



Spirit of the Wild West

2019 Central Western Regional Conference

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PRESENTER BIOGRAPHIES

LORI AJAX in February 2016, Governor Brown appointed Chief Ajax as the first Chief of the Bureau of Cannabis Control which is responsible for implementing the state regulatory system for medical and adult use cannabis.

Prior to her appointment, Chief Ajax served as Chief Deputy Director at the California Department of Alcoholic Beverage Control where she spent 22 years working her way up the ranks, starting at the investigator level. Ajax spent ten years in private industry prior to her state government career. She holds a Bachelor of Science Degree in Criminal Justice from California State University, Sacramento.

JESSICA ALLEN joined the Indiana Alcohol and Tobacco Commission (ATC) in 2014. In her current role as Executive Secretary, she advises applicants on Indiana's laws, assists staff with alcohol related questions and procedures, and sits as the agency's administrative hearing judge on appeals of denied permits and violation hearings. Jessica previously served as Commission Counsel and Legislative Liaison for the ATC.

Prior to joining the Commission, Jessica worked for the City of Indianapolis as Deputy City Prosecutor where she was involved in local licensing enforcement matters. Jessica earned her Bachelor's Degree from Butler University and her J.D. from Indiana University Robert H. McKinney School of Law, both in Indianapolis, Indiana.

DEBBI BEAVERS joined the Kansas ABC in January 2004. In 2010, she was promoted to licensing manager and promoted to operations manager in 2015. She was appointed interim ABC Director in 2016 and was confirmed by the Senate in January 2017. Debbi is the first female director since the inception of ABC in 1949 and serves at the pleasure of the Secretary of Revenue.

Debbi's priorities for the ABC Division are to regulate the industry consistently, provide excellent customer service and increase compliance with liquor laws through education and training.

Prior to joining the Kansas ABC, Debbi lived in Missouri and worked in the private sector as a Medicare compliance analyst and also a social services director. Debbi studied at Missouri Western State College and has an associate's degree in travel.

CARRIE BONNINGTON leads Pillsbury's Wine, Beer & Spirits Law practice and is recognized in Chambers USA for her mastery of alcohol beverage laws and regulations. Highly regarded for her extensive alcohol beverage industry knowledge, Ms. Bonnington represents wineries, breweries, distilleries, importers, distributors and retailers (on- and off-sale) in regulatory, transactional, and litigation matters. She advises on advertising, promotional, marketing, and other trade practice and tied house issues. Ms. Bonnington represents licensees in state alcohol beverage regulatory administrative proceedings and trials, and structures multifaceted deals relating to sponsorships, winemaking, distribution, acquisitions, and other similar matters. She also represents non-licensed entities in connection with alcohol beverage laws throughout the United States.



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MATTHEW BOTTING was appointed to the position of ABC General Counsel in August, 2008. Mr. Botting has 25 years of state government legal experience. He was ABC's Chief Legal Counsel from 2000-2004 before he left for a short time to work in private practice. Mr. Botting returned to ABC in 2005, where he served as a Staff Counsel III until his appointment to General Counsel. Prior to joining ABC in 2000, Mr. Botting was a Deputy Attorney General with the California Department of Justice. Mr. Botting also represents the California ABC at the National Conference of State Liquor Administrators ("NCSLA") and served as President of that organization during 2016-17. He obtained his Bachelor of Laws and Bachelor of Commerce (Economics) degrees from Otago University in New Zealand before relocating to the United States.

ADAM CHAFETZ was involved in the development and initial implementation of the TIPS (Training for Intervention Procedures) program over 30 years ago. He spent over fifteen years traveling the United States training members of the hospitality industry and since then, has worked to continually adapt the TIPS curriculum to the changing needs of its audiences.

Based on his initial work developing the core TIPS for On Premise program, Mr. Chafetz has overseen the development of nine additional programs, each targeted to specific venues where alcohol is sold or consumed. In addition, Mr. Chafetz led the development of eTIPS, a popular online alcohol server and seller certification program, and Certification Manager, a web-based tool that allows various entities to track, monitor, and manage their certification training efforts. As HCI's premier programs, the TIPS and eTIPS programs have certified over 3.2 million people worldwide and have become widely recognized in the industry as the foremost responsible alcohol training program. Under Mr. Chafetz' leadership, HCI has also expanded its repertoire of programs by creating the ASSET and CAST programs, as well as client-specific programs.

Mr. Chafetz is actively involved in the day-to-day management of HCI and is frequently consulted about server training issues by state liquor boards considering mandatory legislation, alcohol manufacturers such as Heineken, Anheuser-Busch, MillerCoors Brewing Company, and numerous large organizations, including Marriott, Sigma Phi Epsilon Fraternity, Loyal Order of Moose, Disney and 7-Eleven. He frequently speaks at conferences, hearings, workshops and other public venues. Recently, he has focused on working with the enforcement and prevention community on how to improve their reach with retailers. He has also been providing his expertise on responsible alcohol management to several international committees as well as foreign governments.

Professionally, he is a member of the National Restaurant Association and the American Society for Training and Development. HCI is also an associate member of the National Conference of State Liquor Administrators, the National Liquor Law Enforcement Association and the National Association of Alcohol Beverage Control Administrators.

