

SUNDAY, JANUARY 22, 2023

1:30pm-6:30pm **REGISTRATION & INFORMATION**
Meets In: **Courtyard/Residence Inn Lobby**

3:30pm-5:00pm **PLENARY SESSION**
Meets In: **LA Ballroom**

3:30pm-3:35pm **CONFERENCE WELCOME**
Speakers: **Jeff Higley**, President, The BHN Group
 Chirag Shah, SVP, AHLA

3:35pm-4:05pm **CENTER STAGE – BRAND/OPERATOR PERSPECTIVES**
Host: **Chirag Shah**, SVP, AHLA
Guest: **Heather McCrory**, CEO, North & Central America, Accor

4:05pm-4:55pm **GENERAL COUNSEL OUTLOOK – ASSETS IN MOTION**
With the pace of transactions increasing, top legal experts will explore the myriad of issues facing hotel owners when a deal is done. We'll delve into legal ramifications of that next stage and how they apply to the complex, fast-moving pace of a post-deal handover. What are the big issues of the day, and what do these GCs see looming on the horizon?

Moderator: **Rachel Humphrey**, Founder, Women in Hospitality Leadership Alliance
Panelists: **Rhonda Hare**, Group General Counsel, Ennismore
 Sussan P. Harshbarger, Chief Legal Officer, McNeill Investment Group
 Ama Romaine, Global General Counsel, Real Estate Asset Management, Blackstone
 Alex Rose, General Counsel, Ashford Inc.

4:55pm-5:00pm **WRAP-UP REMARKS**
Speaker: **Jeff Higley**, President, The BHN Group

5:00pm-6:30pm **OPENING NETWORKING RECEPTION**
Meets In: **LA Ballroom Foyer**

6:30pm-8:30pm **GC² (GREAT CHOW WITH GENERAL COUNSEL)**
Join your ALIS Law colleagues for a unique networking experience at The Mixing Room on the lobby level of the JW Marriott Los Angeles L.A. LIVE. This is an optional dining event with limited availability and a separate fee of US\$200. Don't miss the opportunity to network with these key GC!

General Counsel: **Rhonda Hare**, Group General Counsel, Ennismore
 Sussan P. Harshbarger, Chief Legal Officer, McNeill Investment Group
 Nathan Logan, General Counsel, MCR Hotels
 Ama Romaine, Global General Counsel, Real Estate Asset Management, Blackstone
 Alex Rose, General Counsel, Ashford Inc.

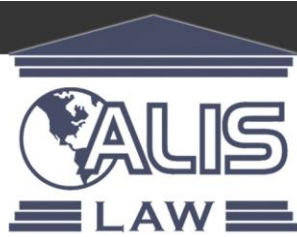
MONDAY, JANUARY 23, 2023

7:00am-6:40pm **REGISTRATION & INFORMATION**
Meets In: **Courtyard/Residence Inn Lobby**

7:30am-8:30am **CONTINENTAL BREAKFAST**
Meets In: **LA Ballroom Foyer**

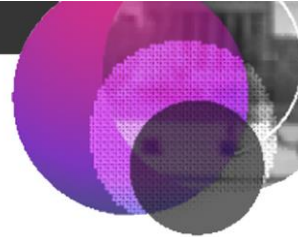
8:30am-10:30am **PLENARY SESSION**
Meets In: **LA Ballroom**

8:30am-8:45am **WELCOME BACK**
Speaker: **Jonathon S. Zink**, COO, The BHN Group



January 22-23, 2023

Courtyard/Residence Inn Los Angeles L.A. LIVE
Los Angeles, California, USA



MONDAY, JANUARY 23, 2023

8:45am-9:30am LIVING & WORKING WITH UNIONS IN 2023

Approval for unions in the U.S. was 49% in 2009 and is 71% in 2022. Starbucks has organized well over 200 stores and Amazon was organized by an ex-employee not affiliated with any union. The hotel industry has been the holy grail for unions since the globalization gained steam in the 1990's. How is the industry reacting to the organized labor's gain in popularity and, more importantly, what are the issues and concerns that can make the parties partners and not antagonists?

