

SCGLEAL[®]

2024 ANNUAL MEETING

SEPTEMBER
19-20

Beverly Hilton Hotel
Los Angeles, California (US)



**INSTANTLY CONNECT WITH
123 INDEPENDENT LAW
FIRMS IN 63 COUNTRIES
INCLUDING ALL U.S. STATES**



ASIA & PACIFIC RIM

3,191 ATTORNEYS | 14 FIRMS | 68 OFFICES

AFRICA & MIDDLE EAST

32 ATTORNEYS | 3 FIRMS | 7 OFFICES

CANADA

649 ATTORNEYS | 9 FIRMS | 24 OFFICES

EUROPE

2,344 ATTORNEYS | 28 FIRMS | 72 OFFICES

LATIN AMERICA & CARIBBEAN

898 ATTORNEYS | 19 FIRMS | 51 OFFICES

UNITED STATES

5,527 ATTORNEYS | 54 FIRMS | 234 OFFICES

12,000+ Attorneys





Chambers
AND PARTNERS

**Global Market Leaders Leading Law Firm
Networks: THE ELITE**

2024: YEAR IN REVIEW
+ 2025: YEAR AHEAD

2024

2025





2024 IN-PERSON MEETINGS



- Arbitration
- Bankruptcy & Insolvency
- Cannabis
- Cyber/GDPR - Technology & Digital Economy
- Employment
- Environment/Energy (Europe)
- Government Procurement/Contracts
- Government Relations
- Implementation of Safe Sport Mechanisms (Canada)
- Immigration
- Infrastructure
- Intellectual Property (Patent Prosecution/Litigation)
- Life Sciences
- Mergers and Acquisitions (Asia)
- Mergers and Acquisitions (Europe)
- Solar
- Tax (Asia)
- Trusts and Estates
- White Collar
- Women in Law Taskforce



2024 REGIONAL CALLS

Team Asia and Pacific Rim

October 22: 11:00 pm EDT

Team Latin America

October 17: 12:00 pm EDT

December 19: 12:00 pm EST

Team Canada

October 10: 11:00 am EDT

November 14: 11 am EST

Team Europe

October 15: 9:00 am EDT

December 10: 9:00 am EST

US – Two Groups

Group 1 - October 29: 1:00 pm EDT

Group 2 - October 29: 2:00 pm EDT



- Hiring & Recruiting
- Inclusion & Belonging
- Representation in Leadership
- Equity
- Cultural Awareness & DEI Training



MEMBER-TO-MEMBER POD/WEBCAST

Welcome to SCG Global Spin

Home to SCG Legal's attorney-to-attorney webcast series that focuses on the issues and conversations that matter to you.



- Jul 19

Mediation Trends in Australia and the UK

Mark Davison of member firm Mills & Reeve (UK) and Graydon Dowd of member firm Hall & Wilcox (Australia: Melbourne) offer an overview of...
- Jun 21

Women in Leadership

SCG Legal Women in Law and Leadership Serie...

Lisa Borsook of member firm WeirFoulds (Canada: Ontario) and Susan Wissink of member firm Fennemore (US: Arizona) continue to share what...
- Jun 4

Women in Leadership

SCG Legal Women in Law and Leadership Serie...

Lisa Borsook of member firm WeirFoulds (Canada: Ontario) and Susan Wissink of member firm Fennemore (US: Arizona) share the opportunities...

NEW

Women in Leadership Series

PROFESSIONAL DEVELOPMENT PROGRAMS ON DEMAND

- Efficiency: Process Improvement, Project Management and the P+Ecosystem
- Well-Being: A six-part webinar series featuring How to Foster and Keep a Sense of Control, A Stress- Resilience Workspace, Virtual Team Building Activities, Habits for Continued Professional and Personal Growth, Healthy Work Engagement vs. Burning Out and The Six Human Needs and Seven Habits of Highly Effective People
- Diversity, Equity and Inclusion: A three-part webinar series featuring Bias-Reducing and Diversity-Promoting Decision-Making for Legal Professionals, Identifying and Confronting Subtle Forms of Bias in the Law Firm and a Fireside Chat with Law Firm Diversity Professionals
- Strategic Communication as Law Firms Re-Open Their Doors
- Developing Business in a Virtual Landscape
- Post-pandemic Future: How to Orient Your Business for the Changes We've Seen and the Changes to Come
- Drive Client Loyalty and Build Business by Understanding the Voice of Your Client

Business Development Webinar Series

Please join SCG Legal for two 45-minute webinars focused on client relationship development, building your personal brand, and managing your professional career. **The series is complimentary, but registration is required.**

Your Invisible Network: How to Build and Enrich Relationships With Clients and Within SCG

February 27 at 10:30 am (EST)

Relationships are a must-have...not a nice-to-have...when it comes to achieving your leadership and business potential. Internationally renowned executive coach, leadership expert, and lawyer Michael Urtuzuástegui Melcher, author of the book *Your Invisible Network: How to Create, Maintain, and Leverage the Relationships That Will Transform Your Career* (2023), will share insights and practical tips for how to get the most out of your current and future connections based on his years coaching senior leaders across multiple industries.

Through this webinar you will better understand:

- How relationships are a form of wealth that is under your control
- What it means to build and manage a relationship portfolio
- How relationship 'bids' work and how we can offer – and be more receptive to – more bids with clients and colleagues
- 'Minute 32' and the unpredictable ways that conversations unfold
- The limits of pre-qualifying aka why you can't predict who will be most valuable
- The power of research-based principles like 'strength of weak ties'
- Why your discomfort is part of the process...and how to deal with it
- How to do all the above amid a busy career and life

REGISTER TODAY

BUSINESS DEVELOPMENT WEBINAR SERIES

Building Your Personal Brand

March 14 at 10:30 am (EST)

Individual lawyers represent their firm's brand only as well as how they present themselves. Building your personal brand will strengthen your reputation within your firm, with current and prospective clients, and across business-building resources such as SCG Legal.

Sought after Executive coach Kimberly Togman, founder of Scalable Leader and a principal with Next Step Partners®, and Michael Urtuzuástegui Melcher will help you understand your existing brand and ways to optimize it.

Through this webinar you will better understand how to:

- Define, refine, or re-invent your brand
- Communicate your brand
- Explore strategies for aligning your existing network with your brand
- Keep brand at the forefront of your career management strategy

REGISTER TODAY

What Does a Highly Collaborative Law Firm Look Like?

July 22 at 11:00 am (EST)

Many studies show businesses with collaborative cultures enjoy a higher level of profitability, have better talent retention, and deliver superior service to their clients. We are excited to invite you to an upcoming 45-minute webinar focused on building a collaborative culture within your teams and across your firm to accelerate client value.

Key Takeaways:

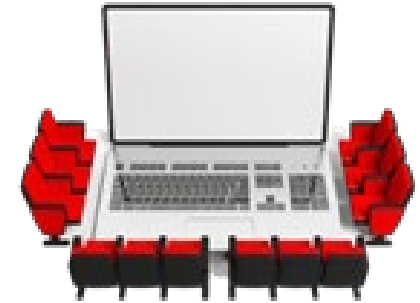
- **Assessing Collaboration:** Learn how to evaluate your law firm's effectiveness in collaborating, both internally and externally.
- **Building a Collaborative Culture:** Discover strategies to enhance collaboration, starting with your own team.
- **Implementing Best Practices:** Explore best practices and innovative approaches to foster a collaborative culture firmwide and within your networks, with a focus on collaborative business development strategies.

This webinar is an excellent opportunity to gain valuable insights and practical tools that can help your firm achieve greater success through enhanced collaboration.

REGISTER TODAY

Member-Only 'Best Practice' Training Programs

- Tips for LinkedIn
- Creating, Leveraging, and Sustaining Your Professional Identity
- Business Development Presentations; Business Planning
- Best Practices for Writing Bios
- Building a High-Performance Alternative Fee Arrangement Culture
- Networking for Lawyers.



Continue to Organize Webinars

- Your Invisible Network: How to Build and Enrich Relationships with Clients and within SCG
- Building Your Personal Brand
- Prompt Engineering for ChatGPT

Executive Coaching Sessions

Group sessions + online training modules (video tutorials). Run-time average of six-minutes or less ensures minimal impact on billable time.

Immediately actionable with clear step-by-step instructions on how to apply each strategy.

- **How to Expand Your Professional Network Virtually**
- **Prospecting for New Clients in a Virtual Environment**
- **How to Succeed in a Virtual Pitch**
- **How to Differentiate from the Competition**
- **How to Enhance Your Professional Reputation with Social Media and Thought Leadership**

2025: 3 Classes

148 Alumni
Organizing Annual Alumni Meeting



The Institute's Priorities

01

Introduce you to practice of law best practices across the legal profession.

02

Provide practical knowledge and tools to guide you in developing your business development skills and building a pipeline of business development activity.

03

Advance your personal and professional brand across the SCG Legal network, as well as other sources of business opportunity.

04

Demonstrate how to define value and tap into your personal and professional networks to grow your book of business.

05

Connect and get to know fellow participants to expand your international relationships across the globe.

06

Provide a forum for sharing knowledge, best practices and expertise.

MODULE ONE – OCT 30, 2024

VIRTUAL WORKSHOP – TWO HOUR PROGRAM

INTRODUCTIONS & BUILDING A STRONG FOUNDATION

PROGRAM WELCOME. SALES V. MARKETING, & EFFECTIVE INTRODUCTIONS

PURPOSE: To discover the roadmap to follow and the specific steps to achieve business development goals. To develop, practice and refine a unique "elevator speech" and facilitate connections among the participants.

Participants are introduced to each other as well as the marketing cycle and sales process. This module includes addressing the reluctance some lawyers have in "selling" by defining exactly what it is in the context of selling professional services. By laying out the specific phases of the sales process and detailing what activities should be undertaken at each juncture from planning to retaining and growing clients, lawyers have a clear roadmap to follow and an in-depth understanding of what can and should be done to advance to the next step.

Creating and delivering an elevator speech is essential for effective relationship development and networking. First impressions can make or break a relationship. In this program, participants learn what it is (a 10 second "tagline" that is succinct and memorable, focused on benefits and delivered effortlessly) and then practice and revise it as appropriate to the situation.

The FIRM Guidance "Elevator Speech Worksheet" will be provided for the small amount of advance work required in this kickoff.

MODULE TWO – NOV 20, 2024 AND JAN 15, 2025

TWO VIRTUAL WORKSHOPS – ONE HOUR EACH

LEADERSHIP

PURPOSE: To guide you to develop important leadership skills for your career, including identifying and leveraging your own style for the benefit of your practice, team, and firm.

AGENDA FOR THIS MODULE:

These workshops are designed to help you develop your personal leadership, team leadership, and project management skills specifically in the legal context. Participants will also develop a personal leadership plan to put their learnings into action and transform as a leader. In this module, you will:

- Identify your personal leadership style and the emotional intelligence components that support effective leadership.
- Understand how legal training impacts emotional intelligence and leadership.
- Understand the components necessary to build and lead an effective high-functioning team.
- Learn how to incorporate personal leadership and team leadership to successfully manage a process improvement project.
- Identify opportunities for the development of personal leadership, team leadership, and/or project management skills and develop a plan to expand those skills.

MODULE THREE – FEB 19 AND MAR 19, 2025

TWO VIRTUAL WORKSHOPS – ONE HOUR EACH

PRACTICE MANAGEMENT & PROCESS IMPROVEMENT

PURPOSE: To gain knowledge of key process improvement and project management concepts and tools for a more efficient practice that delivers greater value to your clients and your firm.

AGENDA FOR THIS MODULE:

Process improvement, project management, and Design Thinking are being used by the legal profession to produce efficiency, predictability, excellence in work product and service delivery, while enhancing employee and client experience and improving the chances of successful outcomes. No trade-offs are needed by either the firm or the client when employing these approaches, because everyone wins.

The program includes a brief introduction to key process improvement terms and methodologies, an explanation of project management, and how PI and PM work together. In this module, you will:

- Learn about process improvement, project management, and how they work together.
- Understand what Design Thinking is and how it is used in the legal industry.
- Find out how to get started on a PI/PM/DT program.
- Practice using PI, PM, and DT for competitive advantages: case studies of what others in the legal profession are doing.
- Learn how combining PI, PM and DT produces a winning equation for everyone.

MODULE FOUR – APR 23 AND JUN 18, 2025

TWO VIRTUAL WORKSHOPS – ONE HOUR EACH

PLANNING FOR SUCCESS

PURPOSE: To understand benefits of networks available in and through your firm. We'll discuss the value of relationships and defining the scope and roles of those involved when it comes to referrals and collaborative cross-selling efforts. You'll gain insights on bridging cultural differences of firms from different countries and ways to establish productive multi-cultural collaboration in the interest of the client, your firm and SCG Legal.

AGENDA FOR THIS MODULE:

- Set SMART goals.
- Develop your individual business plan that leverages your strengths.
- Focus on actionable plans to build long-term business development habits and solidify your relationships.
- Develop a long-term business development strategy and execute your short-term business development plan.
- Building referral sources and clients for life.



FIRM GUIDANCE/MACDONAGH CONSULTING

Catherine Altran MacDonagh, JD is an award-winning lawyer, entrepreneur, consultant, professor, author, and speaker. With FIRM Guidance, she offers planning, organizational development, marketing, and business development consulting services with a particular focus on the legal profession.



THE LEGAL LEAN SIGMA INSTITUTE

LLSI is the first and only organization that offers a full range of consulting services and certifications. In process improvement and project management as well as certificate programs and workshops for legal departments and law firms / offices.

CERTIFICATE

OF COMPLETION

presented to :

Maria Eugenia Blasco

completed the 2023-2024 New Partner Institute Program from

SCGLEGAL®



Alina Gorokhovskiy

I trust this newsletter finds you very well.