JANELLE CHRISTIAN is the Industry Outreach Program Manager for the Alcohol and Tobacco Tax and Trade Bureau (TTB). In this role, she focuses on communication and outreach for TTB-regulated industry members. Janelle came to TTB in 2011 as a Presidential Management Fellow in the Market Compliance Office.



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Prior to her current appointment, she served as a Policy Advisor to Headquarters Operations, where she advised the Assistant Administrator on a broad array of policy issues ranging from emerging products to improving the labeling program. Janelle graduated with a bachelor's degree in economics from Oregon State University, a master's degree in public administration from Columbia University, and a law degree from the University of Oregon.

MARGARET DOHERTY was appointed in September of 2009 to House District 35, which encompasses Tigard, Metzger, part of southwest Portland and part of Beaverton.

Representative Doherty's father was in the US Coast Guard so she lived in California, Guam, Hawaii and Seattle before settling in Southwest Portland, where she graduated from Wilson High School. She continued her education by working her way through Portland State University graduating with a degree in Speech Communications and Theater. She taught at Milwaukie High School for ten years. Along the way she picked up a Master's Degree at Lewis and Clark College. For twenty two years she was a consultant with the Oregon Education Association and represented education workers around the State. After retirement, Representative Doherty opened a home based floral design business in Tigard.

Representative Doherty has been active in her community by serving on the Tigard Planning Commission and volunteering at the Tigard Public Library for over ten years. She has always been a champion for public education and knows the importance of a good education for the children of Oregon.

SUSAN DWORAK is a regulatory analyst and legal compliance expert based in Silicon Valley. She has taught legal compliance to officers, directors, managers, attorneys, and staff for more than 50 of the nation's largest law firms and clients across multiple industries from startups to large public companies. As the CEO of Real Identities, Susan leads a team of legal and tech experts dedicated to saving lives and livelihoods. The team built the ID.TRAINING app to teach government agencies and private companies how to avoid legal, financial, and social consequences associated with the use of fake IDs and also how to navigate and comply with the complex legal landscapes that require confirmation of identity. Susan's passions include traveling the globe, hosting non-profit events, and rescuing boxer dogs. Susan has a Bachelor of Arts in Political Science from UCLA and a Juris Doctor from Santa Clara University School of Law.

MICHAEL FELDMAN is Vice President/General Counsel for Levy, which has been recognized as one of the fastest growing and most critically acclaimed hospitality companies in the world. Levy provides the food and beverage service at over 200 iconic sports and entertainment venues (including the Moda Center) and convention centers. In the last year alone, Levy has been the primary food at beverage retailer at the Super Bowl, Grammy Awards, PGA Championship, US Open (both tennis and golf), Kentucky Derby, and NHL and NBA All-Star Games.



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Prior to joining Levy in 2018, Mike was in-house counsel for the Chicago Cubs for five years where his responsibilities included supporting the organization's entire commercial operations. While with the Cubs, Mike was principally responsible for drafting and negotiating sponsorship agreements, including "Legacy" sponsorship agreements with AB In-Bev and Beam Suntory. Mike began his career as a litigation associate at Proskauer's New York office following graduation from the University of Michigan Law School and Northwestern University.

EMILY GANT is a principal at Foster Garvey. As Co-Chair of the Food & Beverage Industry Group, she counsels wineries, breweries, distilleries, restaurants, hotels and other retailers on liquor licensing, trade practice compliance, distribution issues, contracts, dispute resolution and other liquor-related matters.

Emily is also the Chair of the Cannabis Industry Group, where she advises licensed producers, processors and retailers, along with those hoping to join the industry. Like alcohol, cannabis is a highly regulated industry. Emily helps clients structure their business entities, contracts and strategic partnerships to ensure compliance with Washington's complex regulatory scheme.

An Oregon native, Emily graduated with honors in History from Whitman College. She then taught second grade in the Mississippi Delta with the Teach for America program.

Emily received her law degree from the University of Washington School of Law. After law school, she served as a law clerk to the Honorable Elaine M. Houghton of the Washington State Court of Appeals, Division II.

RICK GARZA is the Agency Director of the Washington State Liquor and Cannabis Board (WSLCB). Rick has been with the WSLCB since 1997. During Rick's career with WSLCB he has also held the positions of Legislative and Tribal Liaison, Policy Director and Deputy Director.

Prior to joining the WSLCB, Rick served 13 years as a staff member for the Washington State Legislature, including five years with the Washington State Senate and eight years with the state House. His legislative assignments included Policy Analyst in the state Senate, House of Representatives Staff Director, and adviser to House and Senate leadership.

Rick is a past President of the National Conference of State Liquor Administrators (NCSLA) and presided during 2012-13. In 2016, he was inducted into the NCSLA Hall of Fame.

JEFF GIAMETTA is an attorney at Davis Wright Tremaine in Portland, Oregon. For over a decade, Jeff's focus has been on regulatory and licensing issues in the alcohol beverage industry, representing wineries, breweries, distilleries, restaurants, hotels, and other businesses in alcohol regulatory matters nationwide. He has significant experience counseling clients on state and federal alcohol regulatory and trade practice matters, with a particular emphasis on the marketing, advertising, and promotion of alcoholic beverages in both traditional and digital media.



