

NEGOCIOS NOW
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CHICAGO
HISPANIC POWER
LAW



STEVE AVALOS
Executive Director, Employee & Labor Relations
CVS Health

Steve Avalos is executive director of labor and employee relations at CVS Health, leading labor relations for a workforce of 300,000 diverse employees. He is responsible for setting and directing labor relations strategies in the United States.

Avalos brings more than 15 years of experience to CVS Health, most recently serving as senior director of labor and employee relations at MolsonCoors Beverage Co. There he was the company's lead labor professional and helped navigate the company's response to the coronavirus pandemic.



LISA DUARTE
Partner
Croke Fairchild Duarte & Beres LLC.

Lisa Duarte has spent her career at the intersection of law and government. At Croke Fairchild, she practices government affairs and regulatory law.

Before joining Croke Fairchild Duarte & Beres as a partner, she served as the first assistant deputy governor for budget and economy in Gov. J.B. Pritzker's administration, where she led some of the top legislative initiatives, including passage of the first gaming bill in over a decade and two balanced budgets. As Deputy Governor for Budget & Economy at the JB Pritzker Administration in Illinois, Lisa oversaw 17 budget, economy, economic development, and regulatory agencies and more than 170 boards and commissions.



NICOLAS GUZMAN
Partner and National Hiring Co-Chair
Faegre Drinker Biddle & Reath

Nicolas Guzman counsels clients in all aspects of international trade law. He has extensive experience in import, trade compliance, and international customs issues, including maquiladora manufacturing in Mexico. He assists with import tariff classification, valuation, and eligibility determinations under free trade agreements. Nick regularly assists clients with international customs compliance issues. Guzman represents clients undergoing U.S. Customs and Border Protection assessments and penalty investigations.



NORMA MANJARREZ
Shareholder
Ogletree Deakins

Norma Manjarrez is a shareholder in the Chicago office of Ogletree Deakins. She assists employers of all sizes and across various industries with several aspects of the labor and employment relationship.

She is experienced in handling a variety of matters before the National Labor Relations Board, representing management in labor negotiations, advising employers through union organizing campaigns and elections, and defending employers in arbitration. Manjarrez is also experienced in handling the labor and employment due diligence aspects of mergers and acquisitions.



ALEJANDRA I. VILCHIS
Owner & Principal Attorney
Alejandra I. Vilchis, Attorney at Law

Alejandra I. Vilchis has owned and operated her own family law and mediation firm in Chicago since 2014. She has extensive experience in family law topics such as divorce, parentage, adoptions, and guardianships.

A large percentage of her clients are primarily Spanish-speaking, and she is proud to provide services in their native language. She obtained her law degree from the University of Illinois Chicago Law School and attributes her passion for helping people to her kind-hearted parents, two Mexican immigrants.



PAUL A. DEL AGUILA
Partner
Benesch

Paul Del Aguila is an accomplished litigator and has extensive experience handling product liability and complex commercial matters. Over the past 20 years, he has protected the interests of local, regional, national, and international clients in high-stakes disputes.

He routinely provides pre-dispute counseling advice to clients in the pharmaceutical, medical device, automotive, food and beverage, construction, and real estate industries. In addition to his litigation practice, Del Aguila also counsels clients on risk management, product safety, and regulatory compliance.



STEVE FLORES
Partner
Cooley

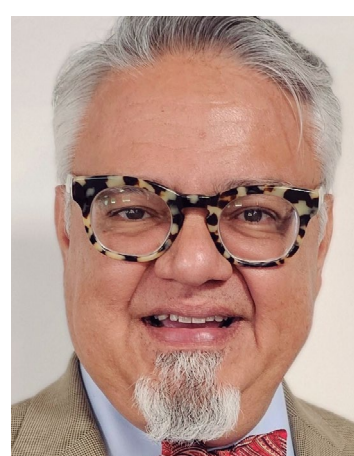
Steve Flores focuses his practice on a broad array of complex executive compensation and employee benefits matters. He regularly advises private and public companies, private equity sponsors and their portfolio companies on employee benefit and executive compensation in connection with mergers and acquisitions, carve outs, private equity and minority investments, restructurings, and lending transactions.

He also assists clients of all sizes with the design, implementation, and termination of a wide array of employee benefit plans and compensatory arrangements.



JANETH LANINI
Senior Counsel
Reynolds Consumer Products

In her role, Janeth Lanini supports procurement, IT, supply chain/logistics, real estate and international business, regarding all aspects of commercial transactions, including the negotiation of complex agreements, as well as related compliance and risk management. She serves as a trusted advisor and counsel to business units about compliance with applicable law, regulations, and policies to drive brands and support strategic business initiatives.



JORGE MONTES
Principal
Montes & Associates P.C.

Jorge Montes is currently the principal at Montes & Associates P.C. where his practice is focused on business law and clemency.

Montes is a former chairman of the Illinois Prisoner Review Board and has served as a supervising litigation attorney for the Cook County State's Attorney's office and as a spokesperson for the office of the Illinois Attorney General. He is now a weekly legal analyst for Univision and Telemundo both nationally and locally.

FROM PREVIOUS EDITIONS

JESSE G. REYES
Justice of the Illinois Appellate Court, First District, Third Division

HOMERO TRISTAN
Founder of Tristan & Cervantes

JAMES F. BOTANA
Principal in Chicago, Illinois, office of Jackson Lewis P.C.