Last month SCG hosted its *largest* Midyear Meeting to c representing 54 law firms from 34 different countries...inc state members. Just as exciting is the fact that 30% of the were experiencing their very first in-person network meeti

Attendance at SCG's in-person events is a tangible expre influence, impact, and value. I am thrilled we continue to g not only in the number of firms attending, but also in the n attending from each member firm. As understanding and d professional development, business development, cross/t benefits extends from you to your firm colleagues and clie effectiveness of our connected global community expand:

[Speaking of our global community expanding...](#)

[Please join me in welcoming two new firms to our net](#)

INDUSTRY PARTNERSHIP

[SCG has partnered with Legal Sales & Service Organization \(LSSO\)](#), transformative industry association helping senior sales-/service-focused and business professionals thrive in today's dynamic and competitive landscape, [on the following opportunity for network members.](#)

Coaching Advantage[®] Certification Program | August 21 - 22, 2024 |

Coaching has emerged as an important discipline within the legal professi Learning or refining your business development coaching skills to help lav reach their full business development potential is an excellent career advancement strategy. This program includes instruction from client sales and coaching experts; interactive discussions about methods for meeting day challenges and leveraging opportunities; a live coaching session sha and a one-on-one debrief. At the program's conclusion, each participant re a Master Coaching Certificate.

- **SCG Members can attend for a preferred rate of \$1,899 (20% o be notified when registration opens, please email Director, Bu Development and Strategic Initiatives Michele Bisceglie (mbisceglie@scglegal.com)).**

Want to be Featured in the Next Newsletter?

Have news you want to share with the SCG community? Please send emails to sharealerts@scglegal.com.



News from the Network

In the Spotlight

[AGM Abogados \(Spain\)](#) announced the launch of their new ESG – Regulatory Compliance and Sustainability practice area. The new practice is led by [Marta Salvador Mateo](#), lawyer in the Immigration area, and [Héctor Déniz Guedes](#), Head of the Penal and Compliance area.

[Fraser Trebilcock \(US: Michigan\)](#) The firm's growth continues with Grand Rapids office relocation. New office address: 300 Ottawa NW Suite 810.



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The Weekly Roundup

SCG Legal and its member community are consistently offering invaluable webinars and other events that provide significant and timely information on critical topics of interest. If you/r firm would like to contribute to this weekly alert, please send event invitations/notices to sharealerts@scglegal.com.

Things We Are Talking About This Week

SCG Annual Meeting

The Early Bird Discount for our 2024 Annual Meeting in Los Angeles, California has been extended to August 12th! For more information and to register, please click [here](#).

Webinars

This Week

[What You Need to Know Now: Healthcare Enforcement Trends and Compliance Best Practices](#)
August 8: Barnes & Thornburg (Indiana)

This Month

Webinars

This Week

[What You Need to Know Now: Healthcare Enforcement Trends and Compliance Best Practices](#)
August 8: Barnes & Thornburg (Indiana)

This Month

[Labor and Employment Update for Employers](#)
August 14: Barnes & Thornburg (Indiana)

[Global Trade Connections: Breakfast + Networking Event with Hong Kong Trade Development Council](#)
August 20: Kegler, Brown, Hill + Ritter (Ohio)

[Key Compensatory Considerations in C-Suite Hiring and Departures](#)
August 21: Barnes & Thornburg (Indiana)

[California Labor and Employment Laws: Essential Insights](#)
August 28: Barnes & Thornburg (Indiana)

Next Month

[Public Company Shareholder Engagement Summit](#)
September 6: Barnes & Thornburg (Indiana)

[Discipline Tribunal Essentials: Advanced Skills](#)
September 10: Field Law (Canada: Alberta, Northwest Territories, Nunavut, Yukon)

[11th Annual Compliance & Government Investigations Seminar Part 1](#)
September 26: Bass Berry Sims (Tennessee)

[11th Annual Compliance & Government Investigations Seminar Part 2](#)
September 27: Bass Berry Sims (Tennessee)



SCG Legal

Legal Services

Washington, D.C.

1K followers



6 connections work here

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View page

Posts

From my network

Past 24 hours

Past week

 **SCG Legal**
1,168 followers
10mo • 

SCG Legal, a worldwide network of 122 independent law firms dynamically connected across 62 countries, is pleased to announce its 2024 Officers and Directors, including three new* Directors. ...more

SCG Legal Announces 2024 Board of Directors

scglegal.com

  Kim Savon and 28 others

4 comments · 8 reposts



Like

Comment

Repost

Send



Mark Medice · 1st
Principal at LawVision
6mo • 

I am excited to announce the new initiative between **SCG Legal** and **LawVision**, the SCG AI Strategy Exchange. ...more

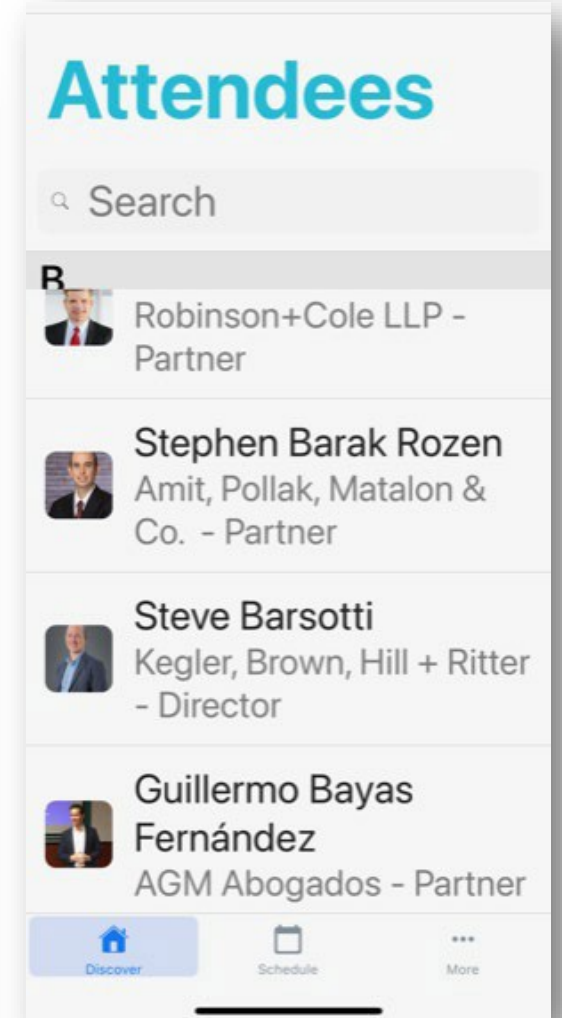
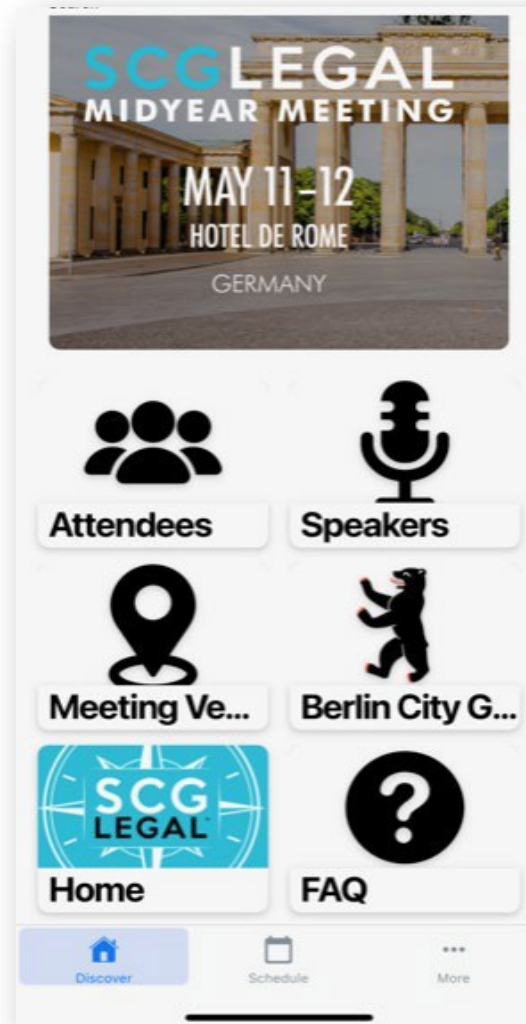
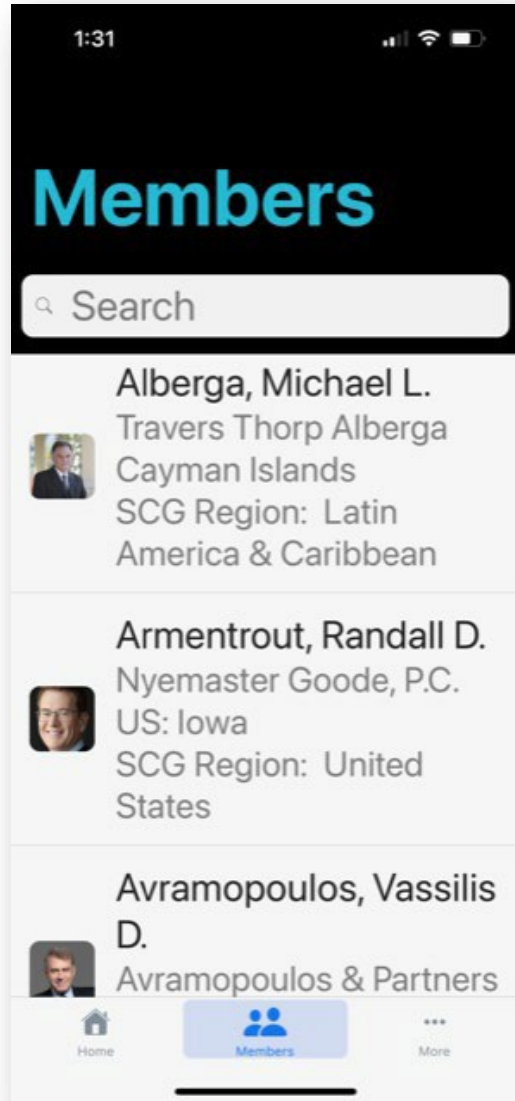
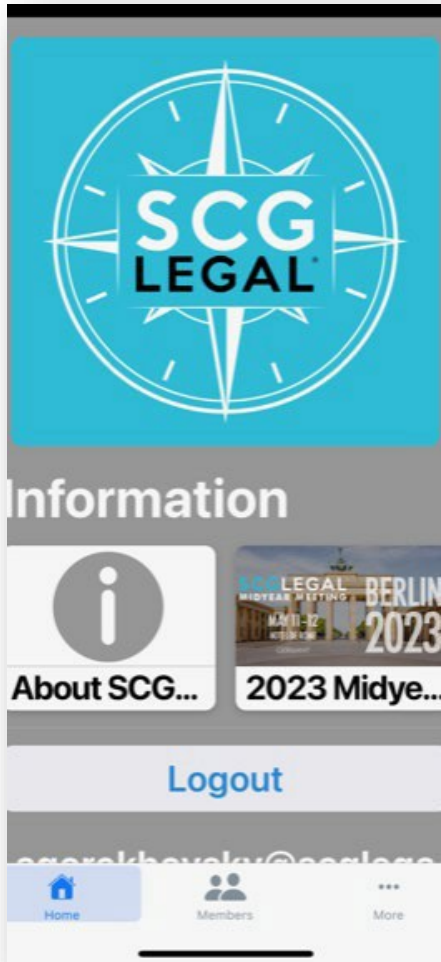
 **SCG Legal**
1,168 followers
6mo • 

In line with our commitment to embracing innovation and staying at the forefront of advancements in the legal industry, SCG Legal is excited to announce a new initiative – SCG AI Strategy Exchange – created in ...more

SCG Legal Partners with LawVision on AI Strategy Program

scglegal.com

 10





VIRTUAL NETWORKING

- **Firm-to-Firm Meet-Ups**
- **Wine Tastings**
- **Happy Hours**
- **Global Connections Calls**



Launched March 2024

SCG Legal AI Strategy Exchange



GOAL: BRIDGE GAP IN LAW FIRM AI & STRATEGY

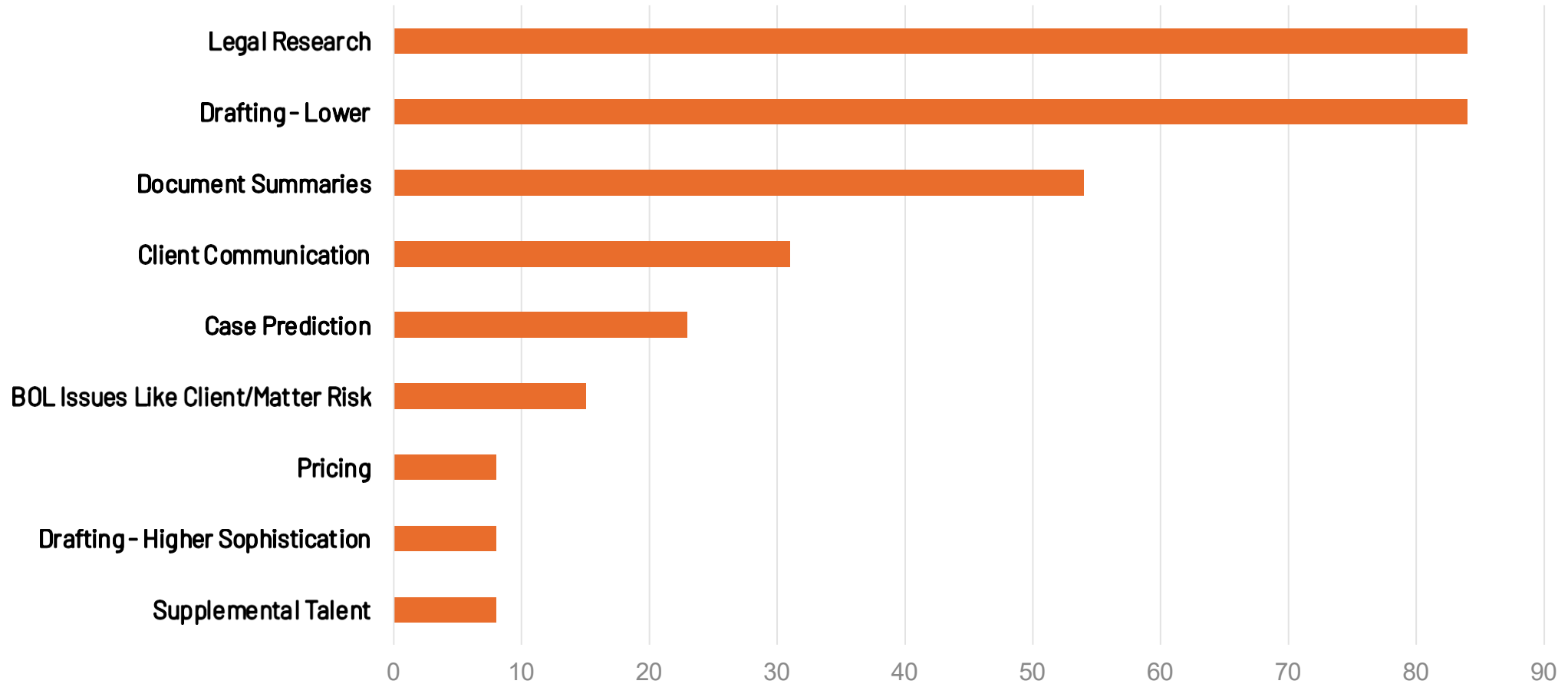
SCG AI Strategy Exchange is a proprietary program established with one goal: to help network members gain strategic insights for advancing firm strategies and services by harnessing the power of artificial intelligence (AI).