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He also leads the firm's team that handles licensing and permitting activities for alcohol beverage clients. In addition, he is working to support the development of a responsible, professional, and successful cannabis industry in Oregon and Washington.

JOSH HAMMOND is a proud alumnus of The University of Alabama, Josh Hammond is our visionary and President of Operations. After graduating from the Business School with a marketing degree in 1993, he joined the family business and has since brought Buster's into the 21st century with his fresh perspective and attention to detail. Ready for the task, Josh took on the monumental duty of computerizing our massive inventory and spearheaded our transition into a modern web era with the advent of our new e-commerce website. In addition to his innovative ideas, his philanthropy is well known throughout the community. His commitment to quality control and customer service has been integral part of the store's success. Josh has traveled to Italy, France, Australia, and Chile; as well as throughout California and Washington State learning more about wine. When not rolling with The Tide, Josh's enjoy hanging with his wife and new baby girl, Sophia.

BAHANEH HOBEL is a Partner at Dickenson Peatman & Fogarty in Napa and heads the firm's Alcohol Beverage Law group. Bahaneh's practice focuses on all aspects of alcohol beverage law and regulation for wineries, breweries, distilled spirits plants, importers, wholesalers and retailers. Bahaneh has worked extensively with state and federal alcoholic beverage agencies throughout the U.S, including the California Department of Alcoholic Beverage Control and the Alcohol & Tobacco Tax and Trade Bureau.

Bahaneh's areas of expertise include trade practices (dealing with issues related to, among other things, advertising, sponsorships and special events), festivals, celebrity brands, state and federal labeling regulations and approvals, franchise laws, distribution agreements, winemaker agreements, third party marketing, contests and sweepstakes and direct shipping laws.

Bahaneh received her J.D. in 2001 from the Boalt Hall School of Law at the University of California, Berkeley and served as a law clerk to the Honorable Richard C. Tallman on the United States Court of Appeals for the Ninth Circuit before commencing her law practice. Bahaneh is also a member of the Craft Beverage Lawyers Guild.

Bahaneh lives in Napa with her husband Cameron, a wine importer, and her two children. Bahaneh is also co-owner of Hobel Wines, a small winery located in the Napa Valley.

BRAD IRWIN has been an Oregon resident for nearly 40 years, is a Bend High School Graduate and attended Oregon State University. He is a husband and father.

During several years as a bartender Brad's passion for spirits grew to an understanding of whiskey and the whiskey making process. He is a Certified Spirit Specialist. Brad and his wife Kathy sold a successful event company and opened Oregon Spirit Distillers in 2009.



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In addition to gin and vodka, Oregon Spirit Distillers produces three American Whiskeys. All of which have won multiple Double Gold Medals at the San Francisco Spirit Competition, including Best Craft Distilled Whiskey. Oregon Spirit Distillers will produce 400 barrels of whiskey in 2019, is available in 22 states and employs 19 people in Oregon.

Brad is the current president of the Oregon Distillers Guild.

COURTNEY JENSEN serves as TechNet's Executive Director for California and the Southwest. Based in Sacramento, Courtney oversees TechNet's state advocacy and political activities in Arizona, California, Colorado, Hawaii, Nevada, New Mexico, and Utah, and manages issue advocacy, government affairs, events, policy analysis, political fundraising, membership relations, coalition building, and media relations. Courtney previously served as Vice President of State Government Affairs with the California and Nevada Credit Union Leagues, where she represented credit unions before legislators, regulators, and executive branch officials in California and Nevada. Prior to that, Courtney served as Legislative Director to California State Majority Leader Ian Calderon and as Legislative Aide to California State Majority Leader Charles Calderon. She holds a Bachelor of Arts degree in Political Science from California Polytechnic State University at San Luis Obispo.

TechNet is the national, bipartisan network of technology CEOs and senior executives that promotes the growth of the innovation economy. TechNet's diverse membership includes dynamic American businesses ranging from startups to the most iconic companies on the planet and represents over three million employees and countless customers in the fields of information technology, e-commerce, the sharing and gig economies, advanced energy, cybersecurity, venture capital, and finance.

SUSAN JOHNSON is a partner in Stoel Rives LLP's Seattle office and focuses her practice on issues facing the food, beverage and hospitality industries. She counsels beer, wine and spirits producers; retail store, restaurant, and hotel chains; sports and entertainment facilities; and cruise ship lines on liquor licensing, sales, distribution, advertising, administrative violation defense and regulatory matters related to changes in corporate ownership and governance. With broad experience in strategic counseling, litigation, and alcoholic beverage regulation, Susan also works directly with industry associations, in-house counsel and other law firms on complex transactions, litigation consultation and legislative initiatives involving alcoholic beverage issues.

