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**You are Invited to a Free 60-Minute Webinar
Sponsored by the Employment Law Alliance**

EMPLOYERS BEWARE: MAJOR CHANGES IN MEXICAN LABOR AND EMPLOYMENT LAW

Tuesday, December 11, 2012

3:00 – 4:00 p.m. US EST

2:00 – 3:00 p.m. US CST

1:00 – 2:00 p.m. US MST

12:00 – 1:00 p.m. US PST

The Mexican Congress has recently approved changes in the Federal Labor Law, some of which will significantly affect the way that U.S. and other foreign employers currently do business in the country. Some of these changes will make it more difficult for employers to manage profit sharing regulations while other changes, such as hiring and firing employees, will make the process simpler.

If you have offices or employees in Mexico, or are considering opening a facility there soon, you will want to attend this program. This session will provide practical insight into the following key issues:

- New rules on hiring in Mexico
- New rules on outsourcing and how they could affect your business corporate structure
- New rules on terminations
- New dispute resolution procedural rules and their impact on employers
- Increasing penalties for violations of employment rules

Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

Speakers for “Major Changes in Mexican Labor and Employment Law”

- **Carmen Plaza de Jennings**, Moderator; Partner and Head, Latin America Practice Group, Hirschfeld Kraemer LLP, San Francisco, CA, USA
- **Monica Bichara**, Legal and Corporate Security Director, The Home Depot - Mexico Division
- **Juan Carlos de la Vega**, Partner, Santamarina y Steta, Monterrey, Mexico
- **Fernando González**, Senior Associate, Santamarina y Steta, Monterrey Mexico
- **Andrés Rodríguez**, Partner, Santamarina y Steta, Mexico City, Mexico
- **Mario Yañez**, Senior Associate, Santamarina y Steta, Mexico City, Mexico

Register

To register for this webinar, [click here](#) and then click the “register now” link under the webinar title on the lower right side of your computer screen. **NOTE:** after clicking the link to register, the listed starting time for this session shows 8:00 p.m. This is GMT; the local corresponding starting times are in fact 3:00 p.m. US EST; 2:00 p.m. US CST; 1:00 pm. US MST; and 12:00 p.m. US PST.

CLE/HRCI Credit

The Employment Law Alliance is not able to offer CLE/HRCI credits; however, a Certificate of Attendance will be posted on the ELA website, along with the other webinar materials following the webinar for you to download as needed.

About the Employment Law Alliance

The [Employment Law Alliance](#) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in all 50 U.S. states and in more than 300 cities in over 120 countries around the globe. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit:

www.employmentlawalliance.com.

Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance (leh@employmentlawalliance.com).