- The program focuses on five key areas
- Assessment of AI Applications
- Identifying Operational Improvements
- Client Service Enhancements
- Training and Skill Development
- Risk and Compliance Considerations

88 Participants
55 Law Firms

We assist SCG members in determining how AI can be strategically deployed to benefit each practice within the firm, including exploring opportunities for AI to optimize internal processes, workflow management, and document review. Members of the Exchange assess how AI can be utilized to improve client services, responsiveness, and overall value.

AI APPLICATIONS FOR REVIEW



AI STRATEGY EXCHANGE WORKING GROUP

In line with SCG Legal's ongoing commitment to embrace innovation and remain at the forefront of advancements in the legal industry, we have launched an **Artificial Intelligence (AI) Working Group**. SCG believes leveraging the institutional knowledge and different perspectives of our global membership will lead to enhanced efficiencies and streamlined processes, helping each individual law firm deliver the highest quality of legal services.

The first activity under the Working Group is the AI Strategy Exchange, which is in partnership with LawVision's Strategic Pricing, Profitability and Data Science Principal [Mark Medice](#). Participants will engage in a series of five meetings (see below), starting with a kickoff that will identify areas for innovation and collaboration.

If you have issues with any of the links/resources below, please email Michele at mbisceglie@scglegal.com.

- [AI Strategy Exchange Brochure](#)
- [AI Strategy Exchange LinkedIn Group](#) – This is a safe space to connect and communicate with each other on this dedicated initiative. Please feel free share resources, advice, news...and, of course, ask questions. (Note: You must join the group to be included.)

2024 SCG AI Strategy Exchange Meetings

All are set for 10:30 AM – Noon ET.

- **March 28 > KICKOFF MEETING**

Briefly

Modern AI tools that enable
law firms to win more business

Briefly enables law firms to showcase attorney expertise by leveraging AI

- ✔ We help law firms **collect experience data** and **use that data to win more business**
- ✔ We use AI to build a **comprehensive and dynamic database** of attorney expertise and enable firms to **showcase that expertise in different formats**

LAUNCHING WOMEN IN LAW
MENTORSHIP PROGRAM



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CROSS-SELLING & BUSINESS DEVELOPMENT CROSS-BORDER OPPORTUNITIES

PRACTICE GROUP: MERGERS & ACQUISITIONS / CORPORATE




scglegal.com/practices

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M&A/CORPORATE
CROSS-SELLING/BUSINESS DEVELOPMENT OPPORTUNITIES

FIRM: Lydian	
SCG LEGAL JURISDICTION (COUNTRY/STATE, ETC.): Belgium	
	Your Name: Maxime Colle
	Title: Partner
	Practice/s: Corporate M&A
	Email: maxime.colle@lydian.be
Phone: +32 477 87 28 28	
Lydian's Corporate and M&A team has expertise in corporate law and transactions for domestic and international clients across diverse sectors. With a keen understanding of clients' businesses, our team offers clear, practical solutions for their daily governance, financing, and M&A activities. Our services include: M&A, Private Equity & Venture Capital, Joint Ventures and Partnerships, Corporate Advisory, Corporate Governance, Business Restructuring and Insolvency, Corporate Housekeeping, Corporate Litigation, Equity Capital Markets, Finance, Tax, Warranty and Indemnity Insurance.	
Maxime Colle co-heads Lydian's Corporate and M&A team, together with Peter De Ryck (partner) and Florence Colpaert (partner).	

KEY CLIENT SECTORS/INDUSTRIES (Oil and Gas, Tech, etc.) ¹		
1. Tech	3. Life Sciences	5. Insurance
2. Private Equity	4. Logistics & Infrastructure	6. Foods & Beverages

CROSS-SELL OPPORTUNITIES: LIST CLIENTS THE YOU AND/OR THE FIRM IS TARGETING ²		
1. Nestlé / Danone / Unilever / P&G	3. Airbus	5. Generali
2. Siemens	4. Sanofi	6. CVC Capital Partners

CURRENT [NON-CONFIDENTIAL] CLIENTS ³		
1. IBM	3. McDonald's	5. Group IPS
2. Kyndryl	4. IU Group	6. IQGeo Group PLC

CROSS-SELLING/BUSINESS DEVELOPMENT WISH LIST	
Q: What cross-selling/business development resource/support from SCG and our members would be of greatest benefit to your success?	
A: A strong SCG M&A Practice Group would benefit all SCG members active in Corporate and Mergers & Acquisitions in regards to both cross-selling opportunities and knowledge sharing.	

¹ As mentioned in the description Lydian is a full service Belgian independent law firm, our Corporate M&A partners act for various clients active in all sectors. Sectors below are merely a snapshot of Maxime Colle's practice at the date of this note.

² Lydian focuses on servicing on local companies as well as on multinational companies across all sectors, operating in Belgium.

³ As mentioned in the description Lydian is a full service Belgian independent law firm, our Corporate M&A partners act for various clients active in all sectors. Clients below are a sample of Maxime Colle's clients at the date of this note.

Draft 15 May 2024

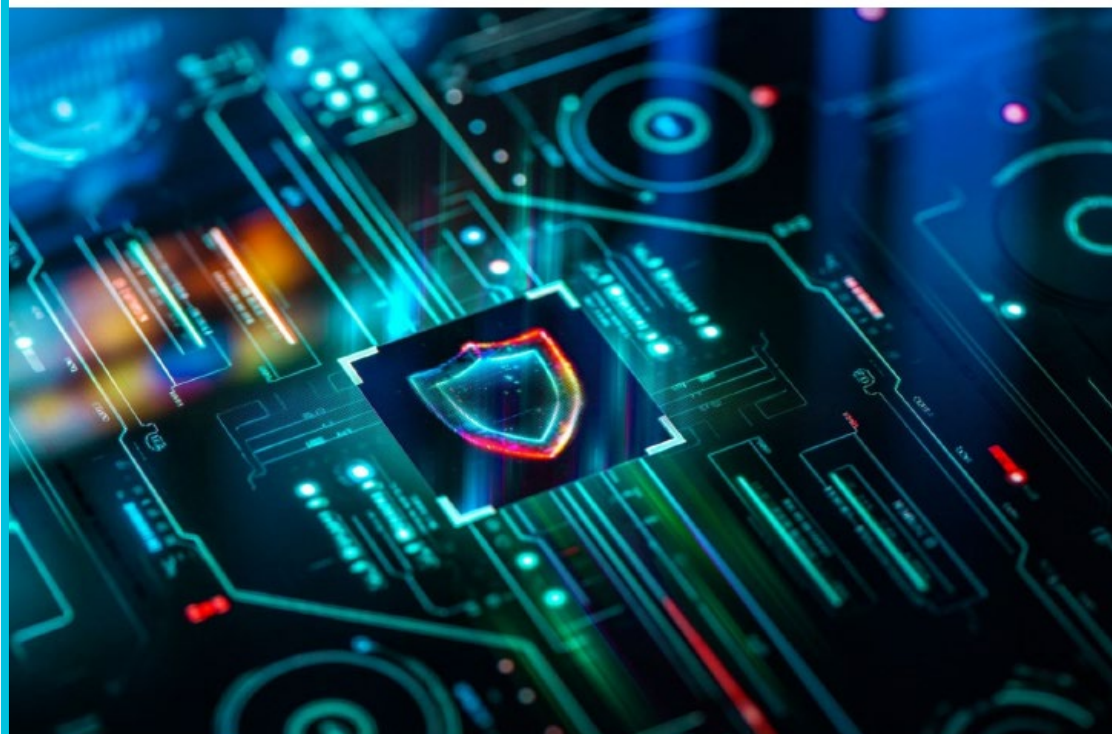
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PRACTICE GROUP GUIDE:

DATA PROTECTION, PRIVACY & CYBERSECURITY



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DPPC PRACTICE GROUP

US: LOS ANGELES, CALIFORNIA

[Mitchell Silberberg & Knupp](#)

[Su Ross](#)

skr@msk.com | (310) 312-3206

Attorney/s Certified Under Privacy Professionals or Other Related Certification

- [Stacey Chuvaieva](#), CIPP/US and CIPP/E | (310) 312-3749 | stc@msk.com
- [Lucy Plovnick](#), CIPP/US | (202) 355-7918 | llp@msk.com

Areas of Expertise

- Cyber Compliance
- Cyber Insurance (Claims, Negotiations, Policy Drafts, etc.)
- Digital Assets, Cryptocurrencies, AI and Blockchain
- Data Breach Incident Investigations and Response Teams
- Data Protection Compliance: Records Management and Policies
- Data Processing Agreements
- Disputes Related to Cyber/Data Privacy
- GDPR and Global Privacy
- Privacy Regulations (e.g. promotional/marketing campaigns– tele-marking/e-marketing, etc.)
- Relationships with Third Party Forensics/IT Security Partners the Firm Works With
- Transactional Support and Due Diligence

US-Specific DPPC Practice Areas

- California Consumer Privacy Act and Online Privacy Protection Act (CalOppa) and Do-Not-Track laws
- Health Insurance Portability and Accountability Act (HIPAA)
- Privacy Law Litigation Experience/Class Actions Capabilities
- State Enforcement Actions
- State Privacy Laws Compliance
- Telephone Consumer Protection Act (TCPA)/Telemarketing

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Doing Business in Latin America & Caribbean