JUSTIN KING is a third-generation member of the King family. In addition to his responsibility for distributor relations, Justin leads a nine-person national sales team. He is also engaged with the winemaking side of the business; since 2016 he has been producing a Biodynamic Pinot Noir called "7 Rows" that is available only in the King Estate Restaurant and to wine club members. Before joining his family in the wine business in 2011, Justin, who is a professional guitarist known as a pioneer in the percussive tapping techniques of "fingerstyle" acoustic guitar, founded and operated Vinegar Hill Sound, a recording studio in Brooklyn, NY. In the late 2000s he worked as a photojournalist in places such as Iraq, South Africa and Haiti. An active community volunteer,



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King serves on the boards of Food for Lane County, the Oregon Wine Board and the Oregon Winegrowers Association.

STEVEN MARKS is a veteran of public service, with 33 years of service to the State of Oregon. Director Marks joined the Oregon Liquor Control Commission in October 2013 and has been working on implementation of recreational marijuana since the passage of Ballot Measure 91 in November 2014. Marks has also led the agency in the largest retail expansion since prohibition, improving customer convenience by increasing the number of retail locations that sell distilled spirits.

Prior to joining the Oregon Liquor Control Commission as Executive Director, he served as a policy advisor in the Office of the Senate President, a Senior Policy Advisor to the Governor, and as Chief of Staff to the Governor during his service to the state. From 2004 to 2010 Marks was president of his own public policy and public affairs consulting business, *The Marks Network*. In 2013, he returned to state government service as a policy advisor within the Chief Operations Officer's Office, Oregon Department of Administrative Services.

Marks earned his undergraduate degree and Master's Degree in Public Policy, Planning and Management from the University of Oregon.

PATRICK MARONEY is the President of Maroney Consulting Services LLC, which provides consulting related to liquor laws, liability (dram shop), rules, training, and compliance for liquor licensees and stakeholders. Patrick has over 33 years of experience in law enforcement and recently retired from the State of Colorado where he served as the Director for the Colorado Liquor Enforcement Division since 2013. Patrick also worked with the Colorado Lottery, Colorado Bureau of Investigations, Arapahoe County Coroner's Office and the Larimer County Sheriff's Office.

Patrick is a former board member of the National Conference of State Liquor Administrators (NCSLA) and served on several panels during NCSLA conferences as well as hosted the 2017 National Conference in Denver, CO. During his tenure as Director of the Colorado Liquor Enforcement Division, he has seen several changes in liquor law, policy, rules and industry practices. He worked closely with liquor stakeholders in 2016 and 2018 to implement two bills in the Colorado legislature that had the most changes to liquor law since prohibition.

Patrick sees the value of the three tier system but also understands the liquor industry has gone through some changes and more are likely to occur.

BRIAN MCMENAMIN co-founder of McMenamins Hotels, Pubs & Breweries with brother Mike, is one of the pioneers of Northwest microbrewing and historic hotels. Today, over three decades after the brothers began with one pub in southeast Portland, the family-owned and operated McMenamins has more than 50 properties throughout Oregon and Washington, 27 of which are listed on the National Register of Historic Properties.



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ANDREA MCNEELY is a trial attorney with extensive experience in business and employment litigation, representing both plaintiffs and defendants. She has successfully represented clients litigating complex commercial disputes, shareholder, non-competition, and employment discrimination cases in both state and federal courts. Andrea has obtained pre-trial injunctions in several cases where immediate relief was critical to her clients. She has achieved jury verdicts enforcing her clients' contract rights. She also regularly represents clients in the areas of regulatory monitoring and advocacy, including extensive work in alcohol regulation and policy, agency law and education law.

Andrea joined GTH in 2005 after graduating from Seattle University School of Law, magna cum laude. Before becoming a lawyer, she taught English in local public schools for over ten years.

Andrea currently serves as a Trustee for the Federal Bar Association in the Western District, is a member of Washington Women Lawyers, serves on the Pierce County Bar Association Editorial Board and sits on the Judicial Qualifications Committee. She is an avid skier and hiker, and when she is representing her clients she enjoys outdoor adventures with friends and family.

JO MOAK is Senior Vice President and General Counsel for Wine & Spirits Wholesalers of America (WSWA). She manages internal corporate legal matters, advises on legal and regulatory issues facing wholesalers at both the state and federal levels, is the point person for special projects, and manages the WSWA Educational Foundation.

Prior to joining WSWA, Jo was an associate with Hogan Lovells LLC and Darby & Darby P.C., where she had experience litigating various intellectual property disputes in federal court, including cases regarding trademark, patent, and copyright infringement; unfair competition; and defamation. Additionally, she had experience in various transactional matters, including drafting and negotiating contracts for the commercialization of intellectual property and technology. She also counseled clients on brand protection and clearance issues. Prior to her law career, Jo worked abroad in Europe and Asia.

Jo received her law degree in from the Washington College of Law at American University in Washington, D.C. and her undergraduate degree in English from the University of Virginia in Charlottesville, Virginia. She lives in Northern Virginia with her husband, three children, and Golden Retriever.

DEVON MORALES is the Statewide Liquor Licensing Technician for the Oregon Liquor Control Commission. As the Licensing Technician, she provides technical guidance to the public and staff related to Oregon's liquor laws and regulations. Devon also regularly works on alcohol rulemaking and policy issues for the agency.