Moderator: **David Sherwyn**, Ceriale Professor, Director of CIHLER, Cornell University
 Panelists: **Joseph Gustav Berger**, President & CEO, BRE Hotels & Resorts
Michael D'Angelo, Vice President, Labor Relations, Hyatt Hotels Corporation
Harriet Lipkin, US Co-Chair, Hospitality and Leisure, DLA Piper
Ron Pohl, President of International Operations & WorldHotels, Best Western Hotels Group

9:30am-9:55am LIFETIME ACHIEVEMENT AWARD

Presenter: **Rena Reiss**, Executive Vice President & General Counsel, Marriott International
 Recipient: **Kristin Campbell**, EVP, General Counsel & Chief ESG Officer, Hilton



Kristin Campbell

9:55am-10:25am CENTER STAGE – OWNER/DEVELOPER PERSPECTIVES

Host: **Troy Flanagan**, Senior Vice President, Government Affairs, AHLA
 Guest: **Mit Shah**, CEO, Noble Investment Group

10:25am-10:30am WRAP-UP REMARKS

Speaker: **Jonathon S. Zink**, COO, The BHN Group

10:30am-11:15am NETWORKING BREAK

Meets In: **LA Ballroom Foyer**

11:15am-12:15pm BREAKOUT SESSIONS

SESSION 01 DOING THE RIGHT THING: EXPLORING EFFECTIVE ESG INITIATIVES

The nuances of a successful Environmental, Social and Governance program continue to evolve as the operational, promotional, and legal aspects and other criteria of establishing an implementing it. ESG policies, disclosures, and legislative mandates are not one-size-fits-all endeavors as owners, operators, investors, brands, and consumers have different motivations for utilizing such programs. One thing is certain: Carrying out an effective ESG platform requires collaboration, cooperation, and a full understanding of the legal applications when it comes to components such as forced labor, supply chain sourcing, water and waste management, emissions, employee wellness, whistleblower protections, volunteerism, and board diversity.

Meets In: **LA Ballroom 1**
 Moderator: **Kara Maciel**, Chair, Labor • Employment Practice Group, Conn Maciel Carey LLP
 Panelists: **Farah Bhayani**, General Counsel & Chief Compliance Officer, G6 Hospitality LLC
David Klein, EVP, General Counsel and Corporate Secretary, Sunstone Hotel Investors
Miriam Wrobel, Senior Managing Director, Global Leader of ESG and Sustainability, FTI Consulting

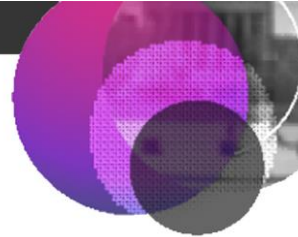
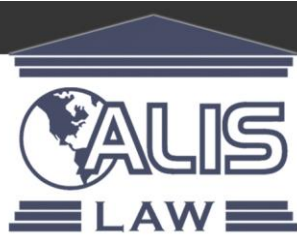
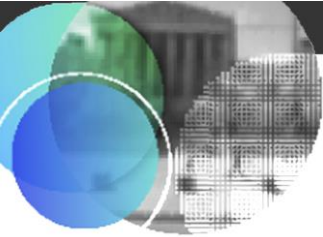
SESSION 02 INDUSTRY HARMONY: HOW FRANCHISEES & FRANCHISORS CAN CO-EXIST

While they're certainly not the only issue, the ebb-and-flow of brand standards in a franchisee/franchisor relationship can be a harbinger of how the partnership is performing. That relationship changes often as varying issues, tensions and agreements need to be identified and addressed. The legal aspects of this relationship are just as dynamic, and our experts will tackle topics ranging from fair franchising initiatives to protection against contractual missteps to conflict resolution to legislative issues that could impact both sides of the model.

Meets In: **LA Ballroom 2 & 3**
 Moderator: **Jay Blount**, Member, Eckert Seamans
 Panelists: **Laura Lee Blake**, President and Chief Executive Officer, AAHOA
Andria Boateng Hill, SVP & General Counsel, The Cordish Real Estate Companies
Alicia Kabiri, SVP, Assistant General Counsel, Hilton
William Tennis, Executive Vice President & General Counsel, DiamondRock Hospitality

12:15pm-1:15pm NETWORKING LUNCH

Meets In: **Residence Inn Lounge**



MONDAY, JANUARY 23, 2023

1:15pm-2:15pm **BREAKOUT SESSIONS**

SESSION 03 LABOR PAINS: UNDERSTANDING WORKPLACE ISSUES

Workforce issues remain an important legal battleground for the hotel industry. Whether it's unionization, wages, staffing issues or local ordinance rules, hotel owners and operators must be well-versed in the legalities of many issues. With a primary focus on understanding the union landscape and topics such as card check, unionization campaigns and joint employer issues, this discussion will help potentially avoid the pitfalls of the ever-changing legal landscape surrounding the workplace.

