IBA Annual Employment and Diversity Law Conference

7-9 September 2022
The Four Seasons Hotel, Madrid, Spain

Topics include:

- The post-Covid workplace (part one): Remote work and the impact on recruiting, training, compensation and evaluation, and organisational culture including the search for talent and employee retention
- Corporate social responsibility and employee activism
- Preventing and defending discrimination claims
- Equal treatment – how to balance regulation and affirmative action
- Workshop on negotiation skills, both in-person and virtual, while considering different cultures and jurisdictions
- The post-Covid workplace (part two): Work from anywhere (with tax and immigration), social isolation and mental health, work-life balance/blending, impact on the compensation of gig and part-time workers, greater use of technology and employee surveillance and privacy, right to disconnect
- Promoting equality and implementing modern working conditions through the collective bargaining process
- Compensation and benefits: generational differences (millennials vs baby boomers)
- New developments in legal technology on employment law
- Personal issues and social isolation impacting the workplace
Programme

Conference Co-Chairs
Patrick L Benaroche  Stikeman Elliott, Montreal, Quebec; Co-Chair, IBA Employment and Industrial Relations Law Committee
Juan Bonilla Blasco  Cuatrecasas, Madrid; Co-Chair, IBA Employment and Industrial Relations Law Committee
Ueli Sommer  Labour and Employment Law Solutions, Zürich; Co-Chair, IBA Diversity and Equality Law Committee
Iván Suárez  Suárez de Vivero, Barcelona; Co-Chair, IBA Diversity and Equality Law Committee

Wednesday  7 September

1800 – 2000 Welcome reception
Sol Ballroom, The Four Seasons Hotel, Madrid, Spain

Join fellow delegates and speakers before the conference to network at the welcome reception.
All registered delegates are welcome to attend.

Thursday  8 September

0745 – 1715 Registration
0845 – 0900 Welcome remarks from the Conference Co-Chairs

0900 – 0930 Keynote address
Marta Machicot will address the challenges global companies have had when dealing with the situation arising out of Covid-19 and with all the uncertainties of the changed world. Marta will also address the opportunities for managing workforces in this new era.

Keynote speaker
Marta Machicot  Chief People Officer, Telefónica S A, Madrid

0930 – 1100 The post-Covid workplace (part one): Remote work and the impact on recruiting, training, compensation and evaluation, and organisational culture including the search for talent and employee retention
Covid-19 has not only changed our lives, it has also changed the way in which we all work. In this first part of the Post-Covid Workplace session, we will cover the impact Covid-19 has had on recruiting, training, compensation and evaluation, and organisational culture. The search for talent and employee retention, particularly in light of the ‘Great Resignation’, will also be discussed.

Session Chairs
Phil Berkowitz  Littler Mendelson PC, New York; Council Member, IBA Global Employment Institute (GEI)
Vikram Shroff  Nishith Desai Associates, Mumbai, Maharashtra; Senior Vice Chair, IBA Employment and Industrial Relations Law Committee

Speakers
Sub panel 1
Mario Barros García  Uría Menéndez, Madrid
Anna Jerndorf  Advokatfirman Törngren Magnell KB, Stockholm
Katie Marble  Managing Director, Global Employment Law and Head of People for modCounsel, Lafayette, California
Juan Pérez García  General Counsel, Samsung, Tijuana
Todd Solomon  McDermott Will & Emery, Chicago, Illinois

Sub panel 2
Silvia Bauza  Allen & Overy, Madrid
Mike Delikat  Orrick, New York
Sean Nesbitt  Taylor Wessing, London
Silvie Poeth  Senior Legal Counsel, Vista, Barcelona

1100 – 1130 Coffee/ tea break

Headline social event sponsors

Associate conference sponsor

CMS  IUNO  MGGL  NAVEX™
Corporate social responsibility and employee activism

The workplace is often a confluence of economics, politics and social issues. While the workplace can be a battleground of rights, it can also play a very significant role in effecting positive change in society.