Prior to joining the OLCC in 2016, Devon worked as the Director of Compliance and Distributor Relations for a medium-sized Oregon winery and distillery. While there, she had the opportunity to work a harvest season, which



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involved sorting grapes, cleaning fermentation tanks, taming yeast, and even engaging in some good old fashioned pidgeage a pied.

Devon is a graduate of Lewis & Clark Law School and a transplant from the great state of California. When not navigating the seas of Oregon's liquor laws, Devon can be found roaming the trails of Mt. Hood with her husband, two dogs, and two-year-old son in the pack on her back, or enjoying a pint of hazy IPA with friends at one of Oregon's many wonderful brewpubs.

LAURA MURRAY joined Alaska Airlines in 2015 as Senior Paralegal, where one of her many responsibilities include Liquor Licensing for the airline. This can include onboard service licensing, airline lounges and storage.

Born and raised in Waterford, Ireland. Graduated from Waterford Institute of Technology with a BA in Business Management & Law in 2006. Following that, held corporate compliance and corporate secretary roles in KPMG and Grant Thornton. Completed the Institute of Chartered Secretaries and Administrators' professional examinations in 2009. Relocated to Washington in 2011 and resides in Kirkland with her husband Bernard, and son Dylan. Prior to joining Alaska Airlines, Laura worked as a Corporate Paralegal for truck manufacturer PACCAR. Loves exploring this new country she now lives in and spending time with family and dog Brooks.

JUSTIN NORDHORN started with the Washington State Liquor and Cannabis Board in 1998 and was appointed Chief in 2011. He has 25 years of law enforcement experience, holds a Bachelor's in Law and Justice and is a graduate of the Northwestern University School of Police Staff and Command. In 2017 he received the Governor's Award for Leadership in Management. Along with managing 149 commissioned law enforcement officers and 32 non-commissioned staff, he is responsible for operations of liquor, marijuana, tobacco, and vapor products enforcement, including statewide enforcement policy development. Chief Nordhorn is also actively involved in labor relations, rulemaking, and legislation. During his time as Chief, he has spoken nationally and internationally on the topics of cannabis legalization and alcohol regulation and enforcement. Chief Nordhorn is also a past president of the National Liquor Law Enforcement Association.

ROBERT "R.J." O'HARA is president of Flaherty & O'Hara, p.c., a Pennsylvania-based boutique law firm with ten attorneys and 20 support staff practicing exclusively in the alcohol beverage space. R.J. received his J.D., cum laude, from the University of Dayton in 1989 and his B.A. in English in 1985 from the same school. He served as Articles Editor of the University of Dayton Law Review and is a member of the National Honors Society in History. He co-founded the Alliance of Alcohol Industry Attorneys and Consultants and is chair of its Board. He is an associate member of several national professional and alcohol regulatory organizations and is honored to be frequently invited to speak at national and regional conferences on alcohol-related topics, as well as on the legalization of marijuana for medical and recreational uses.



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R.J. represents members of all three tiers of the alcohol industry, providing liquor licensing advice, handling complex ownership changes, litigation and administrative hearings, and advising clients on national licensing issues arising from mergers, acquisitions and corporate restructuring, as well as administrative citations. He represents numerous private equity funds and institutional investors in the hospitality, restaurant and alcohol manufacturing spaces, and he is adept at addressing their unique concerns. He often counsels on tied house and trade practice matters, advises clients on the legality of national alcohol promotions and marketing programs, and frequently drafts legislation. R.J. is also a shareholder in a PA craft brewery, Erie Brewing Company in Erie, PA, maker of Railbender Ale, an award-winning Scotch ale, among others.

SEAN O'LEARY the Irish Liquor Lawyer, and the founder and President of O'Leary Law and Policy Group, LLC, is a national thought leader in liquor legal matters. He has been cited over 20 times in leading publications including Wine Searcher, Forbes, Meininger, and Decanter. And has become a regular speaker at national liquor industry conferences.

Mr. O'Leary helps bring simple solutions to problems in heavily regulated industries. His many successes on behalf of clients include protecting a client's license from revocation, developing an efficient business model for his client to realize savings through reduced spending, and drafting a business plan that allowed for his client to comply with the law through a complex process.

Further, Mr. O'Leary was selected by Wine Freedom to represent them in a crucial Mississippi Supreme Court case. Mr. O'Leary drafted an amicus brief advocating for Wine Freedom's position.

Before starting the O'Leary Law and Policy Group, LLC, Mr. O'Leary held the position of Senior Public Service Administrator with the Illinois Liquor Control Commission. While at the Commission, he helped revolutionize the Illinois liquor industry by cracking down on illegal bootlegging, advocating for the expansion of allowable discounting practices and developing standards for contract brewing.

Mr. O'Leary played an important role in setting the direction and policy of the Illinois Liquor Control Commission. He acted as the policy liaison for the governor's office and drafted regulations and statutes.

Mr. O'Leary's advice was sought by many individuals including political leaders of both parties, legislators, local government officials, industry members, and representatives from other state alcohol enforcement agencies.

Mr. O'Leary attended the University of North Carolina at Chapel Hill (where he did not play on the basketball team). He received his law degree from Chicago-Kent College of Law.