Meets In: **LA Ballroom 1**

Moderator: **Dana Kravetz**, Firm Managing Partner, Michelman & Robinson LLP

Panelists: **Trina Fairley Barlow**, Partner, Crowell & Moring LLP

Kevin Gallagher, Associate General Counsel, Host Hotels & Resorts

Dean Heyl, Senior Vice President of Government Affairs & Counsel, AAHOA

Judy Miles, EVP, General Counsel, KHP Capital Partners

SESSION 04 CRANKING UP THE "A/C": SEALING THE DEAL ON AGREEMENTS & CONTRACTS

Securing air-tight contracts is essential for the success of every owner, operator, brand, and lender in the industry. Topics such as subordination (and non-disturbance) agreements between lenders, addressing cash management/lockbox situations, selecting vendors and negotiation contracts; and managing purchased services from outside vendors such as utilities, waste haulers, elevator service companies, fire/life safety service companies, staffing agencies, landscapers, software providers, laundry services, etc., are among the key topics to know about in the complex environment of executive effective agreements.

Meets In: **LA Ballroom 2 & 3**

Moderator: **John S. Fareed**, Global Chairman, Horwath HTL

Panelists: **Rhonda Hare**, Group General Counsel, Ennismore

Nathan Logan, General Counsel, MCR Hotels

Jordan McCarthy, Partner, Perkins Coie LLP

Cynthia Warren, Legal Counsel, Pyramid Global Hospitality

2:15pm-3:00pm **NETWORKING BREAK**

Meets In: **LA Ballroom Foyer**

3:00pm-4:40pm **PLENARY SESSION**

Meets In: **LA Ballroom**

3:00pm-3:10pm **WELCOME BACK**

Speaker: **Jonathon S. Zink**, COO, The BHN Group

3:10pm-3:40pm **CENTER STAGE – OWNER PERSPECTIVE**

Host: **Chirag Shah**, SVP, AHLA

Guest: **Rob Hays**, President & CEO, Ashford Hospitality Trust

3:40pm-4:35pm **GENERAL COUNSEL OUTLOOK – THE PEOPLE EQUATION**

The labor crunch has created issues throughout the industry—and not all of those are bad. Facing those challenges and opportunities requires in-depth legal knowledge, and this panel of GCs will explore the complexities caused by the shortage of employees and address key issues hotel owners, operators, and brands must consider when dealing with it.

Moderator: **Kristie Dickinson**, Managing Director/EVP, CHMWarnick

Panelists: **Paul Cash**, EVP, General Counsel, & Corporate Secretary, Wyndham Hotels & Resorts

Christopher Dekle, Chief Legal Officer and EVP, Extended Stay America

Bradford Maxwell, EVP & General Counsel, Sonesta

Jay Pricher, General Counsel, BWH Hotel Group

Simone Wu, Senior Vice President, General Counsel, Choice Hotels International

4:35pm-4:40pm **CLOSING REMARKS**

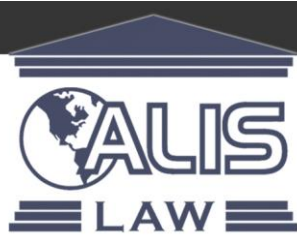
Speaker: **Jonathon S. Zink**, COO, The BHN Group

4:40pm-6:40pm **CLOSING NETWORKING RECEPTION**

Meets In: **Residence Inn Lounge**

Hosted By:





