefan Röhrborn, Shareholder, Germany (Littler Global) Peter Susser, Global Practice Leader, Washington, DC (Littler Global)</p>
12:40 pm - 1:50 pm	Lunch	



WEDNESDAY, September 14, 2016

TIME	TOPIC	SPEAKERS
1:50 pm - 3:15 pm	<p>Data Privacy Due Diligence for Cross Border Mergers & Acquisitions and Other Corporate Transactions</p> <p>Often times, businesses involved in mergers, asset acquisitions and other corporate transactions are blindsided when the operation comes to an abrupt halt due to the other country's legal restrictions on the privacy, security and transfer of personal data. This session will provide business leaders with practical due diligence recommendations for assessing their obligations and implementing effective compliance steps, in light of the recent related decision by the European Court of Justice and the legal trends in important markets across the world. Topics that will be discussed include:</p> <ul style="list-style-type: none">• Harmonizing privacy and managerial rights• Employee policies and employment agreements• Cross border transactions, points to concern	<p>Moderator: Renata Neeser, Shareholder, New York (Littler Global)</p> <p>Speakers: Raphael de Cunto, Partner, Pinheiro Neto Thomas Griebel, Founding Partner, Germany (Littler Global) Barry Kuretzky, Shareholder, Canada (Littler Global) Monica Schiaffino, Shareholder, Mexico (Littler Global)</p>



WEDNESDAY, September 14, 2016

TIME	TOPIC	SPEAKERS
3:15 pm – 4:40 pm	<p>Anticorruption Laws: Global Due Diligence, Investigations and Compliance</p> <p>Despite the stringent anticorruption laws in Brazil, the United States, Europe and other key markets in the world, studies find that most companies with international operations have failed to implement effective procedures to minimize the risks of liability arising from allegations of bribes or corruption involving an employee, independent contractor, subsidiary or a supply chain. In providing practical recommendations to effectively close the compliance gap, this interactive panel will also discuss:</p> <ul style="list-style-type: none"> • Mechanisms to protect the business during a criminal prosecution • Investigating a claim of corruption: Dos and don'ts • Potential corporate and individual liabilities, including damages for pain and suffering • Preserving the attorney-client privilege 	<p>Moderator: Thais Galo, Partner, Pinheiro Neto</p> <p>Speakers: Luis Arthur Alves, Senior Associate, Pinheiro Neto Barry Kuretzky, Shareholder, Canada (Littler Global) Thomas Griebe, Founding Partner, Germany (Littler Global) Fabio Selhorst, Vice President & General Counsel, Siemens Brazil Peter Susser, Global Practice Leader, Washington, DC (Littler Global)</p>
4:40 pm – 4:50 pm	Closing Remarks	<p>Luis Mendes, Partner and Head of Employment Practice, Pinheiro Neto Renata Neeser, Shareholder, New York (Littler Global)</p>
4:50 pm	Reception	