



# Ogletree Deakins | International Practice Group SYMPOSIUM



## EMERGING TRENDS AND BEST PRACTICES FOR GLOBAL ORGANIZATIONS IN 2019

An informative and educational seminar to address the latest labor and employment law topics impacting employers with multinational operations

Thursday, March 28, 2019

### LOCATION

The Mayflower Hotel  
1127 Connecticut Avenue NW  
Washington, D.C. 20036  
+1 (202) 347-3000

### COST

\$295 per person

### REGISTRATION

Register online at [www.ogletree.com](http://www.ogletree.com)  
or email Kim Webster at  
[kim.webster@ogletree.com](mailto:kim.webster@ogletree.com).

We have submitted this program to the HR Certification Institute and SHRM for review and are applying for CLE credit.



7:30 a.m.

REGISTRATION OPENS

7:45 – 8:30 a.m.

**EARLY BIRD SESSION**

**OPTIMIZING SINGLE-COUNTRY ADVICE FOR YOUR MULTICOUNTRY OPERATIONS**

Managing even the best local counsel outside your home jurisdiction poses unique challenges based on differences in legal training, culture, and language, among other factors. Learn how to identify what you need from local counsel and how to get it without overspending.

*Speakers:* Enrique A. Del-Cueto Pérez (Miami/Boston)  
Christopher V. Anderson (Charleston)

8:30 – 9:15 a.m.

BREAKFAST

9:15 – 9:30 a.m.

OPENING AND WELCOME

Carson G. Burnham, *Chair*, International Practice Group

9:30 – 10:15 a.m.

**MISCLASSIFICATION FOR MULTATIONALS: INDEPENDENT CONTRACTORS ABROAD**

As tax authorities and courts everywhere crack down on the use of independent contractors, “misclassification” has become a trigger word. But companies can go too far in designing their policies and practices to avoid a misclassification finding that is likely to happen anyway. Our panel will address managing the risk of using independent contractors; identify the risk drivers in specific countries among a host of issues, such as those involving taxes, payroll, and intellectual property; and provide guidance on practical ways to avoid misclassification without compromising business goals.

*Speakers:* Nancy Cremins, *Chief Administrative Officer and General Counsel*, Globalization Partners ▪ Diana J. Nehro (New York City/Boston)

10:15 – 10:30 a.m.

BREAK

10:30 – 11:30 a.m.

**THE IMPACT OF AI ON EMPLOYMENT ISSUES WORLDWIDE**

Artificial intelligence (AI) and other technological innovations are changing the face of the workplace worldwide. Different jurisdictions’ existing institutions and legal frameworks adapt—or fail to adapt—to these shifting technological and employment paradigms. Join our speakers for insight into how technology is affecting different industries around the world.

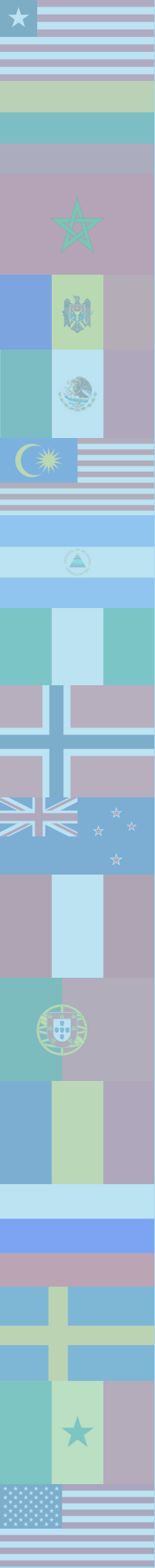
*Speakers:* Nick Clements, *Director, Legal, Lyft* ▪ Carolyn A. Knox (San Francisco)

11:30 a.m. – Noon

**SETTING UP YOUR MULTIJURISDICTIONAL DOCUMENTS FOR SUCCESS**

Whether in hiring, negotiating separation, sending an expatriate abroad, or implementing a new policy, a company must put its HR-related decisions in writing. What employment documents need to be translated? Are e-signatures enforceable? Who is authorized to sign on behalf of the company? Does posting documents to an intranet satisfy the posting requirement? What documents need to be filed with a government agency? What documents are necessary for expatriates? This session will help you stay on top of the dizzying array of formalities regarding multijurisdictional documentation without losing your mind.

*Speakers:* Rebecca L. Marks (Boston) ▪ Bernhard Mueller (Columbia)



Noon – 1:00 p.m.

NETWORKING LUNCH

1:00 – 2:00 p.m.

**BECAUSE DATA PRIVACY: GDPR AS THE ULTIMATE EXCUSE**

Now that the General Data Protection Regulation (GDPR) is in force in the European Union, employers must confront the complications that can occur if leaders and employees don't fully understand its requirements. Misunderstandings about the GDPR and other privacy regulations can impede investigations, delay payroll, ruin policy harmonization, sidetrack efforts to improve institutional knowledge, and more. Join us for an informative session about how to combat these issues while still remaining compliant.

*Speakers:* Benjamin Buckley, *Divisional General Counsel*, Rogers Corporation  
Roger James (London) ▪ Bonnie Puckett (Atlanta)

2:00 – 2:15 p.m.

BREAK

2:15 – 3:00 p.m.

**FIELD NOTES: INTERNATIONAL INVESTIGATIONS WORKSHOP, PART 1**

Now more than ever, international investigations present entirely unique challenges. Non-U.S. employees have been availing themselves of whistleblower hotlines with increased frequency, and many complaints have a cross-border component that complicates the applicable law (and may present cultural and language conflicts). Disciplining or discharging wrongdoers can create its own set of legal woes. Join us for the first part of our two-part workshop, which will focus on Europe, the Middle East, and Africa, to share your insights and learn from others' experiences with these thorny issues.

*Speakers:* Carson G. Burnham (Boston) ▪ Roger James (London)

3:00 – 3:45 p.m.

**FIELD NOTES: INTERNATIONAL INVESTIGATIONS WORKSHOP, PART 2**

Join us for part two of our international investigations workshop, which will cover the same issues as part one, but this time with insights from Asia, North America, and Latin America.

*Speakers:* Diana J. Nehro (New York City/Boston) ▪ Bonnie Puckett (Atlanta)  
Stephen Shore (Toronto)


3:45 – 4:00 p.m.

CLOSING

4:30 – 5:30 p.m.

COCKTAIL RECEPTION





CLE will be requested for this program.  
Please note that Alabama CLE credit is not available for this program.  
Please email any CLE-related questions to [cle@ogletree.com](mailto:cle@ogletree.com).  
This program qualifies for both experienced and newly admitted attorneys.  
Attorneys who need financial aid to attend may view the policy here: <https://tinyurl.com/clefinancialaid>.

Ogletree  
Deakins | International Practice Group  
**SYMPOSIUM**

[www.ogletree.com](http://www.ogletree.com)