

# THE GLOBAL EMPLOYER

## Latin America Conference

3rd Annual



### THURSDAY, FEBRUARY 20

TIME	TOPIC
7:45 am – 8:45 am	<b>Registration &amp; Breakfast</b>
8:45 am – 9:00 am	<b>Welcome Remarks</b>
9:00 am – 10:00 am	<b>Ahead of the Legal Curve: The Top Employment &amp; Labor Trends to Watch in Latin America in 2014</b> <p>Latin America is a place of unparalleled opportunity and attendant risks. Consisting of a terrific roster of preeminent Littler attorneys and practitioners from the U.S. and Latin America, this interactive panel will provide you with a unique opportunity to understand the latest trends and legal developments in the labor and employment law field impacting your operations in Latin America, to help your business thrive in the region and prepare you for the challenges that lie ahead.</p>
10:00 am – 10:15 am	<b>Coffee Break</b>
10:15 am – 11:25 am	<b>Evaluating the Impact of Mexico’s Labor Law Reform and Other Recent Legal Developments on Companies Conducting Business in Mexico</b> <p>Recent major amendments to Mexico’s labor code and other laws impacting the workplace have substantially altered the legal landscape for companies conducting business in Mexico. Led by attorneys and practitioners specialized in the area, this session will evaluate the impact of these new laws and provide solutions to the new challenges that companies face.</p>
11:30 am – 12:30 pm	<b>Hiring, Firing and Managing Your Workforce in Central America, with Special Focus in Costa Rica, El Salvador and Panama</b> <p>Central America, as a home to a substantial number of major businesses in multiple industries, is a thriving economy. Even so, many of its laws have failed to keep up with a modern economic system and workplace. This informative session will provide cutting edge employment solutions to hiring and firing; use of independent contractors and manpower companies; expat assignments; and other important challenges; with special focus on Costa Rica, El Salvador and Panama.</p>
12:35 pm – 1:55 pm	<b>Luncheon/Guest Speaker</b>
2:00 pm – 3:15 pm	<b>Risks and Rewards of Doing Business in Venezuela and Colombia</b> <p>Venezuela and Colombia, although sharing a border, could not be further apart on many pro-business vis-à-vis pro-employee protections under their respective employment law regimes. This session will explore employment solutions to the risks and challenges of doing business in these divergent legal systems, including an overview of recent changes in the legal landscape impacting the employment sector.</p>
3:15 pm – 3:45 pm	<b>Coffee Break</b>
3:45 pm – 5:00 pm	<b>Managing Your “ABC’s”: International Assignments and Other Challenges for Multinational Employers in Argentina, Brazil and Chile</b> <p>This interactive session provides legal and practical guidance on structuring foreign assignments and crafting employment and business practices that are compliant with the ever-challenging laws of Argentina, Brazil and Chile. Topics for discussion include hiring and firing; use of independent contractors and manpower companies; expat assignments; multiple-plaintiff litigation; and key practices to avoid liability in the region.</p>
5:00 pm – 6:00 pm	<b>Break</b>
6:00 pm – 6:30 pm	<b>Reception</b>
6:30 pm	<b>Dinner</b>

# FRIDAY, FEBRUARY 21

TIME	TOPIC
7:30 am – 8:30 am	<b>Registration &amp; Breakfast</b>
8:30 am – 9:15 am	<b>Protecting the Global Brand: Crafting Effective Employment Law Solutions to Protect Your Corporate Image Across the Globe</b>  What steps can an employer take to protect the global brand when conducting cross-border business in high risk regions? This lively and informative presentation will explore employment solutions to protect the corporation's global image, analyzing critical trends and developments in the field of employment and labor law on the topic.
9:15 am – 10:15 am	<b>Managing Reputational Risks Linked to the Supply Chain in High-Risk Emerging Markets</b>  As a result of the Bangladesh factory collapse of April 2013, pressure has mounted on companies to sign on international agreements to manage their supply chains. Taking into account the legal landscape in high-risk regions, this session will discuss employment solutions for developing and implementing successful corporate social responsibility programs and strategies to minimize risks, promote labor fairness and protect the corporate brand.
	<b>The New Data Protection Juggernaut: Time for Multinationals to Address Workplace Privacy in Latin America or Risk Damaging Their Corporate Brand</b>  The trend towards broad data protection regulation in Latin American accelerated in 2013 as Colombia and Costa Rica became the fifth and sixth Latin American countries with enforceable privacy legislation and Mexico began imposing substantial penalties. Led by experts in the field, this panel will address key compliance obligations and their practical implications for multinational employers, including restrictions on cross-border data transfers, developing a successful privacy program, handling security breaches, and understanding the enforcement environment.
10:15 am – 10:30 am	<b>Coffee Break</b>
10:30 am – 11:30 am	<b>Establishing Sound Policies and Practices to Weather Cross-Border Litigation</b>  With expansion of operations into Latin America and other regions comes the challenge of protecting the company from potential legal liability from a cross-border dispute. This session will discuss unique considerations for implementing strategic plans when facing a cross-border litigation, including litigation budgets and costs, extraterritorial reach of U.S. laws, enforceability of forum selection and choice of law clauses, as well as the preservation of evidence and conducting international e-discovery.
	<b>So You Have Crafted Corporate Policies and Codes of Conduct. Now What? How to Close the Global Implementation and Enforcement Gap</b>  Crafting corporate policies and codes of conduct, while challenging, is just half the battle. Many multinational corporations fall short in best practice for implementing and enforcing their corporate policies at a global level. This session will provide practical guidance for bridging the implementation and enforcement gap.
11:35 am – 12:35 pm	<b>The Rising Storm: Protecting the Global Brand Amid the Rise of International Trade Unions and Works Councils</b>  Just as companies are becoming global, various trade unions are globalizing their reach and drawing global attention to local labor disputes arising in Latin America and other regions. This panel will discuss how companies can protect their global brand amid international law (including OECD Guidelines, ILO and human rights conventions) and international union activities.
12:35 pm	<b>Luncheon/Guest Speaker</b>
1:35 pm	<b>Conference Adjourns</b>