



GOLDMAN ANTONETTI & CÓRDOVA, P.S.C.  
ATTORNEYS AT LAW

**ALL CLIENTS AND FRIENDS:**

I am writing to invite you to a free 60-minute *webinar* sponsored by the [Employment Law Alliance](#) entitled, “Employers Beware: Major Changes in Mexican Labor and Employment Law.” The attached announcement describes the program more fully, including the specific issues that the speakers will address.

You are welcome to share this invitation with as many of your colleagues as you want. Since registration is per site, only one person needs to register if you will be in the same room listening together. If you will be in different offices or in different locations, each person will need to register. You will listen to the webinar and view the PowerPoint slides via your computer, so please be sure you have that capability (links and instructions for downloading any software will be included in your registration confirmation).

As you may know, by virtue of our membership in the Employment Law Alliance, we have the capability and resources to handle all of your employment and labor law needs in every US state and in more than 125 countries.

One of the benefits we provide to our clients is free access to the ELA’s Global Employer Handbook. This one-of-a-kind online resource provides practical information on hiring and firing, pay and benefits and all other key employment and H.R. law issues throughout the world. If you haven't yet registered to use this service, I encourage you to do so. I know you will find it useful.

To register, please visit: [www.employmentlawalliance.com](http://www.employmentlawalliance.com); on the right side of your computer screen, under “Webinars,” click the link to register.

If you have any questions about the issues that will be presented or the details of registering, please let me know, or you can contact Linda Henderson at the Employment Law Alliance at: [leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com). I strongly encourage you to take advantage of the opportunity to attend this program.

Sincerely,

A handwritten signature in black ink that reads 'Luis F. Antonetti'.

Luis F. Antonetti  
Shareholder and Director of the  
Labor and Employment Law Department



**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

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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](http://www.employmentlawalliance.com).

## Questions?

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