Mr. O'Leary lives in the Chicago suburbs with his beautiful wife Crystal and they are blessed to have an amazing baby boy named Brendan.



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ROB PATRIDGE is an internationally recognized trailblazer when it comes to regulating, licensing and enforcing regulated products. Rob currently serves as an advisor to multiple regulatory agencies in North America.

Prior to coming to Deloitte in March of 2017 Rob served as the Chair of the Oregon Liquor Control Commission which regulates alcohol and marijuana. Rob set state policy and led the development and implementation of the systems necessary to regulate, monitor, license and oversee Oregon's liquor and marijuana industries.

In 2015, Rob was named one of the 12 most influential people in U.S. marijuana policy. In an analysis by Brookings, the author noted, "Patridge's efforts in these early days of American legalization will likely have a substantial influence on what future marijuana policy looks like in other states."

Brookings also highlighted Rob's success during the regulatory process in gathering input from citizens, patient advocates, marijuana growers, and law enforcement. "In many ways, Patridge and the [Oregon Liquor Control Commission] have set the standard for public inclusion in post-legalization deliberations around the implementation of recreational marijuana."

In 2016, Rob initiated, designed and lead the largest expansion of Oregon's liquor system since prohibition. The expansion is focused on the expansion of licenses to private retailers including large grocers and small family owned businesses. During this time Rob was selected as the Chair-Elect of the National Alcohol Beverage Control Association, comprised of the U.S. Control States which make up approximately 25% of the U.S. alcohol market.

For two decades, Rob served the people of Oregon as an elected District Attorney, State Representative, and City Council member. His background as a businessman, lawyer, elected official, and non-profit board member gives him a unique understanding of the political challenges state and local governments face and the importance of building consensus to get things done.

As a Leader with Deloitte Consulting's Government Transformation Team, Rob helps clients navigate the organizational challenges inherent in establishing and maintaining new regulatory programs. He also advises clients on how to effectively implement the programs, processes and technology necessary to comply with state laws, regulations and policies.

Rob holds a Bachelor of Science degree in Political Science from Willamette University and a Juris Doctorate degree from Willamette University's College of Law.

DUSTIN PICKENS is a senior counsel with FedEx Express in Memphis, TN, where his practice covers a variety of international and domestic regulatory areas, including the transportation of restricted commodities (e.g., alcohol, tobacco, firearms, controlled substances, etc.), anti-corruption compliance, safety/OSHA issues, and



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other transportation regulations. Prior to joining FedEx Express in 2016, Dustin began his legal career as a law clerk for federal judges in Laredo, Texas and in Tulsa, Oklahoma before spending 11 years in the commercial litigation practice at Reed Smith LLP in Pittsburgh, PA. Dustin is an alumni of American University (1999) and the University of Michigan Law School (2002). He has been an associate member of NCSLA since 2016.

DOUG QUERIN is an Attorney-Counselor with the Oregon Attorney Assistance Program (OAAP), providing resource referrals and confidential behavioral health and addiction counseling services to Oregon lawyers, judges, and law students. He practiced law as a trial lawyer in state and federal courts in Oregon for over 25 years, returned to graduate school earning an M.A. in Counseling, and became licensed as a Professional Counselor, and certified as a Drug and Alcohol Counselor. He started at OAAP in 2006. Doug frequently presents at Oregon law schools, law firms, bar associations, and judicial conferences on professional well-being issues in the legal community.

MARCUS REED is General Counsel and Corporate Secretary at Craft Brew Alliance, whose portfolio of brands includes Kona Brewing, Widmer Brothers Brewing, Redhook Brewery, Omission Brewing, Square Mile Cider, Appalachian Mountain Brewery, Cisco Brewers, Wynwood Brewing, and The pH Experiment. Marcus is also a Director and Vice President of the Oregon Brewers Guild and an instructor with PSU's Business of Craft Brewing program. He co-founded and sits on the Boards of the Beverage Industry Networking Group and the Craft Beverage Lawyers Guild. His JD is from the University of Oregon and his undergrad from THE Ohio State University. Marcus lives with his wife and twin children in Portland, Oregon.

FERDINAND RUPLIN is an associate in Tonkon Torp's Business Department. He is currently licensed to practice law in New York and New Jersey. Before joining the firm, Ferdie worked at Green Light Law Group, where he helped clients in the cannabis industry with corporate and regulatory matters such as business formation, compliance with state and federal regulatory agencies, financing and operating agreements, and ongoing corporate governance. He has assisted numerous clients in the hemp industry and has a deep understanding of the regulatory framework of hemp-derived CBD products.

Ferdie also worked at Schulte Roth & Zabel LLP in New York, where he advised private investment funds on compliance with the Investment Advisers Act of 1940 and other federal, state, and self-regulatory organization requirements. Ferdie has experience assisting private fund clients with establishing compliance programs, registering with the SEC, complying with U.S. securities trading rules, and handling SEC examinations. Ferdie is a 2016 graduate of Fordham University School of Law, where he graduated cum laude and was a Ruth Whitehead Whaley Scholar. He was a member of the Fordham Law Review and the Fordham Moot Court Board. Outside of the office, Ferdie enjoys playing guitar, violin, and piano and has a black belt in jiu-jitsu. He also enjoys spending time outdoors with his wife, Hopi, and their golden retriever, Wally.