Employees are increasingly looking to organisational leadership to take a stand on issues such as race, gender, immigration, climate change, cross-border supply chain, and most recently the war in Ukraine.

This session considers the role employers and employment lawyers can play as agents of change, and the relative risks and rewards of doing so.

Session Chairs
Frances Anderson  Assistant Victorian Government Solicitor, Victorian Government Solicitor’s Office, Melbourne, Victoria; Website Officer, IBA Diversity and Equality Law Committee
Szymon Kubiak  Wardynski & Partners, Warsaw; Website Officer, IBA Employment and Industrial Relations Law Committee

Speakers
Atul Gupta  Trilegal, Bangalore, Karnataka
Carolyn Knox  Ogletree Deakins Nash Smoak & Stewart, San Francisco, California
Elise Margow  Legally Speaking, Melbourne, Victoria
Carolina Rodrigues  Latam Senior Labour and Employment Counsel, GE Renewable Energy, São Paulo
Marzena Sękul  Head of People & Development Poland, Ørsted, Warsaw
Nils van Dijkman  HEUSSEN, Amsterdam

Preventing and defending discrimination claims

This session will present the differing ways that employers address and defend discrimination claims across jurisdictions. While discrimination may be illegal in most jurisdictions, differing regimes present different challenges in dealing with such claims. We will discuss how strategies should be determined based on various factors such as the burden of proof required, the type of tribunal or judicial process applicable, the nature of the claims and the remedies available.

Session Chairs
Yvonne Frederiksen  Norrbom Vinding, Copenhagen; Co-Chair, IBA Disability Rights Working Group
Ronnie Neville  Mason Hayes & Curran, Dublin; Diversity and Inclusion Officer, IBA Diversity and Equality Law Committee

Speakers
Laurianne Hőo  Senior Employment Law Partner, Ankorstore, Paris
Blanca Mateu  Head of Employee and Labour Relations Spain and Portugal, Johnson & Johnson, Madrid
John Sander  Jackson Lewis, New York
Ajay Singh Solanki  Nishith Desai Associates, Mumbai, Maharashtra, Co-Chair, IBA Disability Rights Working Group

Equal treatment – how to balance regulation and affirmative action

This session will consider whether complex and technical rules governing equal treatment are more effective to achieving their aim than general principles of non-discrimination and equal treatment. Employers are subject to increasingly burdensome and changing legislation on equal treatment so the effort involved in trying to keep up with this ever-changing landscape may potentially discourage efforts by employers to introduce positive and proactive changes that go beyond these (minimal) requirements.

Session Chairs
Björn Gaul  CMS Hasche Sigle, Cologne; Committee Liaison Officer, IBA Employment and Industrial Relations Law Committee
Mikael Pelan  Lusis Avocats, Paris; Treasurer, IBA Diversity and Equality Law Committee

Speakers
Héctor González Graf  Marvan Gonzalez Graf y Gonzalez Larrazolo, Mexico City
Veena Gopalakrishnan  AZB & Partners, Bangalore, Karnataka
Diana Rodriguez Redondo  Marimón Abogados, Madrid
Sonya Zilka  Chief People Officer, CZ Biohub, San Francisco, California
Breakout Session 4

Workshop on negotiation skills, both in-person and virtual, while considering different cultures and jurisdictions

Session Chairs
Aoife Bradley LK Shields Solicitors, Dublin; Conference Officer, IBA Employment and Industrial Relations Law Committee
Olivier Kress Flechey Grange Avocats, Paris; Secretary, IBA Employment and Industrial Relations Law Committee

Speakers
Valerie Blandeau Pinsent Masons, Paris
Rafael Giménez-Arnau Garrigues, Madrid
Luigia Ingianni Commissioner of the Employment Standards Office, Qatar Financial Centre, Doha
Francisco Peniche Beguerisse Creel Garcia-Cuéllar Aiza y Enriquez, Mexico City
Annalisa Reale Chiomenti, Milan; Communications Officer, IBA Women Lawyers’ Committee