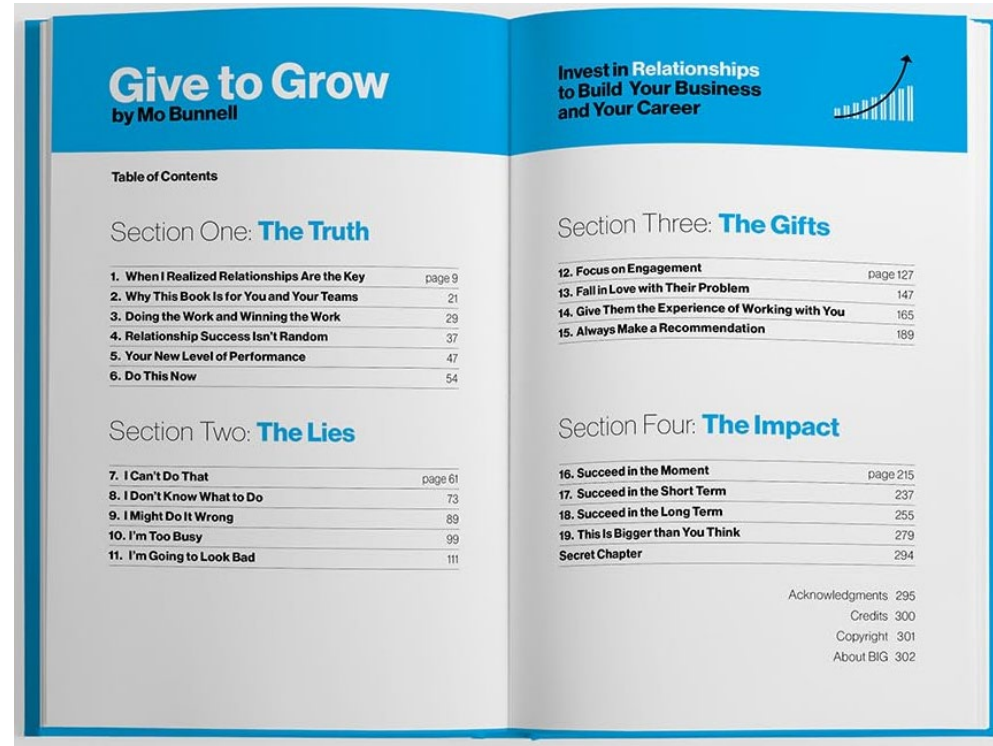
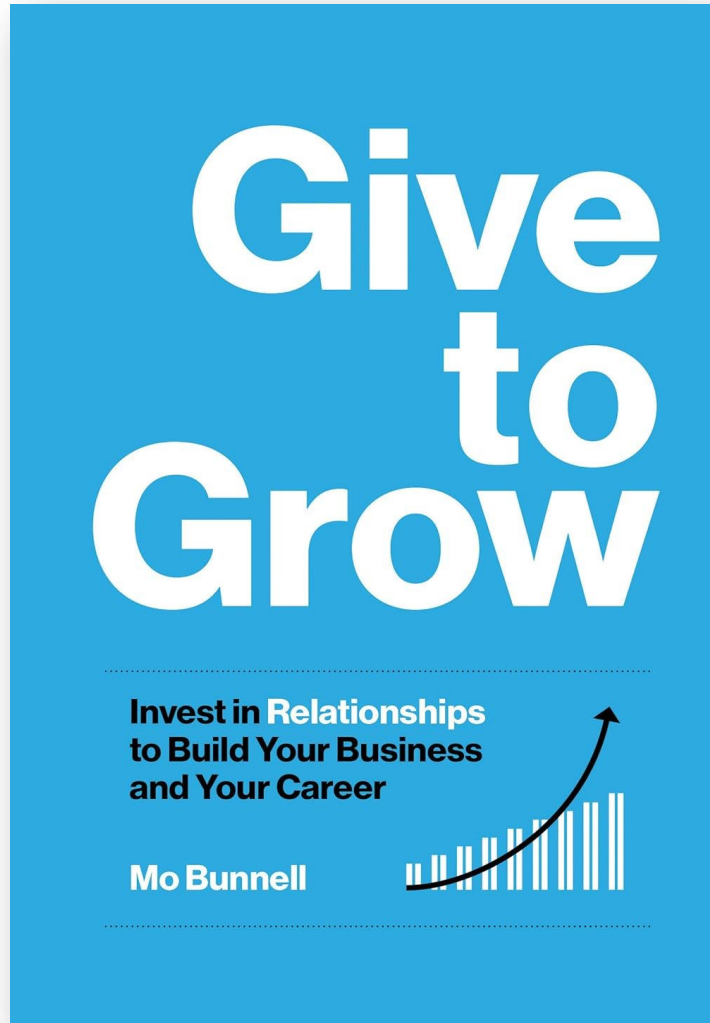
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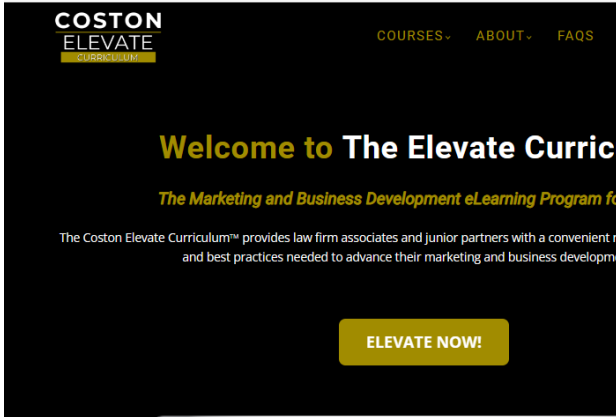
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Panama
Peru
Puerto Rico
Saint Kitts & Nevis
Turks & Caicos
Venezuela

About SCG Legal

SCG Legal, a worldwide network of 123 independent law firms, was founded in 1989 and includes firms—80% of which are Chambers ranked with Chambers-ranked attorneys in the balance—that house legal, regulatory, and, in many countries, public policy practices. Members serve clients in major commercial centers and capitals in more than 63 countries, every U.S. state capital city, and the District of Columbia. The 2023 edition of Chambers Global Guide has recognized the network as a Global Elite. Firms in the network are unified by a culture of premier legal practices and industry leadership; an elevated dedication to client service and responsiveness; a commitment to diversity and inclusion; and a devotion to transparent, innovative, and fair billing practices. For more information, please visit scglegal.com.





Core Curriculum



COURSE FEATURES

- Level: Beginner
- Subscription: 4 months
- Videos: 32
- Interactives: 40+
- Downloads: 7

Who should take this?

The Core program is designed for first- to six-year law firm associates who want to position themselves for success in and outside of their firms. The program focuses on getting started with building their client development skills.

Enroll \$799

COURSE OVERVIEW

The Elevate Core curriculum is designed to help law firm associates learn fundamental marketing skills to



Elevate Core Curriculum

Designed to help junior associates develop fundamental skills to effectively unlock the power of their law firm, build their brand, and maximize their network.

Enroll

\$799



Elevate Advanced Curriculum

Designed to help senior associates and junior partners advance their business development skills, covering best practices for profile raising, pitching for business, client relations, and cross-selling.

Enroll

\$1,375



Core Program. The course is divided into 7 modules, which offers hours of video content plus text, downloadable resources, and interactive activities and knowledge checks.

Advanced Program. The course is divided into 10 modules, which offers hours of video content plus text, downloadable resources, and interactive activities and knowledge checks.

MEMBER RESOURCE CENTER

Exclusive Resource Center for SCG Legal Members

Business Development
Presentations and templates

Project Management Resources

Talent Management Tool Kits

- Support/Mentor New Member Firms
- Support/Mentor New Voting Representatives
- Empower the Next Generation of Leaders



Alice van der Schee
Van Benthem & Keulen
The Netherlands



Robert Clarke, Jr.
Ausley McMullen
US: Florida



Lisa Borsook
WeirFoulds
Canada: Ontario



Thad Morgan
Fraser Trebilcock
US: Michigan



Kelley Duke
Ireland Stapleton
Pryor & Pascoe
US: Colorado

SCGLEAL
A WORLDWIDE NETWORK OF LEADING LAW FIRMS
LOS ANGELES

NETWORKING @
INDUSTRY EVENTS

 **International
Trademark
Association**



ABA
AMERICAN BAR ASSOCIATION

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**MARKETING
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ACC Association of
Corporate Counsel

Referrals to other firms when your client needs assistance in another jurisdiction

You can contact SCG's CEO Alina Gorokhovsky at agorokhovsky@scglegal.com for assistance or

Go to the website: www.scglegal.com/firms

- Navigate to the needed jurisdiction
- Call or email the listed representative to ensure that
 - the need is responded to promptly (by COB or within 24 hours)
 - you are connected to the best fit for your need.
 - CC on the email your voting rep on the initial inquiry or otherwise let voting rep know that the referral was made so that it can be added to the tracking of outgoing referrals.
 - CC on the email SCG's CEO Alina Gorokhovsky at agorokhovsky@scglegal.com – SCG tracks referrals in order to provide firms with awards/recognitions as well as potential free registrations to meetings.



2025

Annual – Austin, TX



Midyear – Barcelona

May 15 - 16



FUTURE MEMBER MEETINGS

2026

- Annual – Washington, DC
- Midyear – Melbourne

2027 - Interested

- Annual: New York/Philadelphia
- Midyear: London/Rome/Reykjavík

Others who expressed interest:

Cyprus, Athens, Istanbul, Brazil

SCGLEAL[®]

2024 ANNUAL MEETING

SEPTEMBER
19-20

Beverly Hilton Hotel
Los Angeles, California (US)





STATE SENATE IN THE SPOTLIGHT

**KEYNOTE :
CALIFORNIA
SENATOR BEN ALLEN**





BREAKOUT SESSIONS

3:15 PM – 4:15 PM

BEVERLY HILLS BALLROOM (main session room) >

**STATE DYNAMICS: THE RIPPLE EFFECT ON FEDERAL
POLICY & GLOBAL RELATIONS**

BEVERLY HILLS SALON (next door) >

**AI MEETS IP: NAVIGATING THE LEGAL FRONTIER OF
DEEP FAKES AND GENERATIVE TECHNOLOGY**



STATE DYNAMICS: THE RIPPLE EFFECT ON FEDERAL POLICY & GLOBAL RELATIONS

Panelists:

- **Brad Rifkin, Rifkin Weiner Livingston (US: Maryland)**
- **Heather Harris, Barnes & Thornburg (US: Indiana)**
- **Jonathan McCardle, Featherstonhaugh (US: New York)**



FIRESIDE CHAT | NAVIGATING THE EVOLVING LANDSCAPE OF CYBERSECURITY

Panelists:

- **Lyn Brown, Wiley (US: Washington, DC)**
- **Susan Kohn Ross, Mitchell Silberberg & Knupp (US: Los Angeles, CA)**

EMBRACING GENERATIVE AI: TRENDS, CHALLENGES & OPPORTUNITIES

Moderator: Vipal Jain, WeirFoulds (Canada: Ontario)

Panelists:

- **Andrew Edge, McGinnis Lochridge (US: Texas)**
- **John Elliott, Senior Manager-Legal Operations & Technology, Netflix**
- **Douglas McDonald, Mills & Reeve (UK)**

SCGLEAL[®]

2024 ANNUAL MEETING

SEPTEMBER
19-20

Beverly Hilton Hotel
Los Angeles, California (US)





CULTIVATING A CULTURE FOR GROWTH & BUSINESS DEVELOPMENT

Moderator: Jeremy Mittman, MSK (US: Los Angeles, CA)

Panelists:

- **Felicity Aston, Field Law (Canada: Alberta)**
- **Tony Macvean, Hall & Wilcox (Australia: Melbourne)**
- **Justin Ripman, Mills & Reeve (UK)**

Moderator: Mariano Batalla, ALTA Batalla (Costa Rica)

Panelists:

- **Guillermo de la Rosa, Torres, Plaz & Araujo (Venezuela)**
- **Dolores Gallo, Barreiro (Argentina)**
- **Claudia Garcia, Peixoto & Cury Advogados (Brazil)**

3 Things About Costa Rica



ALTA



You Should Know

- Oldest democracy in Latin America & global example of rule of law
- Leader in ease of doing business
 - 4th in Latin America
 - 1st in Central America
- The most highly trained work force in Central America

batalla



You Should Know

Main export products

- **Life Sciences** — medical technology, pharma, and biotech
- **Manufacturing** — advanced, light, and food and agricultural tech
- **Digital technologies** — software development and IT services

batalla



A Hub for Nearshoring Business Services

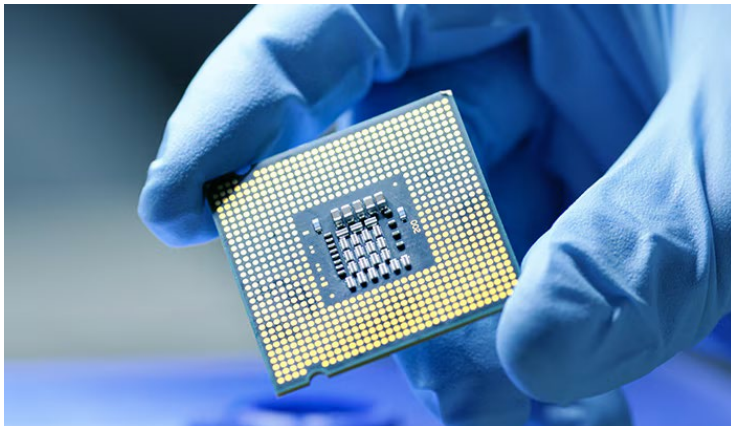
- 29% of Fortune 100 companies have operations in Costa Rica
- #1 exporter of high value-added services in Latin America
- #1 outsourcing city in Latin America





Partnership with United States for Semiconductor Supply Chain Opportunities

- International Technology Security and Innovation (ITSI) Fund
- Analysis of Costa Rica's semiconductor industry development
- Promote expansion of international assembly, testing, and packaging
- Capacity building to help fill gaps
 - Supply chain, workforce and infrastructure development needs



Top Investment Opportunities —Free Trade Zone Regime

The most competitive tax incentives in the region to true ROI

- 0% tax rate income, withholding, dividends, royalties, VAT
- In exchange for local employment and \$150,000 in investments



A Robust Real Estate & Hospitality Industry

Robust tourism industry

- Strong legal protections for property and financing rights
- Well-developed luxury market
 - Eco-resorts, boutique hotels, and residential developments tailored to the discerning global traveler



NEW LEGAL FRAMEWORK TO FOSTER LOCAL AND FOREIGN INVESTMENTS

- Change in government December 2023.
- Significant changes to the regulations, with the purpose of deregulating the economy and creating a favorable investment framework.

INCENTIVE SCHEME FOR LARGE ENTERPRISES (RIGI)

Government expectations: USD 50 billion.

Purpose: Encourage large investments, both national and foreign, in the following sectors:

- Forestry
- Infrastructure
- Mining and oil & gas
- Energy
- Technology
- Tourism
- Steel

Investment Amount: Equal to or higher than 200 hundred million dollars.

Tax / Customs / Exchange / Incentives

Stability: The scheme guarantees benefit stability for 30 years after joining the RIGI.

Applicability to new or existing projects: These incentives are applicable to new or existing projects which are enlarged to meet the minimum investment amount. In this case, the benefits apply to the additional investments included in the scheme.

Applicable to suppliers of goods and services. These incentives are applicable to companies providing goods and services to the large investments projects.

CURRENT TOP
INVESTMENT
OPPORTUNITIES
IN ARGENTINA



BARREIRO

MAIN HURDLES
TO CONSIDER
WHEN
OPERATING
IN ARGENTINA

1. FX REGULATIONS.

Payment Restrictions Before the New Measures

- Payments to foreign third parties and related parties (goods, services, dividends) were heavily regulated and often restricted.
- Companies used the "blue chip swap" method.

New Regulations

- Foreign Debt Payments:
 - No prior authorization is now required to purchase foreign currency to settle debts related to goods or services imported after December 2023.
 - Purchasing foreign currency to pay foreign creditors is not immediate. However, following a set time frame, foreign creditors can get paid.
- Dividends:
 - Companies can pay dividends if they do not exceed 30% of the received investment.
 - The government is working on lifting restrictions on FX market access for dividend payments.