January 22-23, 2023

Courtyard/Residence Inn Los Angeles L.A. LIVE
Los Angeles, California, USA



PROGRAM PLANNING COMMITTEE

Monica Bernstein, Crestline Hotels & Resorts
Farah Bhayani, G6 Hospitality LLC
Besma Boumaza, Accor
Justin Bragiell, Texas Hotel & Lodging Association
Kevin Carey, AHLA
Paul Cash, Wyndham Hotels & Resorts
Christopher Dekle, Extended Stay
Jared Garner, Concord Hospitality Enterprises
Matthew Gunlock, Highgate
Rhonda Hare, Ennismore
Dean Heyl, AAHOA
Rachel A. Humphrey, Women in Hospitality Leadership Alliance
Alicia Kabiri, Hilton

David Klein, Sunstone Hotel Investors
Harriet Lipkin, DLA Piper
Nathan Logan, MCR Hotels
Tricia Mahlstedt, Eckert Seamans Cherin & Mellott LLC
Bradford Maxwell, Sonesta
Judy Miles, KHP Capital Partners
John Murino, Crowell & Moring LLP
Chirag Shah, AHLA
David Sherwyn, Cornell University
Alan Tantleff, FTI Consulting
William Tennis, DiamondRock Hospitality
Cynthia Warren, Pyramid Global Hospitality

MCLE CREDIT

ALIS Law has been approved for 7.25 MCLE Credit Hours in the State of California. Attorneys in attendance may be eligible to receive MCLE credit through reciprocity or attorney self-submission in other states, and ALIS Law will help provide the details needed to apply. Please contact your state bar or licensing authority to verify the requirements and process to apply. In order for ALIS Law to have record of your attendance on file, please make sure you sign-in at the start of each session. An official record of attendance form will be available on a table outside each session.

PRODUCED BY:



Northstar Travel Group is the leading B-to-B information and marketing solutions company serving all segments of the travel industry including leisure/retail, corporate/business travel, corporate and sports meetings, incentives, hospitality, and travel technology. Northstar is the owner of leading brands serving these travel segments. The company produces more than 100 face-to-face events

in 13 countries in retail travel, hospitality, corporate travel, travel technology, sports travel, and the meetings & incentive industry. In addition, Northstar owns Phocuswright, the leading research, and event producer serving the travel technology industry. Northstar Travel Group owns The BHN Group, the leading producer of hotel investment conferences. Northstar is also the majority shareholder in Inntopia, the leading SaaS e-commerce software business serving the mountain destination, golf, activities, and hospitality markets. Based in Secaucus, NJ, the company has 14 offices in the U.S., UK, Singapore, and China. Northstar Travel Group is owned by funds managed by EagleTree Capital.

IN ASSOCIATION WITH:



The American Hotel & Lodging Association (AHLA) is the sole national association representing all segments of the U.S. lodging industry. Headquartered in Washington, D.C., AHLA focuses on strategic advocacy, communications support and workforce development programs to move the industry forward. Learn more at www.AHLA.com.



The BHN Group is the worldwide leader in developing and organizing conferences for the hotel and tourism investment community. With over three decades of experience, more than 160 events completed to-date, and in excess of 110,000 international delegates, these conferences have become "must attend" events for industry leaders who come together to network, conduct business, and to learn about the latest trends.

The current slate of events include: the Americas Lodging Investment Summit (ALIS) in Los Angeles; ALIS Law in Los Angeles; ALIS Summer Update; Alternative Ownership Conference Asia Pacific (AOCAP) in Singapore; Caribbean Hotel & Resort Investment Summit (CHRIS) in Miami; Hotel Investment Conference Asia Pacific (HICAP) in Singapore; HICAP UPDATE; Hotel Opportunities Latin America (HOLA) conference in Miami; and HICAP Australia New Zealand (HICAP ANZ) in Sydney. The BHN Group's website at www.Burba.com is the gateway for information about the annual conferences it produces, as well as a direct link to important players in the hospitality investment world.

THE ALIS LEGACY



The AHLA Foundation, the charitable giving arm of the American Hotel & Lodging Association, is dedicated to helping people build careers, improve their lives, and strengthen the lodging industry. From lifting individuals out of poverty and connecting them with a life-long career in the industry to providing certifications to promote current hotel employees into leadership positions, the Foundation's programs are changing the industry by changing lives. We are committed to elevating, educating, and empowering individuals and the public on the industry's story of opportunity and advancement. The Foundation is funded solely by contributions from generous individuals and companies who want to give back to the hotel industry and ensure a successful future. Learn more at www.AHLAFoundation.org.

As of August 2022