1515 – 1545 Coffee/ tea break

1545 – 1715

The post-Covid workplace (part two): Work from anywhere (with tax and immigration), social isolation and mental health, work-life balance/ blending, impact on the compensation of gig and part-time workers, greater use of technology and employee surveillance and privacy, right to disconnect

The second part of the post-Covid workplace discussion will analyse the impact of ‘work from anywhere’ (WFA) from a mobility standpoint. It will also discuss the social isolation and mental health aspects, and the impact on work life balance the pandemic has created. The right to disconnect and the requirements for working time tracking rules will also be discussed.

Session Chairs
Caroline Andre Hesse AYACHE Law, Paris; Vice Chair, IBA Employment and Industrial Relations Law Committee
Luis Mendes Pinheiro Neto Advogados, São Paulo; Treasurer, IBA Employment and Industrial Relations Law Committee

Speakers
Erika Collins Faegre Drinker Biddle & Reath, New York
Jorge de Presno Basham Ringe y Correa, Mexico City
Raquel Florez Freshfields, Madrid
Orly Gerbi Herzog, Tel Aviv; Newsletter Editor, IBA Employment and Industrial Relations Law Committee
John Hamlin Chief Counsel Employment Benefits and Governance, Marsh McLennan, New York
Elena Ryolo Legance, Milan

1900 – 2230 Conference reception and dinner
Palacio Neptuno
Calle de Cervantes, 42, 28014 Madrid, Spain

Join your fellow delegates and speakers for an evening of networking and dinner under one of the most beautiful stained glass windows in Madrid created by Manuel Ortega. Please tick your attendance when completing your registration.

Ticket price: €160

Transport will not be provided.

Friday 9 September

0815 – 1530 Registration

0850 – 0930 Keynote address

Greg Vines will discuss global labour issues and labour market reform in the Covid-19 context and why employment is central to recovery from the pandemic.

Keynote speaker
Greg Vines Deputy Director-General for Management and Reform, International Labour Organisation (ILO), Geneva

Conference welcome reception sponsor
Conference luncheon sponsor
0930 – 1100
Promoting equality and implementing modern working conditions through the collective bargaining process
The world has seen a trend towards increased unionisation in the last decade, expanding beyond typical industries such as manufacturing. Unions are trying to regulate the future of work, even though employees form only one half of the employment relationship. The range of collective platforms and regimes available varies significantly between Europe and North America, notably Canada and the United States, where cultural foundations and perspectives on the matter differ widely. To what degree do collective agreements concentrate on discrimination or equality? Where are the challenges in avoiding discrimination while implementing certain working conditions and/or a framework for equality, especially regarding gender, age, or union?

Comparisons between continents could provide an interesting starting point from which to establish a better understanding of the whole concept of collective relations.

Session Chairs
Ed Mills  Travers Smith, London; Newsletter Editor, IBA Employment and Industrial Relations Law Committee
Valeria Morosini  Toffoletto de Luca Tamajo e Soci, Milan

Speakers
Miguel Ángel Bujá  Labour Relations Spain, Ericsson, Madrid
Burkard Göpfert  KLEMT.HR Lawyers, Munich
Danny J Kauffer  Borden Ladner Gervais, Montréal, Québec
Frank Kohls  Senior Counsel, IBM Germany, Stuttgart
Claire Toumieux  Allen & Overy, Paris

1100 – 1130  Coffee/ tea break

1130 – 1245  Breakout Session 5
Compensation and benefits: generational differences (millennials vs baby boomers)
A conversation on compensation on generational differences, including law firm developments. What are the expectations of millennials? How can we best recruit and retain younger and older workers? Should benefits and schemes be tailor-made for workers with different needs and, if so, should this also cover non-salary-related benefits (including working hours and work-life balance). Will the efforts be sufficient for Generation Z workers?