THEODORE REUTER is an Assistant Disciplinary Counsel with the Oregon State Bar where he handles investigations, prosecutions, and appeals of attorney disciplinary matters. He has been with the Bar since August



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2015. He began his career as a civil litigation attorney in eastern Oregon. Directly prior to working for the Oregon State Bar, Mr. Reuter was the Managing Attorney of the Ontario office of the Oregon Law Center. He graduated from Vassar College in 2004 with an A.B. and from Willamette University in 2008 with a J.D./M.B.A.

DANELLE ROMAIN is a veteran lobbyist with The Romain Group, LLC (TRG). TRG represents clients in front of the Oregon Legislature and state administrative agencies. As part of this work, Danelle serves as the Executive Director of the Oregon Beer & Wine Distributors Association (OBWDA). TRG has been continuously representing OBWDA since 1983.

Danelle has a record of success as an attorney in private practice specializing in government relations. A graduate of the University of Oregon and the University of Oregon School of Law, Danelle covers a broad range of issues for a diverse client base, including developing and implementing legislative and administrative agency strategies for clients. Danelle is married to R.D. Symms and they have two children, Samuel and George.

MIKE ROSENBERGER is presently the Deputy Director of the Arizona Department of Liquor Licenses and Control and has held that position for the last 4 ½ years. Deputy Director Rosenberger reports to Director John Cocca, but is functionally responsible for the entire agency--Investigations, Compliance, and Licensing; however, his primary focus is oversight of the Investigations Division. The agency has approximately 35 employees which regulate over 15,000 liquor licenses in the State of Arizona. Prior to joining the Arizona Department of Liquor, Deputy Director Rosenberger retired as a Commander (Captain) from the Scottsdale, Arizona Police Department. In total, he has served in law enforcement for approximately 33 years. Deputy Director Rosenberger holds a Bachelor degree from Ottawa University in Police Science, and is a graduate of the FBI National Academy and the Senior Management Institute for Police.

KELLY ROUTT is the Director of Administrative Policy and Process for the Oregon Liquor Control Commission. As the Commission's legal policy coordinator, Kelly is responsible for drafting and interpreting administrative rules and advising on legislative and policy issues related to alcohol and cannabis. She works directly with legislative and industry stakeholders to provide technical guidance and advance the Commission's policy objectives. She also oversees the Commission's hearings unit, which handles all compliance and licensing contested cases for the agency. Kelly has been with the Commission since 2003 and holds B.A. and J.D. degrees from Willamette University.

HOBERT RUPE was appointed Executive Director by the Commission in December 2003 and began his duties on January 15, 2004.

Prior to serving as Executive Director he was an Assistant Attorney General for the State from May 1994 until January 2004. As an Assistant Attorney General he served as legal counsel/administrative prosecutor from September 2001 until January 2004.



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He is admitted to practice before the Nebraska Supreme Court, The Federal District Court for Nebraska, The Eighth Circuit Court of Appeals and The United States Supreme Court.

He is a 1992 graduate of the University of Nebraska College of Law and a 1989 graduate of Northwest Missouri State University with a Bachelor of Science in History and Government.

REBECCA STAMEY-WHITE a partner with Hinman & Carmichael LLP, a nationally-recognized boutique law firm representing the alcoholic beverage, hospitality and cannabis industries and their service providers. Rebecca helps her clients secure and maintain their required alcohol and/or cannabis licenses by providing licensing, production, distribution, sales, and marketing legal counsel and defending clients before regulatory bodies when their licenses are at risk. She is the firm's cannabis practice leader but splits her time between the two industries.

Prior to Hinman & Carmichael, Rebecca was an associate in the San Francisco litigation group of Kirkland & Ellis LLP, where she worked on litigation involving constitutional challenges to state alcohol direct shipping restrictions and provided regulatory advice to California wine industry businesses, among other general litigation matters. Rebecca received her Bachelor of Arts degree in History & International Studies from Northwestern University and her juris doctor from Northwestern University School of Law.

STEPHANIE STRAUSS has served as an Executive Officer at the Iowa Alcoholic Beverages Division since 2010, leading the Division's governmental and public affairs program. In this role, she works in collaboration with the Administrator and the senior leadership team to develop the policies, initiatives, goals, and objectives of the Division. Her duties include developing and securing enactment of the Division's legislative package, coordinating rule making activities, and communicating to members of the executive and legislative branches and other stakeholders on controversial, sensitive, and complex issues related to alcohol policy. She holds a Bachelor of Science degree from Southern Illinois University in Business Administration.

CHRIS SWONGER with over 25 years of experience in the public and private sector, representing elected officials and three diverse, global consumer goods companies, Chris Swonger has led integrated corporate affairs strategies with responsibility for public affairs, international government affairs, corporate reputation management, corporate communications, brand public relations, philanthropy, and social responsibility.