2. OBLIGATIONS IN FOREIGN CURRENCY

- Debtors were entitled to fulfill foreign currency obligations by paying the equivalent in Argentine Pesos.
- Debtors must now fulfill obligations in the agreed foreign currency, regardless of its legal tender status in Argentina.
- Judges cannot alter the agreed payment terms.



MAIN HURDLES
TO CONSIDER
WHEN
OPERATING
IN ARGENTINA

3. LABOR COSTS

Key Changes to Increase Flexibility and Reduce Union Power:

- **Elimination of Fines** for non-registered labor relationships, aimed at reducing lawsuits driven by excessive penalties.
- **New Dismissal Cause:** Dismissal with cause for strikes or workplace occupations damaging company assets.
- **Extended Probationary Period:** From three to six months.
- **New Hiring Options:** Labor Contract Law will not apply to the independent worker if he partners with up to 3 collaborators to start a project under a special scheme to be regulated by the Executive Branch.
- **Services Contracts:** No longer presumed to be employment contracts; the service provider must prove their employee status.

4. TAX SYSTEM

Fiscal Law published in July 2024, introduced relevant modifications to the current tax system, including:

- A scheme for the regularization of tax, customs and social security obligations.
- Scheme for asset disclosure.

While these reforms are not specifically aimed at foreign investments, they create a more favorable investment framework that indirectly benefits foreign investors.



- **Companies operating in the sectors regulated by the RIGI** (e.g. forestry, infrastructure mining, oil & gas, energy, technology, tourism, steel).
- **Smaller companies that provide associated services** (i.e. mining services, oil and gas services, or smaller contractors for infrastructure).
- **Some announcements:**
 - YPF-PETRONAS – Plant of Liquefied Natural Gas in Río Negro Province (USD 30 million).
 - BHP (Australia)-Lundin Mining (Canada)– Filo del Sol/Josemaría Project in San Juan Province (USD 8 million).
 - Automotive industries and IT companies have also shown interest.





Investment in Brazil



What are the current top investment opportunities in Brazil?

1 Renewable Energy

Brazil's abundant natural resources make it a leader in renewable energy, particularly in biomass, wind, and solar power. The country is expanding its capacity in these areas, driven by global demand for clean energy. The shift towards decarbonization globally enhances Brazil's role as a key player in renewable energy investments.

2 Agribusiness

Brazil remains a global powerhouse in agriculture, with significant investments in technology and sustainable farming practices. The country is a top exporter of sugar, beef, soybean, coffee, iron ore and other commodities, making agribusiness a strong investment opportunity.

3 Infrastructure

With ongoing urbanization and the need for improved logistics, infrastructure development remains a high-priority sector. Public-private partnerships are driving investments in transport, water, and sanitation infrastructure, offering attractive returns, especially with government incentives.

4 Venture Capital and Startups

Brazil's startup ecosystem is flourishing, particularly in fintech, healthtech, and agritech sectors. The country's large, digitally-savvy population and supportive regulatory environment create fertile ground for venture capital investments, especially in early-stage and growth-stage companies.



What are the main hurdles investors and companies should consider of when entering or operating in Brazil?

1. Bureaucracy and Regulatory Complexity

Brazil has a complex legal and regulatory environment, which can be challenging for foreign companies. The processes for starting a business, obtaining permits, and complying with regulations are often lengthy and cumbersome, leading to increased operational costs and delays.

2. Economic Volatility

Economic factors like inflation, currency fluctuations, and fiscal imbalances can jeopardize profitability and investment returns.

3. Taxation

Brazil's tax system is known for its complexity, with numerous taxes at different levels of government (federal, state, and municipal). The high tax burden and the complexity of tax compliance can be deterrents for businesses. In 2023 an amendment to the Constitution was approved, which will deeply modify the Brazilian Tax System with regards to taxation on sales, consumption and revenue, however it is still under regulation. The Tax Reform will be implemented as of 2026 and is expected to be fully in place by 2033.

4. Logistical and Infrastructure Challenges

Despite recent improvements, Brazil's infrastructure still faces significant challenges. Poorly developed transport networks, particularly in rural areas, can lead to higher logistics costs and inefficiencies. Additionally, energy and water supply can be inconsistent, especially in less developed regions.

5. Labor Market and Costs

Brazil has a heavily-regulated labor market with strict labor laws that can be burdensome for employers. Issues such as high labor costs, inflexible labor laws, and a complex social security system can be challenging for companies.

Who are the best-fit clients and investors for your country and your firm right now?

1 Top Opportunities x Investors

The best-fit clients and investors for Brazil right now are those aligned with the country's current economic strengths and strategic sectors.

2 Impact Investors

With growing global interest in ESG criteria, impact investors who prioritize sustainability, social equity, and governance reforms will find Brazil's focus on sustainable development, social programs, and green energy projects a good match for their portfolios.



Claudia Soares

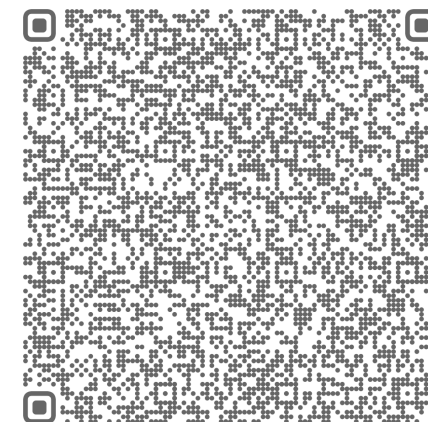
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New York, NY – 10003 – EUA
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1. What are the current top investment opportunities in your country?

Venezuela presents several investment opportunities:



Agribusiness

Where investments in coffee, tropical fruits, rice, tobacco, and cocoa are particularly noteworthy.



Technology

With the growing need for improved services, technology solutions are in demand in Venezuela.



Tourism

Venezuela's diverse landscapes and cultural heritage offer opportunities in this sector particularly in eco-tourism and adventure tourism.



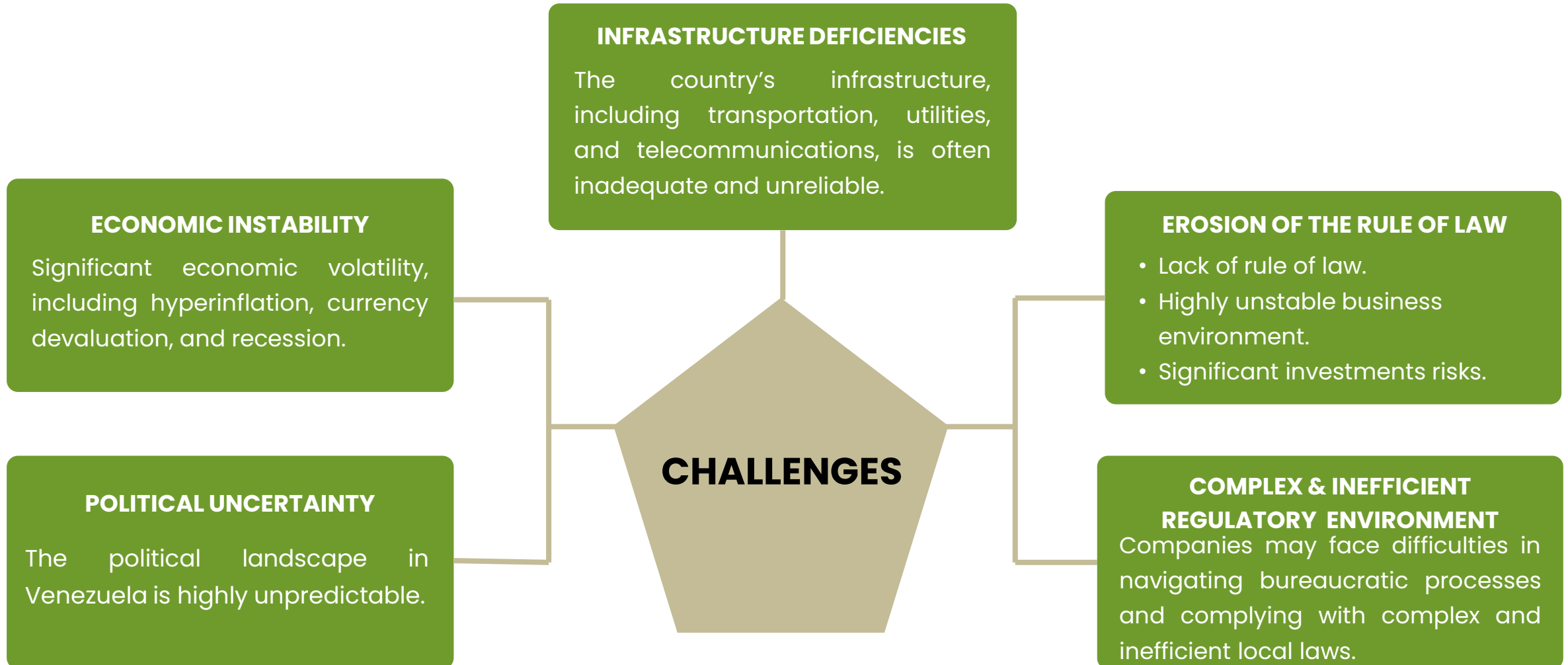
Oil & Gas

Venezuela has the world's largest oil reserves, making the oil sector a significant area for investment, despite current legal conditions.



2. What are the main hurdles investors and companies should consider of when entering or operating in your country?

Investing in Venezuela comes with several challenges that companies and investors should carefully consider such as:



A background image showing a business meeting. In the foreground, a person in a dark blue suit jacket is seated. In the middle ground, a person in a white shirt is typing on a laptop. In the background, another person is pointing at a tablet held by a fourth person. A small green heart-shaped plant is on the desk. The scene is brightly lit, suggesting an office environment.

3. Who are the best-fit clients and investors for your country and your firm right now?

The best-fit clients and investors are those who can navigate complex environments and are looking for high-risk, high-reward opportunities.



Guillermo de la Rosa

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LINKEDIN

Torres Plaz y Araujo Abogados



INSTAGRAM

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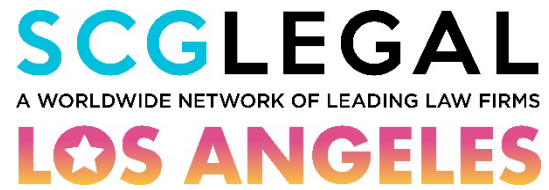
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Torre Europa, Piso 2, Municipio Chacao,
Caracas, Venezuela 1060.

Te1. +58 212 905 0211

Fa x. +58 212 905 0200

**TORRES
PLAZ &
ARAUJO**

ABOGADOS



FORGING AHEAD > CALIFORNIA'S ROLE IN NATIONAL LEGAL LEADERSHIP

**KEYNOTE :
CALIFORNIA
ATTORNEY GENERAL
ROB BONTA**



Panelists:

- **Michele Bisceglie, SCG Legal**
- **Héctor Gustavo Ramírez, Philippi Prietocarrizosa Ferrero DU & Uría (Colombia)**



FIRESIDE CHAT | ADVANCING DEI IN YOUR LAW FIRM

Panelists:

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Panelists:

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- Héctor Gustavo Ramírez



FIRESIDE CHAT | **ADVANCING DEI IN YOUR LAW FIRM**

Forbes Advisor **Women In Law Statistics 2024** (March)

Women attorneys said:

- 82% have been **mistaken for a lower-level employee** [vs 0% of men]
- 67% experienced a **lack of access to a business development opportunity** [vs 10% of men]
- 63% have been perceived as **less committed to their careers** [vs 2% of men]
- 53% felt treated as a **token representative of diversity** [vs just 1% of men]
- 53% report being **denied or overlooked for advancement or promotion** [vs 7% of men]
- 24.2% considered leaving legal profession due to **mental health issues, burnout or stress** [vs 17.4% of men]

FIRESIDE CHAT | **ADVANCING DEI IN YOUR LAW FIRM**

Forbes Advisor **Women In Law Statistics 2024** (March)

Key 2023 U.S. Women in Law Statistics

Between 2013 and 2023, % of Female lawyers **increased from 34% to 39%**

Male lawyers declined
from 66% to 61%

- 27.76% of Partners compared to 20.22% in 2013
- **Made up majority of Associates: 50.31%** (1st time since NALP started tracking = ~30 years)
- 17.54% of Associates were Women of Color but just 4.89% of Partners

Of all firm lawyers:

- 4.81% were/identified as Asian Women
- 4.57% identified as LGBTQ+ (2.57% partners)
- 2.28% were/identified Black Women
- 2.34% were/identified Latina Women
- 1.99% were/identified as having a Disability (+1.41% in 2022)
- 0.07% were/identified Alaskan/Native American
- 0.04% were/identified Native Hawaiian/Pacific Islander Women

2023 median weekly earnings in legal jobs

- ❖ **\$2,301 for Men**
- ❖ **\$1,543 for Women**

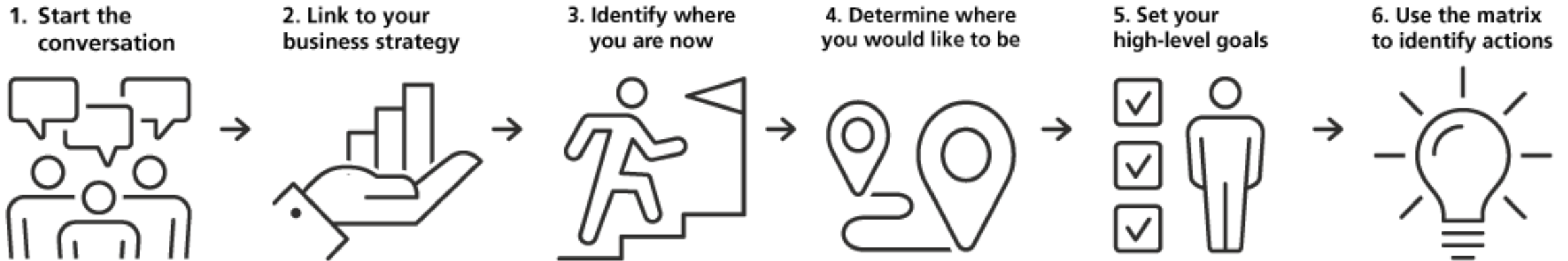
2023: +1.3M U.S. lawyers > demand expected to grow by 8% from 2022 to 2032

- 1/3 of active court of appeals, district court, magistrate and bankruptcy judges were women

FIRESIDE CHAT | **ADVANCING DEI IN YOUR LAW FIRM**

IBA Diversity and Inclusion Toolkit for Lawyers

Flow Chart of Activity



What next? Checking your progress

- Does the Action Plan work properly or does it need to be reviewed and amended?
- How often should the implementation of the Action Plan be verified or evaluated?
- How to check the efficacy of the Action Plan

FIRESIDE CHAT | **ADVANCING DEI IN YOUR LAW FIRM**

Inaugural SCG DEI Advocate™ Certification Program



Mission

To support member firms in addressing their most significant diversity, equity, inclusion (DEI) challenges and to strengthen firm cultures in which all professionals thrive.