Session Chairs
Luis Enrique Fernández Pallarés  Pérez-Llorca, Madrid; Secretary, IBA Diversity and Equality Law Committee
Rebecca Ford  Clyde & Co, Dubai; Diversity and Inclusion Officer, IBA Employment and Industrial Relations Law Committee

Speakers
Pilar Bover  Employee Relations Manager, VMware, Madrid
Carolina Porras  Philippo Prietocarrizosa Ferrero Du & Uria, Bogota
Anders Etgen Reitz  Juno, Copenhagen; Chair of Advisory Board, IBA Global Employment Institute (GEI)
Stephan Swinkels  Littler Mendelson PC, New York
Liz Williamson  Senior Legal Counsel - Middle East, Turkey & Africa, Accenture, Dubai
Thomas Winzer  Gleiss Lutz, Frankfurt

1130 – 1245  Breakout Session 6
New developments in legal technology on employment law
The use of artificial intelligence applications in consultancy organisations and law firms across the globe is rapidly advancing as lawyers seek to adopt more efficient and cost saving work practices, namely by using digital technology for tasks such as e-discovery, contract review, e-filing and case management. This session will explore what the job of an employment lawyer might entail in five years’ time globally, and the rapid developments in this space.

Session Chairs
Paal Kvernaas  Haavind, Oslo; Newsletter Editor, IBA Diversity and Equality Law Committee
Veronica Raffo  Ferrere, Montevideo; Corporate Counsel Forum Liaison Officer, IBA Employment and Industrial Relations Law Committee

Speakers
Akber Datoo  CEO & Founder, D2 Legal Technology, London
Román Gil Alburquerque  Sagardoy Abogados, Madrid
Enrique M Stile  Marval O’Farrell Mairal, Buenos Aires
Victoria Vergara  Legal Counsel Iberia, Abbott Laboratories SA, Madrid
Lara Vivas Sanz  Cuatrecasas, Barcelona

1245 – 1400  Lunch
1400 – 1530
**Personal issues and social isolation impacting the workplace**

The increasing use of technology and reduction of genuine personal time has significantly tipped the work-life balance, with work stress leading to illness and suicides presenting significant legal and HR issues for global companies. How should employers respond to these issues? To what degree should, or can, an employer investigate or involve themselves with their employees’ personal issues? What are best practices for addressing and preventing these problems?

**Session Chairs**

Karine Audouze  
UGGC Avocats, Paris; Senior Vice Chair, IBA Diversity and Equality Law Committee

Lloyd Chinn  
Proskauer Rose, New York; Membership Officer, IBA Employment and Industrial Relations Law Committee

**Speakers**

Mercedes Canos  
Managing Director Iberia, Jaeger-LeCoultre, Madrid

Maria Eugenia de la Cera Guerrero  
Deputy Director of the Cabinet of the Minister of the Presidency, Real Casa de la Moneda, Madrid

Feliciano González Muñoz  
Head of Group Human Resources, Holcim, Zug

Anne O’Connell  
Anne O’Connell Solicitors, Dublin

1900 – 2100 **Closing reception**

Casino de Madrid  
C de Alcalá 15, 28014, Madrid

The closing reception is open to all registered delegates to attend. Please indicate your attendance on the booking form.
Information

Date
7-9 September 2022

Venue
Four Seasons
Calle de Sevilla 3
28014 Madrid
Spain

Conference registration criteria
By registering for the conference you agree to the following, the delegate code of conduct and all venue precaution notifications:

- You will not attend the conference if you are displaying any Covid symptoms
- You agree not to attend any further conference sessions or related events
- You travel at your own risk, and you agree that the IBA cannot be held responsible if you contract Covid during the conference or after returning from the conference
- You agree that, if asked by the relevant local or national authorities, the IBA has permission to pass on your personal information and contact details to those authorities should contact tracing be required.

Language
All working sessions and Conference materials will be in English.

How to register
Register online by 31 August 2022 at www.ibanet.org/conference-details/CONF2162 and make payment by credit card to avail of the ten per cent online registration discount or complete the attached registration form and return it to the Conference Department at the IBA together with your proof of bank transfer payment. You should receive an email confirmation of your registration within five days; if you do not, please contact confs@int-bar.org.

