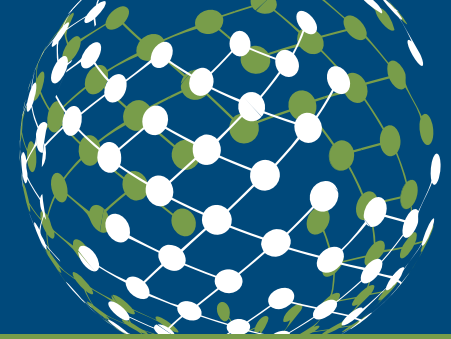


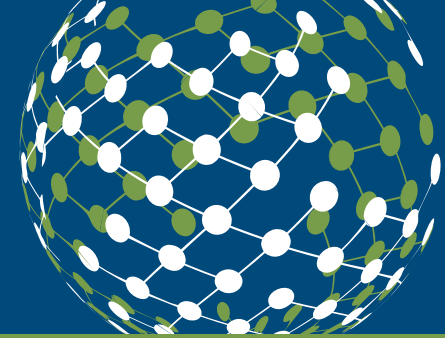
THURSDAY, November 10, 2016 | Hotel De Rome

TIME	TOPIC	SPEAKERS
8:00 - 9:00	Registration	
9:00 - 9:30	Welcome	<p>Dr. Thomas Griebe, Managing Shareholder, Littler Germany</p> <p>Jeremy Roth, Co-President and Managing Director, Littler</p>
9:30 - 10:45	<p>Exploring and Benefitting from “Big Data” for HR Purposes, While Avoiding Issues with International Data Protection Laws</p> <p>From predicting performance at the hiring stage to driving fundamental changes to boost worker productivity, “big data” provides numerous opportunities for businesses to remain competitive and establish predictive analytics for efficient decision-making. Yet most employers do not use big data because they are concerned about employees’ claims for invasion of their privacy. In this panel, we will discuss the current data privacy regimes from important jurisdictions around the globe; how, in spite of such frameworks, employers can lawfully engage in big data mining and analytics; and the legal rights and restrictions related to a company’s use of big data.</p> <ul style="list-style-type: none"> • How can legal counsel use big data analytics to improve their HR decision making process? • What are the legal data transfer issues involved when using big data? 	<p>Moderator: Dr. Rajko Herrmann, Shareholder, Littler Germany</p> <p>Speakers: Charles Dumel, Associate, Littler France Dr. Zev Eigen, Global Director of Data Analytics, Littler, US Daniel Pollard, Partner, GQ Matthias Sandmaier, Shareholder, Littler Germany</p>
10:45 - 11:00	Coffee Break	



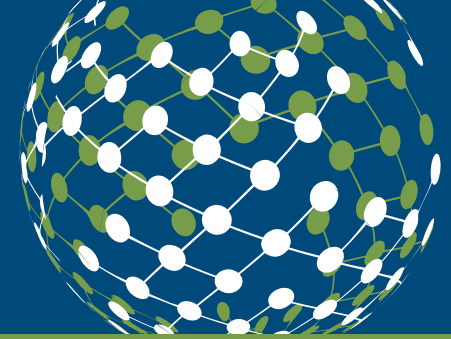
THURSDAY, November 10, 2016 | Hotel De Rome

TIME	TOPIC	SPEAKERS
11:00 - 12:15	<p>Labour and Employment Challenges Working in a Contingent and Liquid Workplace Environment In the current economic climate, the work environment transforms, requiring a highly adaptable, change-ready HR approach to contingent and liquid workforces, building fluidity in the HR organization.</p> <ul style="list-style-type: none"> • Outsourcing vs. subcontracting: Benefits, risks, and practical recommendations • The contingent workforce: Misclassification of employees as independent contractors; maximization of benefits and minimization of exposure to liabilities • Moving to liquid: Make your company ready for a liquid workforce 	<p>Moderator: Dr. Oliver Grimm, Shareholder, Littler Germany</p> <p>Speakers: Dr. Corinna Verhoek, Partner, Littler Germany Paul Quain, Partner, GQ Peter Susser, Global Practice Leader, Littler Monica Schiaffino, Shareholder, Littler Mexico Tahl Tyson, Shareholder, Littler UK/US</p>
12:15 - 13:15	Lunch	
13:15 - 14:00	<p>Keynote Speaker Jogi Rippel is the CEO and Co-Founder of the international human performance consultancy Tignum. Jogi and his team engineer Sustainable High Human Performance for leaders and their teams. Endless meetings, long workdays, countless emails, high deadline pressures, extensive workload, and travel impact the ability to perform at a high level - day in and day out - at work and off work. He partners with leadership teams to engineer strategies and systems to support their energy, executional stamina, mental agility, and resilience during their tough challenges and pressures.</p>	<p>Jogi Rippel, CEO of Tignum</p>



THURSDAY, November 10, 2016 | Hotel De Rome

TIME	TOPIC	SPEAKERS
14:00 - 15:15	<p>The Future Has Arrived: Robotics, AI and Automation in the Workplace</p> <p>Robotics, artificial intelligence (AI) and automation are rapidly changing and redefining where and how we work. Transformative technologies are becoming more integrated into the human workplace, not only completing tasks autonomously, but also enhancing human performance and safety. And while experts estimate that robots will be performing 45% of manufacturing tasks by 2025, the real surge is occurring in the medical, service and retail industries, expected to cause 80-90% of job replacements. This panel will discuss:</p> <ul style="list-style-type: none"> • Examples of situations where robot(ic)s have taken over the tasks previously performed by employees • What does the rise of robotics mean for the workforce? • Employers' rights and responsibilities under the minimum work conditions, safety, and trade secrets laws • Legal pitfalls stemming from employee claims under the privacy, redundancy, and discrimination laws 	<p>Moderator: Dr. Stefan Röhrborn, Shareholder, Littler Germany</p> <p>Speakers: Salvador del Rey, Partner, Cuatrecasas, Gonçalves Pereira</p> <p>Peter Hützen, Partner, Littler Germany</p> <p>Jeremy Roth, Co-President and Managing Director, Littler</p> <p>Stephan Swinkels, Shareholder, Littler</p>
15:15 - 15:30	Coffee Break	



THURSDAY, November 10, 2016 | Hotel De Rome

TIME	TOPIC	SPEAKERS
15:30 - 16:45	<p>The Importance of Your Industrial Relations</p> <p>Lawmakers in Europe, Asia, North America and Latin America are empowering the union's reach. Also, national unions increasingly collaborate internationally in an effort to bundle their forces, further complicating the collective bargaining process for employers. With an impressive panel of experienced practitioners, this program will provide a unique opportunity to understand crucial developments in these geographical regions in the area of industrial relations and in light of the unions' increasing globalization efforts. This session will also discuss:</p> <ul style="list-style-type: none"> • Corporate strategies to address organizing and bargaining at a local and global level • Key considerations for managing relations with trade unions, works councils and federations • Protecting the global brand amid international law (including OECD Guidelines, ILO and human rights conventions) and international union activities 	<p>Moderator: Dr. Alexander Bartz, Shareholder, Littler Germany</p> <p>Speakers: Guillaume Desmoulin, Shareholder, Littler France Dr. Matthias Kast, Shareholder, Littler Germany Peter Susser, Global Practice Leader, Littler Juan Carlos Varela, Shareholder, Littler Miami/Venezuela</p>
16:45 - 17:00	Closing Remarks	<p>Dr. Thomas Griebe, Managing Shareholder, Littler Germany</p> <p>Stephan Swinkels, Shareholder, Littler</p>
17:00	Cocktail Reception	