Firm Benefits

- **Coaching and insights** from consultant to help advance DEI efforts
- Support to advance (as needed/able) DEI efforts through **data tracking, customized programs, accountability measures**
- Peer **community to learn from and share best practices on common challenges** faced by law firms and the broader legal industry.

FIRESIDE CHAT | ADVANCING DEI IN YOUR LAW FIRM
Inaugural SCG DEI Advocate™ Certification Program

EVALUATION CATEGORIES

- Hiring & Recruiting
- Inclusion & Belonging
- Representation in Leadership
- Equity
- Cultural Awareness & DEI Training



FIRESIDE CHAT | **ADVANCING DEI IN YOUR LAW FIRM**

Inaugural SCG DEI Advocate™ Certification Program

Post-Program Survey

- Helps focus efforts, offers fresh ideas/suggestions
- Drives home idea that it's a process without a final destination
+ small steps can have big impact
- Creates awareness firm's are not 'alone' in their challenges +
there is no 'one size fits all'
- Provides backdrop against which conversations can be
started/furthered + questions can be asked
- Provides framework to hold efforts (and people) accountable,
to set milestones and stretch to achieve them
- Offers invaluable third-party (expert consultant) perspective,
support, and specific advice



“There is value in taking stock of what your firm is already doing to promote DEI and publicizing it internally and externally.

This Program provides a helpful framework for doing that, and more!”





A LATIN AMERICAN TALE ABOUT DEI POLICIES

Philippi
Prietocarrizosa
Ferrero DU
&Uría

The Ibero-American Firm

Héctor Ramírez
September 2024

Board of Directors when it's time to talk about DEI policies...



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CHALLENGES



Source: <https://blog.onqig.com/wp-content/uploads/2021/07/funny-diversity-training-memes-the-office.jpeg>

Despite being a Latin American law firm, each country (Colombia, Chile, Peru) has its particular approach to DEI policies.

In our initial approach, the Board of Directors was very conservative.

Law firms in Latin America generally have a patriarchal structure. Male chauvinism is deeply rooted in Latin American culture. Fortunately, this is changing.

Members of the Firm were not aware of the existence of the Committee. Although we had a lot of activities, DEI was not top of mind



CHALLENGES OF DEI

What DEI gets wrong – and how to do it right by **Paolo Gaudiano**

- ✓ We focus too much on the D, “**Diversity disconnect**”.
- ✓ We lack tools to quantify the impact of diversifying human assets. We need **measurements**.
- ✓ We don’t notice when we are included, but we notice when we are excluded. **We measure inclusion by measuring exclusion.**
- ✓ The leaders of the organization are the less qualified to solve the issues related to inclusion. **Leaders are the most included.**
- ✓ *“**Inclusion** is about what we do in an organization, **Diversity** is what we get, **Equity** is what we want.”*



Paolo Gaudiano, Adjunct Associate Professor at NYU

DEI COMMITTEE TIMELINE

Equal Opportunity Policy
in the PPU Career Plan

2015

2

Signing of the WIP (Women in
the Legal Profession) Declaration

2016

4

May 5th, 2021 – **Creation
of the DEI Committee**

2021

6

1

2012

Signing of the
Equal Opportunity
Declaration

3

2015

July - Creation of the Equal
Opportunities Committee
(Women's Committee) (Chile
and Colombia)

5

2021

Signing of the National
Association of Industries
(ANDI)

7

2021

September 2nd, 2021
Conference by Juan
Carlos Durán Izquierdo,
member of the Arhuaco
Community of
Colombia

DEI COMMITTEE TIMELINE

February - Launch of the DEI Policy

2023



December - Workshop: "Sign language and deaf culture"

2023



May - DEI Advocate Certification Program from SCG

2024



Launching of the DEI brand in alliance with "Casa de Carlota"

2024



2022

February 2022
Approval of DEI Policy by the Board of Directors



2023

June and August 2023
Lectures: "Introduction to LGBTIQ+ Diversity" and "Let's talk about disabilities"



2024

March and April
Discussions: "Stereotypes and biases" and "Maternity & Work"



2024

June - Lecture: "The jurisprudence of the Inter - American Court on the rights of LGBTIQ+ persons."

OBJECTIVES DEI COMMITTEE

Implement the policy and generate an impact on the Firm.

Verify compliance of the policy.

Ensure that members of the Firm feel valued and not discriminated against.

Encourage the participation and commitment of the Firm's members with the Policy.

Measure the progress achieved with the implementation of different programs in compliance with the Policy.

Reduce implicit biases in the firm's work culture.



Our DEI Project

Made with Piñata Farms

CASA DE CARLOTA

1

To support the DEI committee's activities and promote diversity, equity, and inclusion, we partnered with Casa de Carlota, a creative agency focused on these values. Casa de Carlota's team includes both neurotypical and neurodiverse creatives, making them ideal strategic allies.

2

This graphic design studio in Medellín, Colombia, specializes in three areas: graphic design, products, and experiences. The experiences division is particularly well-known for tailoring marketing strategies for major Colombian and international companies.

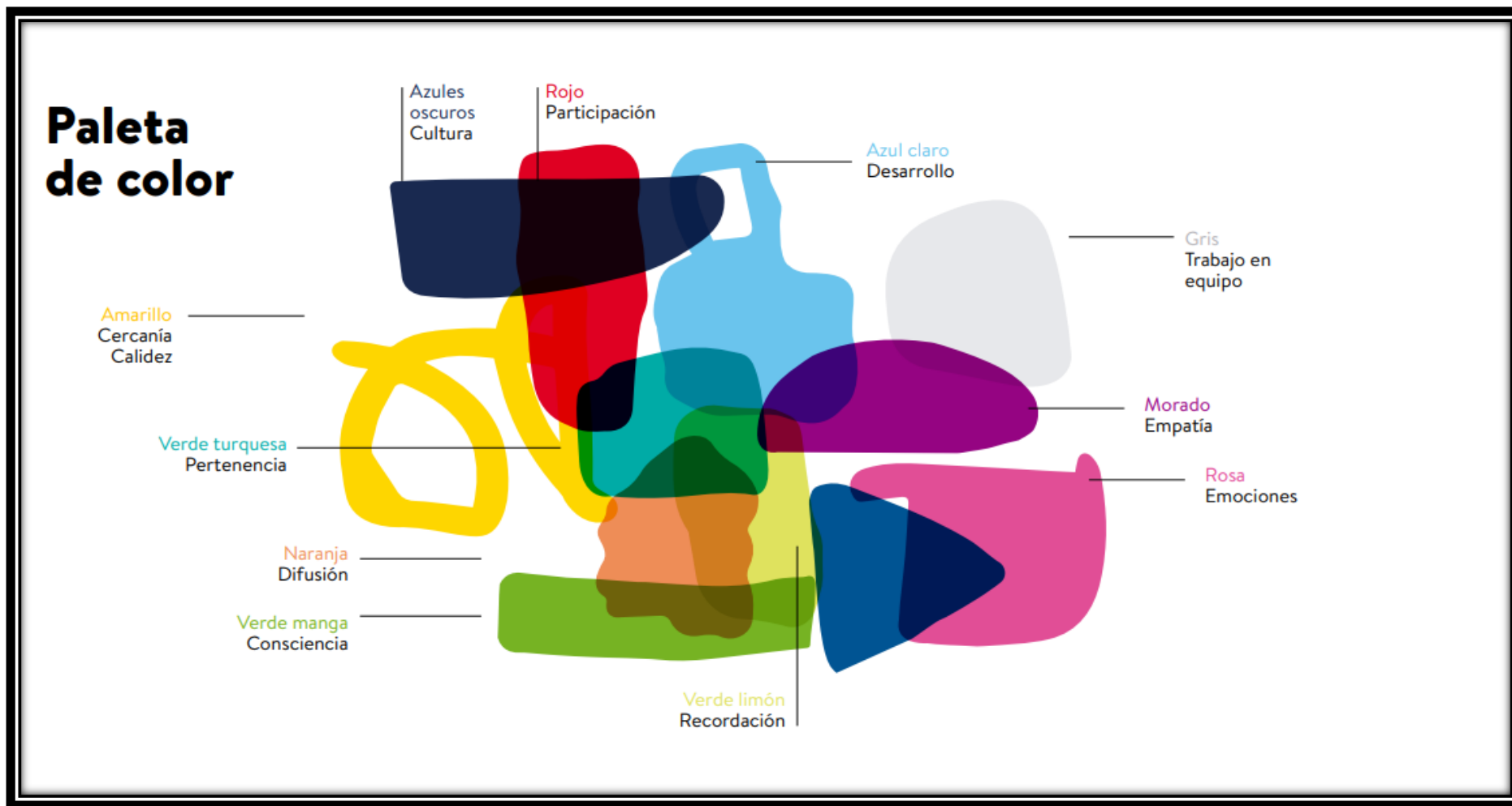
3

Casa de Carlota designed the DEI committee's logo, featuring a genderless and raceless face under construction with various elements and colors. This design symbolizes universality, collectivity, and the value of each individual's uniqueness.



DEI COMMITTEE PROJECT

Color Palette



VISUAL SYSTEM

ORIGINAL



Comité DEI
De muchas formas y creciendo juntos

CORPORATE PALETTE



Comité DEI

SPECIAL EVENTS



Comité DEI
De muchas formas y creciendo juntos



Comité DEI
De muchas formas y creciendo juntos

SLOGAN

“De muchas formas y creciendo juntos”

“In many ways and growing together”

LOGO MEANING



- ✓ This is a face under construction, composed of various elements and colors, closely intertwined. The gaze and personal posture reflect participation with others, fostering a sense of collectivity. The expressiveness is highlighted through the strokes and non-rigid forms.
- ✓ The face is genderless and raceless, making it universally relatable. Its reflective gaze evokes a sense of encounters, seeking a new consciousness.
- ✓ The typography features a neurodiverse expression in the letter “D,” emphasizing the word “Diversity.” This mirrored representation symbolizes an open door to others, to ourselves, and to singularity.

COPYS - KEY VISUALS

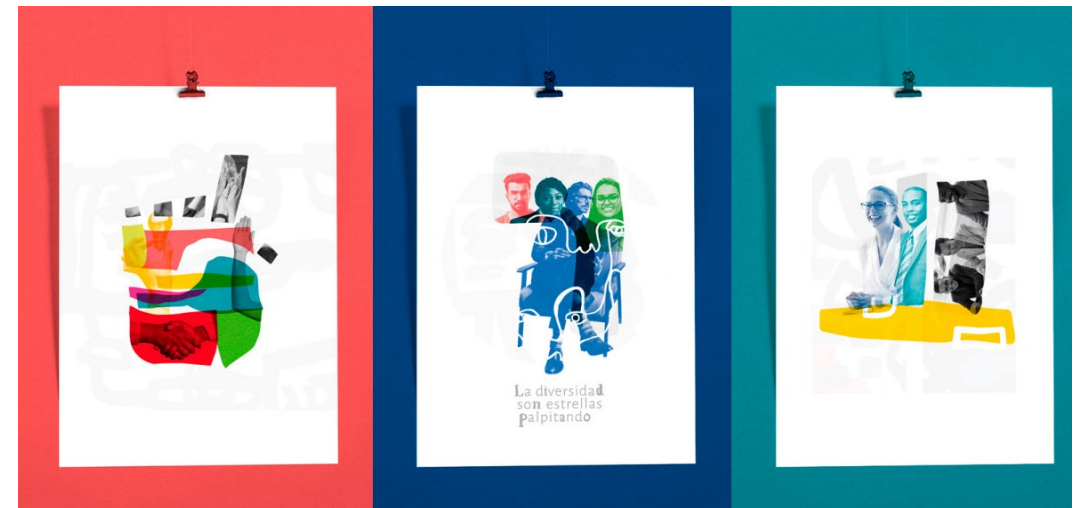
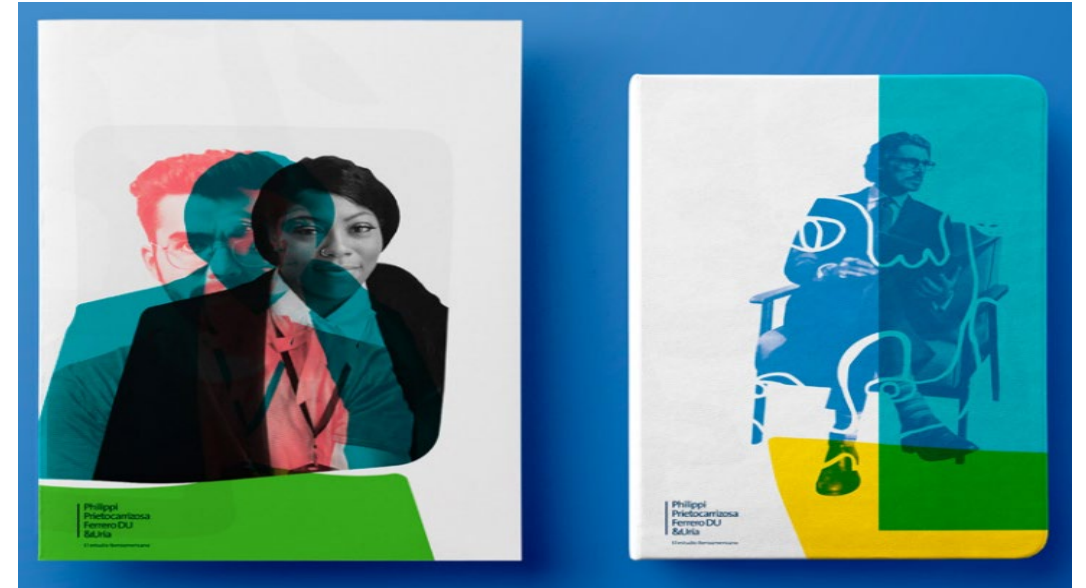
Culture is *about* putting heart into things.