Fees
Online registrations received:

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<td>Academics/judges (full-time)</td>
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<td>Corporate counsel **</td>
<td>€885</td>
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After 31 August 2022 registrations must be received in hard copy at the IBA office.

Hard copy registration forms and fees received:

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<tr>
<td>Young lawyers (under 30 years)</td>
<td>€820</td>
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<tr>
<td>Academics/judges (full-time)</td>
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<tr>
<td>Corporate counsel **</td>
<td>€980</td>
<td>€1380</td>
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* By paying the non-member fee, we welcome you as a delegate member of the IBA for the year in which this Conference is held, which entitles you to the following benefits:
1) Password access to certain parts of the IBA website.
2) Receipt of IBA E-news and access to online versions of IBA Global Insight.
3) Pay the member rate for any subsequent Conference registrations for this calendar year.

** A reduced rate is offered to IBA Corporate Group Members. Please register online to obtain a 25 per cent discount on the IBA Member fee.

If you would like to become a full or general member of the IBA, which includes membership of one committee or more – and inclusion in and access to our membership directory – we encourage you to do so now in order to register for this Conference at the member rate. You can find full details of how to join at www.ibanet.org.

A reduced rate is offered to lawyers who are over the age of 65, have been an IBA member for more than 20 years and are no longer practising law.

Full payment must be received in order to obtain your Conference documentation

Fees include:
- Attendance at all working sessions
- Access to the Conference materials from the IBA website (www.ibanet.org), including any available speakers’ papers submitted to the IBA before 2 September
- Access to live delegate search
- Lunch on Thursday and Friday
- Tea and coffee during breaks
- Invitation to welcome reception on Wednesday and closing reception on Friday

Please note that registrations are not transferable.

List of participants
In order for your name to appear in the list of participants, your registration form must be received by 31 August 2022 at the latest.

Live delegate search
Delegates are able to use the live delegate search via the IBA website, in order to use this function delegates will need to be logged into their Myiba. This will allow search access to up-to-date attendance lists.

Registration confirmation
Upon receipt of your payment for the Conference a confirmation email will be sent to you which contains information regarding your attendance at the Conference. You will also be able to view and download your payment information and manage your registration via your My IBA profile on the IBA website.
Book with confidence

- If the IBA needs to reschedule the event, your registration will be automatically transferred to the new date and no additional fees will be charged. If this date is not convenient for a delegate, a refund of the cost of the conference place will be available on request to the IBA.
- If the IBA is unable to reschedule the conference within 12 months of the original scheduled date, a full refund of the cost of the conference place will automatically be made to all delegates.
- Please note that the IBA will not provide refunds for any other costs incurred including any travel costs. Please note, these terms are subject to any more restrictive or different local requirements, and may be altered and amended from time to time to reflect any changes to restrictions or government requirements.

Photography and filming

Certain sessions and/or social functions may be photographed and/or filmed and some of this content may be used for future IBA marketing materials, member communications, products or services. Should you have any concerns with regard to this, or do not wish to be featured in any of these materials please contact the IBA Marketing Department at ibamarketing@int-bar.org.

Promotional literature

Please note that no individual or organisation may display or distribute publicity material or other printed matter during the Conference, unless by prior arrangement with the IBA. Organisations and companies wishing to discuss promotional opportunities should contact the IBA Sponsorship Department at sponsorship@int-bar.org.

Payment of registration fees by bank transfer or BACS payment

Registration forms received without proof of payment will NOT be processed until proof of payment has been received.

- Euro: by bank transfer to the IBA account at the National Westminster Bank, St James’s & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom. SWIFT address NW8KGB2L, IBAN GB58NW8K6072106570631
- Please ensure that a copy of the bank transfer details is attached to your registration form.

Online credit card payments: by Visa, MasterCard or American Express. No other cards are accepted.