Diversity is a dancing voice.

Inclusion is many rich flavored ice creams.

Diversity are pulsating stars

*Equity is to have several **patiences** while people are talking*



DIFFERENT APPLICATIONS



DIFFERENT APPLICATIONS

Slogan: “In many ways and growing together”



DEI ADVOCATE CERTIFICATION PROGRAM

SCG LEGAL – COSTON CONSULTING

DEI ADVOCATE CERTIFICATION PROGRAM

PPU has earned the distinction of the Diversity, Equity and Inclusion (DEI) **Advocate Certification Program** from SCG



The firm focused its participation program in the following three categories:

- 1 Hiring & Recruiting
- 2 Inclusion & Belonging
- 3 Cultural Awareness & DEI Training

RESULTS

FEEDBACK COSTON CONSULTING



Hiring & Recruiting

PPU has developed a good system for hiring and selection, with the aim of limiting bias during the process.

Its hiring policy prohibits discrimination based on race, origin, religion, gender, ideology, or sexual orientation. However, it is important to recognize that bias can persist when there is human involvement in the process.

PPU provides **essential tools, guides, and resources to those involved in recruitment**. This includes the use of standardized questions and neutral language in job descriptions and advertisements.



Inclusion & sense of belonging

Communication is an important aspect of DEI. **The branding campaign with Casa de Carlota** is a prime example of how to engage people visually and verbally in DEI efforts.

Neurodiversity is a key priority for PPU's DEI Committee members, and the **active participation of a neurodiverse team** in the development of the campaign exemplifies how to integrate DEI throughout the process.

Inviting the **Casa de Carlota team to the firm's partner meeting** anchors the effort through the brand.



DEI Awareness and Training

PPU has **identified opportunities to spread knowledge and awareness** of DEI concepts across internal processes and within the corporate culture.

Pillar talks are an important basis for understanding and/or expanding knowledge and are also supported by the firm's newsletters (**#PPUDiverso**).

Measuring attendance and compiling program evaluations are keyways to assess engagement and effectiveness.

ACTIVITIES 2023-2024

WHAT HAVE WE DONE?

- ✓ A workshop titled “**We all have a syndrome**” was held for the Firm’s partners to promote conscious inclusive leadership and empower diversity within their teams.
- ✓ An internal anonymous survey was conducted to gather information about DEI interest groups (disability, gender, LGBTIQ+, and ethnicity) and to gauge interest in participating in DEI projects and activities.
- ✓ In compliance with the Labor Inclusion Law in Chile and Peru, which mandates hiring staff with disabilities, PPU ensures adherence to this law within its administrative area.



DEI COMMITTEE 2023 AND 2024 ACTIVITIES

JUNE 2023

Introduction to LGBTQI+ diversity
Renato Velásquez Peláez

AUGUST 2023

Let's talk about disabilities, Let's talk about human diversity
Jessica Antezana

DECEMBER 2023

Workshop: Sign language and deaf culture
Alexandra Arnaiz

MARCH 2024

Stereotypes and biases
Jimena Zapata and Tatiana Camps

APRIL 2024

Maternity & Work
Pamela Alarcón and María José Rondón

JUNE 2024

Conference: The jurisprudence of the Inter-American Court on the rights of LGTBIQ+ people
Daniel Reyna

CONCLUSIONS

- ✓ DEI work is a continuous effort.
- ✓ Achieving DEI policy changes requires long-term, gradual, and consistent processes.
- ✓ Disruptive changes can lead to resistance.
- ✓ Incremental changes yield results, which are recognized by leadership, encouraging further adoption.
- ✓ DEI policies are not a trend; they are essential for talent retention, promotion, marketing, and fulfilling the firm's social responsibility to reduce social gaps and biases.



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THANKS!

Philippi
Prietocarrizosa
Ferrero DU
&Uría

The Ibero–American Firm

Héctor Ramírez
September 2024



#RAPIDINSIGHTS | TRENDS IN U.S.-CHINA ARBITRATION AWARDS

Presenter:

- **Martin Hu, MHP Law Firm, China (Shanghai)**

ANALYSIS

U.S. CHINA

ARBITRATION

AWARDS



Martin Hu , MHP Law Firm



martin.hu@mhplawyer.com

Surge of Cross-border Disputes in China

Number of first-instance foreign-related civil and commercial cases handled by courts nationwide surged to **27,300** in 2021 increased **▲84%** over 8 years

Common Types of Cross-border Disputes in China



1 Disputes between suppliers and buyers



2 Dispute with JV partners



3 Disputes with other business partners



4 Other types of cross-border disputes

Litigation vs. Arbitration

PROS

CONS

Litigation

- **Legal Precedent**
- **More Structured**
- **Opportunities for Appeal**

- **Time-consuming**
- **More Expensive**
- **Public Records**

Arbitration

- **Quicker Resolution**
- **Lower Cost**
- **Confidentiality**

- **Limited Appeal Options**
- **Potentially Less Oversight**

Foreign Judgment / Arbitration Enforcement

Foreign Court Judgement



CIVIL PROCEDURE LAW (CPL)

The enforcement of U.S. judgments in China is governed by CPL, provided that a Chinese court can enforce a foreign judgment pursuant to:

- The international convention or bilateral treaty
- The principle of reciprocity

Challenges in Recognizing and Enforcing Foreign Court Judgement



1 No existing international convention or bilateral treaty between U.S and China



2 The uncertainty of the principle of reciprocity



Foreign Judgment / Arbitration Enforcement



Wuhan Case



June 2017



Monetary Claim



Wuhan Intermediate People's Court



Superior Court of California, County of Los Angeles (EC062608)



1st case:

China court recognized and enforced a monetary judgment made by US court



Foreign Judgment / Arbitration Enforcement

Foreign Arbitral Awards



NEW YORK CONVENTION **Standards**

- Applies to the recognition and enforcement of foreign arbitral awards and the referral by a court to arbitration
- Effective to China in 1987, effective to US in 1970
- As of today, the New York Convention has **172 parties**



CIVIL PROCEDURE LAW (CPL) **Procedures**

- The applicant can file a request with the intermediate people's court where the person or property subject to enforcement is located
- If neither the person nor the property is in China, the application can be made to the court at the applicant's domicile or at a location connected to the dispute



Foreign Ad Hoc Arbitration in China

Foreign Related Arbitration Instead of Foreign Arbitral Awards



Development in laws regarding the definition of “foreign arbitral awards”

Arbitral award rendered by the
foreign arbitration institution
(CPL 2021) ❌



**Arbitral award which takes effect outside
China**
(CPL amended in 2023)



Development in Practice

Institutional standard ❌



Seat of arbitration



Case: Brentwood Industries v. Guangzhou Faanlong Machinery Engineering Co. Ltd.

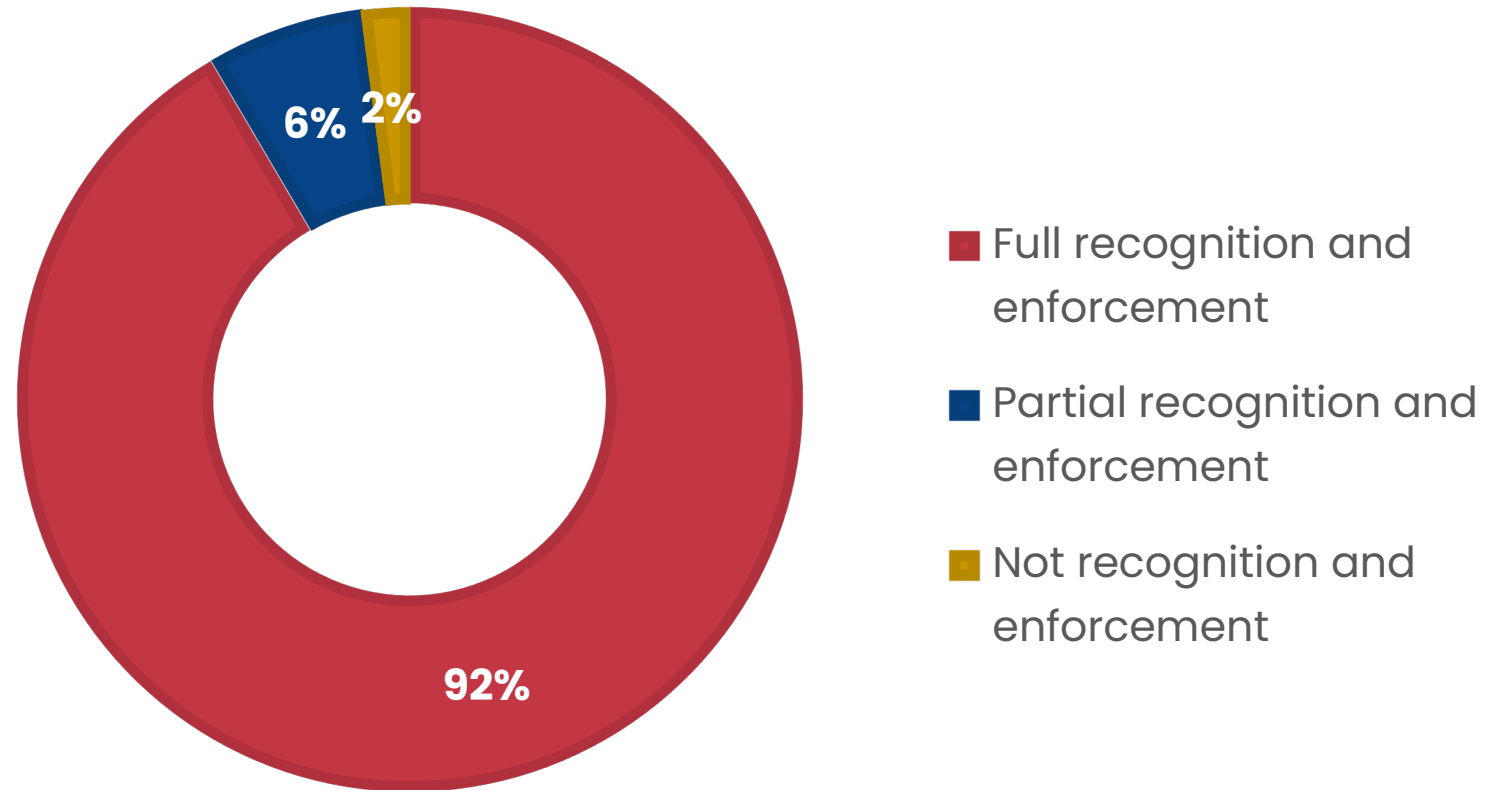
→ **Recognized an ICC award in Guangzhou as a Chinese award**



Chinese Court Rulings for Foreign Arbitration

The findings of a case summary of **211** arbitration rulings made by Chinese courts from **2012** to **2024**



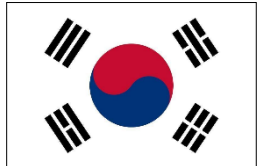
Percentage of Recognition and Enforcement



Chinese Court Rulings for Foreign Arbitration

The findings of a case summary of **211** arbitration rulings made by Chinese courts from **2012** to **2024**