PLEASE ENSURE THAT YOUR NAME AND ‘[CON2162MADRID]’ APPEAR ON ANY TRANSFER OR DRAFT.

No deductions or withholdings

All fees payable to you by you in accordance with the terms contained in this ‘Information’ section shall be paid free and clear of all deductions or withholdings whatsoever.

If any deductions or withholdings are required by law to be made from any fees payable to us by you under the terms contained in this ‘Information’ section you shall pay such sum as will, after the deduction or withholding has been made, leave us with the same amount as we would have been entitled to receive in the absence of any such requirement to make a deduction or withholding.

If we obtain the benefit of any tax credit or other relief by reference to any such deductions or withholdings, then we shall repay to you such amount as, after such repayment has been made, will leave us in no worse position than we would have been had no such deductions or withholdings been required.

Conference sell-outs

The IBA places its conferences in venues of a suitable size for each event; however, there are times when our conferences may sell out. Should this happen, prospective delegates will be informed and a waiting list will operate. The waiting list will function on a ‘first come, first served’ basis, subject to receiving registered delegate cancellations. The waiting list for a conference will close once it has reached ten per cent of the conference venue capacity, as it is very unlikely a place will become available. The IBA will not be liable for any travel or accommodation expenses incurred by an individual who travels to a conference without a confirmed place at the event.

Cancellation of registration or social functions

If cancellation is received in writing at the IBA office by 26 August 2022 fees will be refunded less a 25 per cent administration charge. Refunds will be made minus any monies owed to the IBA. We regret that no refunds can be made after this date. Registrations or social function bookings received after 26 August 2022 will not be eligible for any refund of fees. Please note that the IBA will however offer a full refund if you are required to cancel your registration due to Covid related reasons; we will require written confirmation of your cancellation by the end of business on the first day of the conference.

Should you have difficulties in obtaining your visa and are not able to attend the Conference this cancellation policy will still apply.

Upon submission of your completed Conference registration form to the IBA you are considered ‘registered’ pending payment. Please note that the cancellation terms and conditions as indicated will apply as soon as your registration is received.

Provided you have cancelled your registration to attend an IBA Conference in accordance with the terms of the ‘cancellation of registration’ clause included in the ‘Information’ section of the relevant Conference programme, you must then confirm to us in writing at the IBA office as soon as possible, but in no event later than one year (12 calendar months) from the date of any such Conference, all necessary details to enable any reimbursement owed to you to be paid. We regret that no refunds will be made after the date that is one year (12 calendar months) after the date of the relevant Conference.
Travel arrangements and visas
Participants are responsible for making their own travel arrangements. It is recommended that you check your visa requirements with your local embassy or consulate. We are unable to dispatch visa invitation letters to support your visa application prior to receipt of your registration form and full payment of registration fees.

Please apply for your visa in good time.

Hotel accommodation
A limited number of rooms have been reserved at the Four Seasons for the nights of 7-12 September 2022:

Four Seasons
Calle de Sevilla 3
28014 Madrid
Tel: +34 910 88 33 33

The following rates are per room, per night and exclusive of buffet breakfast and 10% VAT.

Single occupancy: €580

Please click the accommodation link on the conference website www.ibanet.org/conference-details/CONF2162 for the promotion code and booking link to make your reservation. The hotel requires a credit card number to secure your reservation.

Cancellation and no-show policy
Please note that in the event of any cancellations or no-shows, rooms will be charged to the individual guest's credit card given at the time of booking.

As a limited number of rooms have been blocked at the hotel, availability cannot be guaranteed once the room block is full.

Delegates are responsible for making accommodation reservations directly with the hotel and entering into an agreement with the hotel regarding credit card guarantees, cancellation terms and conditions, and room rates (should these differ from the special IBA rate). The IBA cannot accept responsibility for hotel accommodation disputes between a delegate and the hotel.

Unauthorised accommodation agents
It has been brought to our attention that there are multiple companies contacting past attendees, claiming to represent the IBA, offering 'assistance' with registration and hotel bookings. They are operating by cold-calling and spamming companies whose names have appeared on previous List of Participants, Programmes and Sponsorship recognition. The only Accommodation Agent the IBA works with is Judy Lane ICS. Judy Lane ICS do not contact delegates on behalf of the IBA without delegates making initial contact. Please ignore any communication that does not come directly from the IBA or Judy Lane ICS.

Disabled access
The Four Seasons is wheelchair accessible. Please notify us if you require special assistance.

Social programme
Wednesday 7 September
1800 - 2000
Welcome reception
Sol Ballroom, Four Seasons, Madrid

The welcome reception is open to all registered delegates to attend. Please indicate your attendance on the booking form.

Thursday 8 September
1900 - 2230
Conference dinner
Palacio Neptuno
Calle de Cervantes, 42, 28014 Madrid, Spain

Join your fellow delegates and speakers for an evening of networking and dinner under one of the most beautiful stained glass windows in Madrid created by Manuel Ortega. Please tick your attendance when completing your registration.

Ticket price: €160

Transport will not be provided.
Registration form

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7-9 September 2022
The Four Seasons Hotel, Madrid, Spain

Please read the ‘Information’ section before completing this form and return it together with your bank transfer/cheque to the Conference Department at the address below.

REGISTER ONLINE AT WWW.IBANET.ORG/CONFERENCE-DETAILS/CONF2162 TO MAKE IMMEDIATE
AND SECURE PAYMENT BY CREDIT CARD AND OBTAIN A TEN PER CENT DISCOUNT ON THE FEES BELOW

PERSONAL DETAILS (Please attach your business card or write in block capitals)

Title________________ Given name ____________________________________________ Family name _____________________________________________

Name and country to be shown on badge (if different from above) __________________________________________________________________________

IBA Membership number (if applicable) ____________________________________________________________ Date of birth ____________

Firm/company/organisation _______________________________________________________________________________________________________________

Address ____________________________________________________________________________________________________________________________

_______________________________________________________________________________ Country ____________________________________________

Tel ______________________________________________ Email _____________________________________________________________________________

SPECIAL DIETARY REQUIREMENTS

If you have special dietary requirements, due to allergen intolerances, medical, religious reasons or a life choice, please specify the requirement below.

☐ Please tick box if you have allergen intolerances and specify __________________________________________________________________________

Please state all other dietary requirements clearly, i.e. I am a vegetarian; I do not eat red meat.

Disclosure of dietary information denotes you have agreed to the IBA sharing this information with relevant third parties who are providing catering on our behalf.

TO OBTAIN A TEN PER CENT DISCOUNT ON THE FEES BELOW,
PLEASE REGISTER BY 31 AUGUST 2022 ONLINE AT WWW.IBANET.ORG/CONFERENCE-DETAILS/CONF2162
IBA MEMBERS CAN REGISTER ONLINE BY 29 JULY FOR € 980. PLEASE SEE ‘INFORMATION’ FOR FURTHER
ONLINE REGISTRATION DETAILS.

HARD COPY REGISTRATION FORMS AND FEES RECEIVED: on or before 29 July after 29 July amount payable

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<tr>
<td>Corporate counsel**</td>
<td>€980</td>
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Social functions

Welcome reception 1800 – 2000 7 September ☐ FREE €

Conference dinner 1900 - 2230 8 September ☐ €160 €160 €

Closing reception 1900 - 2100 9 September ☐ FREE €

TOTAL AMOUNT PAYABLE €
JOIN THE IBA TODAY AND REGISTER FOR THIS CONFERENCE AT THE IBA MEMBER RATE. PLEASE FIND THE MEMBERSHIP APPLICATION FORM AT WWW.IBANET.ORG.

* A REDUCED RATE IS OFFERED TO IBA CORPORATE GROUP MEMBERS. PLEASE REGISTER ONLINE TO OBTAIN A 25 PER CENT DISCOUNT ON THE IBA MEMBER FEE.

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**Contact information**

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