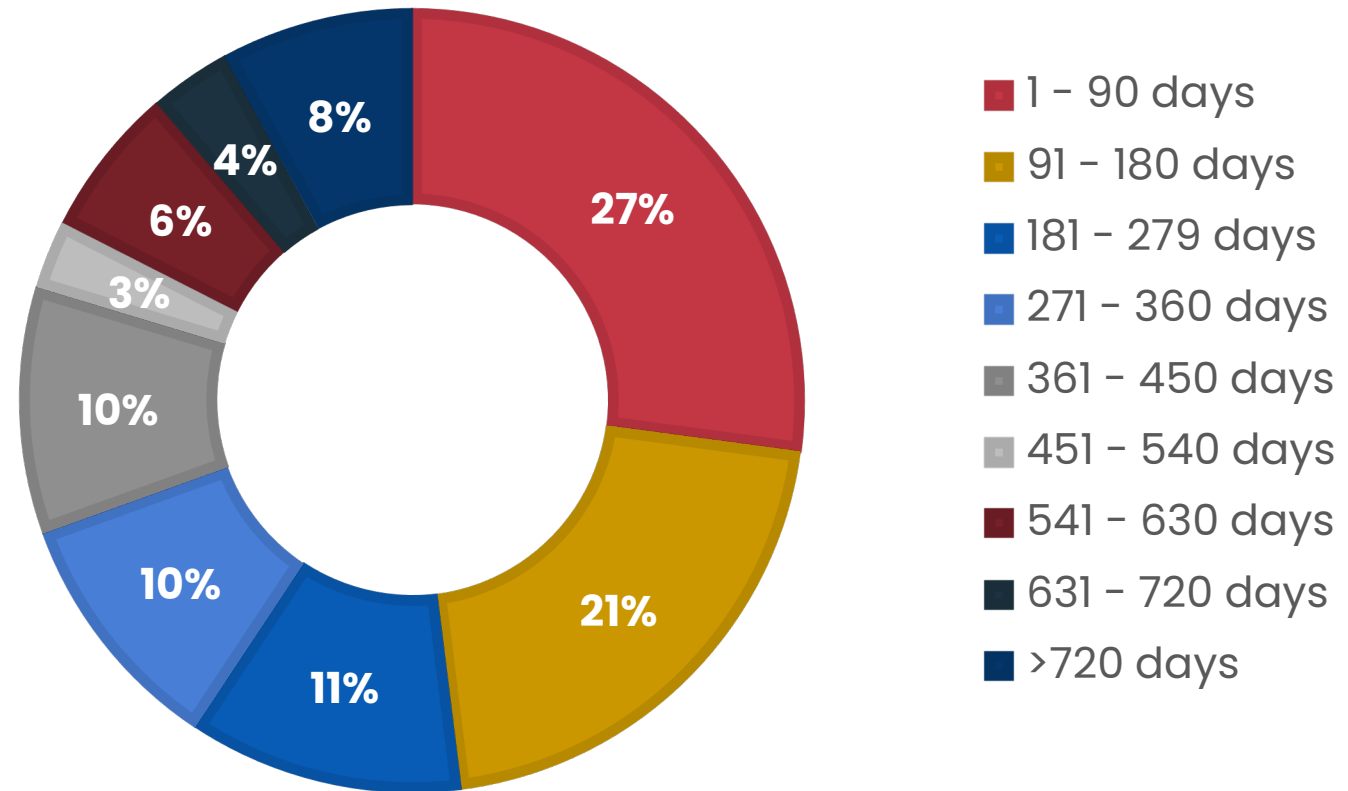
Top 3 Geographical Distribution of Applicants

- 1**  **Singapore**
- 2**  **United States**
- 3**  **Republic of Korea**

Chinese Court Rulings for Foreign Arbitration

The findings of a case summary of **211** arbitration rulings made by Chinese courts from **2012** to **2024**

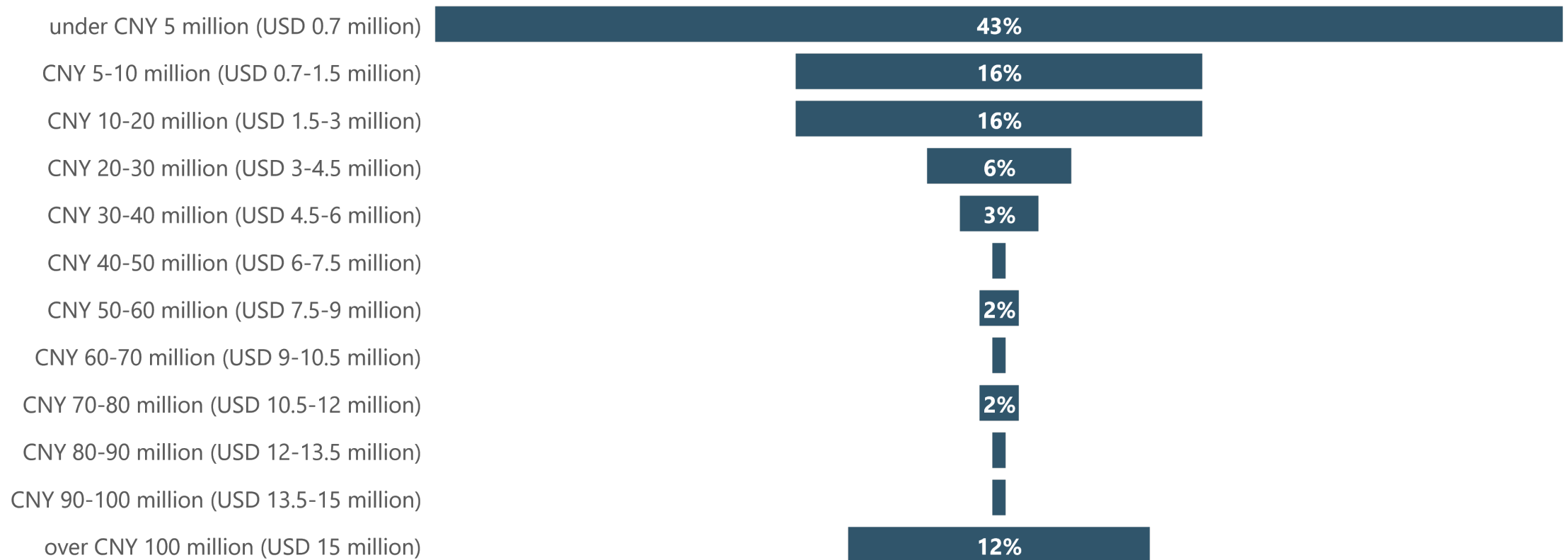
Time Taken for Court Rulings



Chinese Court Rulings for Foreign Arbitration

The findings of a case summary of **211** arbitration rulings made by Chinese courts from **2012** to **2024**

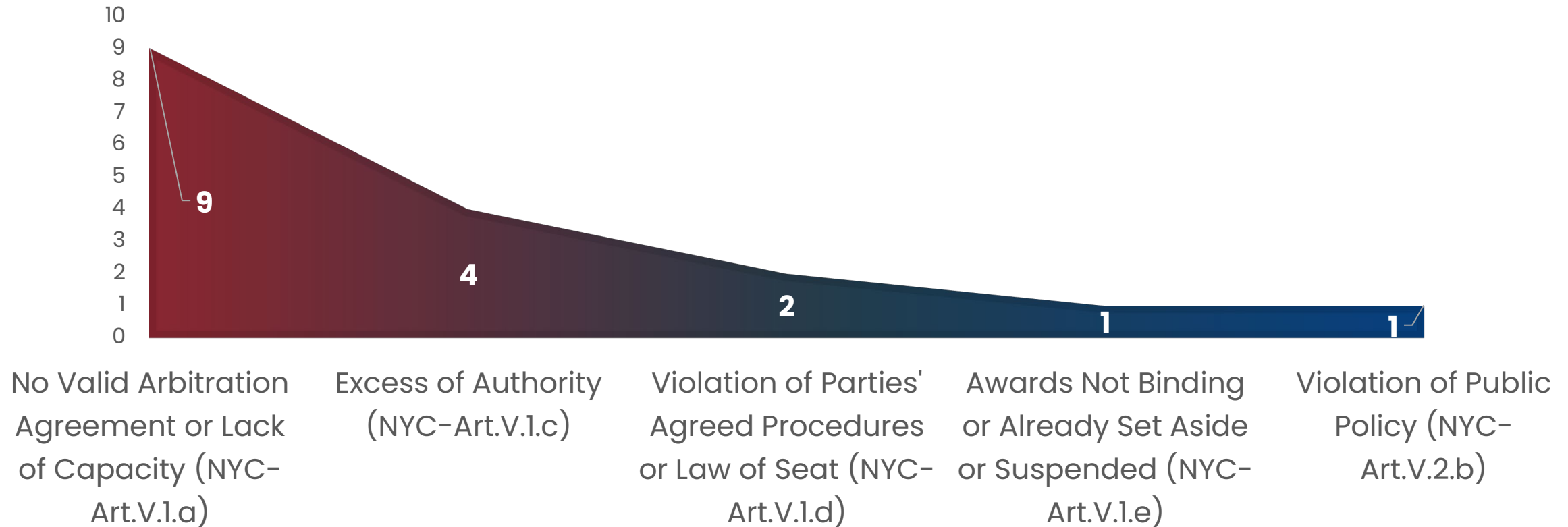
Amount of Claims



Chinese Court Rulings for Foreign Arbitration

The findings of a case summary of **211** arbitration rulings made by Chinese courts from **2012** to **2024**

Reasons for Non-Recognition and Enforcement



Focus – Case Worth Attention



Analogix International Inc

- Applicant
- Cayman-registered company

V.S.



V-Silicon (Hefei) Co., LTD.

- Respondent
- Chinese company

Court

Shanghai First Intermediate People's Court

Award

Rendered by **ICDR – AAA** (Chinese applicant numbers (174) ranked No.1 among international cases filed at ICDR in 2023)

Claim

- Enforce over \$5.6 million in monetary awards against V-Silicon
- Restriction of high consumption of the legal representative and main responsible person of V-Silicon



Focus – Case Worth Attention

On 03 April 2024, the Court initiated enforcement against V-Silicon according to Analogix's application to recognize and enforce the foreign arbitral award. Due to V-Silicon's non-compliance of payment obligations within the given period, the Court has decided to impose high consumption restrictions on the legal representative and main responsible person of V-Silicon.....

上海市第一中级人民法院 限制消费令

(2024)沪01执791号

申请执行人硅谷数模国际公司
申请执行你单位申请承认和
按执行通知书指定的期间履行
院依照《中华人民共和国
高人民法院关于限制被
第一条、第三条的规
你单位及你单位主要负
以下高消费及非生活
消费行为：（一）乘坐
在星级以上宾馆、酒
高尔夫球场等
（四）租赁高档写字楼、
（五）购买非经营必需车
（七）子女就读高收费私立学
（九）乘坐G字头
其他动车组列车一等以上座位等其他非
消费行为。如你单位（法定代表人、主要负
务履行的直接责任人员、实际控制人）因私消费
入财产实施前述行为的，可以向本院提出申请。如你单位

因经营必需而进行前述禁止的消费活动的，应当向本院提出申请，获批准后方可进行。

如违反限制消费令，经查证属实的，本院将依照《中华人民共和国民事诉讼法》第一百一十四条的规定，予以罚款、拘留；情节严重，构成犯罪的，依法追究刑事责任。

此令



Focus – Case Worth Attention



High Consumption Restrictions on the Legal Representative and Key Management

1. Opt for second-class or above for air travel, cushioned berth on trains, or cruise cabins, etc;
2. Engage in high-end consumption at places like star-rated hotels, night clubs, and golf courses;
3. Purchase, build, or renovate real estate extravagantly;
4. Lease high-end offices, hotels, or apartments as office spaces;
5. Buy non-essential vehicles for business operation;
6. Travelling and vacationing;
7. Enroll children in expensive private schools;
8. Use high premiums for expensive insurance or investment products;
9. Use high-class train services (e.g: G-prefix express train) or engage in other non-essential luxury consumption.



Enforcement of China-Seated Awards in U.S.

U.S. federal courts are not particularly biased against enforcing awards rendered in Chinese seats

Confirmation for
Foreign Awards
Rate around
90%

Awards Rendered in
Mainland China
and Hong Kong
10%
Cases Vacated

Awards Rendered in all
Non-U.S. Seats
9%
Cases Vacated

Summary



Recognition and Enforcement Rate

approximately **90%** of foreign arbitral awards in China are recognized and enforced



US Court Judgments

Chinese courts have recognized and enforced judgments from US courts in practice since 2017



Arbitration Advantages

Arbitration is generally more advantageous than court judgments regarding enforcement



Equal Treatment of Awards

US courts treat Chinese arbitral awards on an equal footing with other foreign arbitral awards



Foreign Ad Hoc Arbitration

Foreign ad hoc arbitration conducted in mainland China is classified as foreign-related arbitration rather than foreign arbitration



THANK YOU!

If you have any questions or would like to discuss further, we'd love to hear from you.

Martin Hu

E: martin.hu@mhplawyer.com



PLEASE SCAN FOR MORE INFO

FOUNDED IN
1998

300+
PROFESSIONALS
AND STAFFS

6
OFFICES LOCATED IN
COMMERCIAL AND
FINACIAL HUBS
ACROSS CHINA

OVER
60%
OF OUR CLIENT BASE ARE
INTERNATIONAL CLIENTS


CHAMBERS AWARD
WINNING LAW FIRM


TOP 10 LAW FIRM AWARD
WINNING LAW FIRM
BY SHANGHAI BAR ASSOCIATION

BEVERLY HILLS BALLROOM (main session room) >
CROSS-BORDER MERGERS & ACQUISITION TRENDS

BEVERLY HILLS SALON (next door) >
TRUSTS & ESTATES: STRATEGIES FOR EFFECTIVE
WEALTH MANAGEMENT

CROSS-BORDER MERGERS & ACQUISITION TRENDS

Moderator: Chris Luna, Mitchell Silberberg & Knupp (US: Los Angeles, CA)

Panelists:

- Yoav Etzyon, APM & Co. (Israel)
- Saravana Kumar, Rosli Dahlan Saravana Partnership (Malaysia)
- Tom Pickthorn, Mills & Reeve (UK)
- John Tang, Beijing DHH Law Firm (China: Beijing)



PARTNERING FOR SUCCESS: IN-HOUSE INSIGHTS ON OUTSIDE COUNSEL EFFECTIVENESS

Moderator: Doug Gold, Mitchell Silberberg & Knupp (US: Los Angeles, CA)

Panelists:

- **Joe Moschella, Senior Vice President, General Counsel, Trusted Media Brands**
- **Sapna Pandya, Executive Vice President, General Counsel, Red Bull**
- **Suzanne Steinke, Senior Director | Production Employment Legal & ER-UCAN, Netflix**

SCGLEAL[®]

2024 ANNUAL MEETING

SEPTEMBER
19-20

Beverly Hilton Hotel
Los Angeles, California (US)