Currently, Chris serves as the President & CEO of the Distilled Spirits Council Of The United States and the Foundation For Advancing Alcohol Responsibility (Responsibility.org). The Council is the leading voice for distilled spirits in the U.S. market and serves as the industry's advocate in state capitals, the nation's capital and foreign capitals around the globe. Funded by leading distillers, Responsibility.org leads the fight to eliminate drunk driving and underage drinking and promotes responsible decision-making regarding beverage alcohol.



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A native Texan, Chris received his Bachelor's Degree from Texas Tech University and lives in McLean, Virginia with his wife Amy and their two sons Holden and Beckett Boone.

DHARMA TAMM is the president at Rogue Ales & Spirits, one of the largest independent craft breweries and distilleries in the United States. Dharma has worked in the beer industry for the past decade, with roles in innovation and the High End at Anheuser-Busch InBev before transitioning to take his previous role as general manager at Rogue Ales & Spirits. Dharma is a graduate of Stanford University with dual degrees in Mechanical Engineering and German; when not working, he enjoys working on old cars, building motorcycles, and playing music loudly and poorly.

MOLLY TROUPE grew up not far from Portland in Troutdale, Oregon. She attended Southern Oregon University where she earned a Bachelor degree in Chemistry. After SOU, she continued her education by attending Heriot Watt University where she earned a Master degree in Brewing and Distilling. Upon graduating, she moved back to Oregon and put her education to work starting in Quality Control and ending in Production Management and Lead Distiller in a career that spanned several Oregon distilleries. In 2017, she joined forces with Jill Kuehler as Freeland Spirit's Master Distiller. Molly's strengths as a distiller lay with her recipe development, quality control, problem solving, and process development. In 2018 she was featured on Forbes 30 Under 30 for Food and Beverage and is currently the youngest female Master Distiller in the United States. If not at Freeland Spirits, you can find her writing articles for Artisan Spirit Magazine or serving the Board of Directors for the American Craft Spirits Association or hanging out with her pup Logan.

DUKE TUFTY is a partner at Northwest Alcohol Law in Portland, Oregon. His practice focuses on alcohol regulatory law, including liquor licensing, compliance, training, license defense, and strategic counseling. He also advises clients regarding the Oregon State Lottery and ancillary regulatory matters. Duke serves in an advisory position with the Oregon Restaurant & Lodging Association and is a member of several national alcohol regulatory organizations. He is licensed to practice in Oregon and Washington. Duke attended the University of Kansas and worked in the hospitality industry for a number of years. He met his wife and law partner, Merrill Maiano, at law school. They enjoy traveling, spending time outside with their dog Bodhi, and taking special note of birds and other inhabitants of the natural world.

BRUCE TURCOTT is a Senior Counsel in the Washington Attorney General's Office. He is lead counsel for the Washington State Liquor and Cannabis Board. Mr. Turcott advised WSLCB on implementing the world's first commercial marijuana licensing system from scratch and chairs the informal marijuana working group of the National Association of Attorneys General. He has previously advised other state business and professional licensing programs and the state ethics board, served as a legislative liaison, and was chief of the law division in the Federated States of Micronesia Attorney General's Office. He is a graduate of the University of Washington School of Law and clerked for Washington Supreme Court Justice Barbara Durham.



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LYNN WALDING serves as Diageo's Executive Director for Control States. The position supports Diageo's Commercial and Corporate Relations Teams. He also represents Diageo on the National Alcohol Beverage Control Association's (NABCA) Industry Advisory Committee (IAC), where he serves as the IAC Vice Chair.

Mr. Walding is the former Administrator of the Iowa Alcoholic Beverages Division, past NABCA Chairman (2004-2005) and past President of the National Conference of State Liquor Administrators (NCSLA) (2005-2006). Mr. Walding was also a founding member of the Responsible Retail Forum (RRF) Board of Directors.

Mr. Walding received his Bachelor's Degree in Political Science, a Masters in Public Administration and his Juris Doctorate from the University of Iowa. He is also the recipient of several civic awards, including the Champion Award from the Iowa Substance Abuse Program Director's Association (2005), the Dwight Ink Public Service Award (2000), the Junior Chamber's Outstanding Young Iowans Award (1995) and was selected for a Rotary Group Study Exchange to India (1990).

Finally, Mr. Walding is a frequent presenter at past NCSLA Annual Conferences, having moderated panel presentations, including: *Disruption and the Beverage Alcohol Industry* (Waikoloa, HI 2018); *Alcohol, Athletes & Addiction – Mantle to Manzel* (Denver, CO 2017); *College Town USA* (Chicago, IL 2016); *Tails!* (San Antonio, TX 2014); *Shine!* (Honolulu, HI 2013); *Who Cares about the CARE Act?* (New Orleans, LA 2010); *The M&A Game – Mergers and Acquisitions* (Chicago, IL 2008); *Booze, Blue Hair & Bingo: Seniors Gone Wild?* (Seattle, WA 2007); *The Federalization of Alcohol* (Boston, MA 2006); *Crossroads, Crossfire or Crosshairs: Getting Cross with State ABCs?* (Denver, CO 2005); *The Bare Facts about Regulating Strip Joints* (New Orleans, LA 2004); *GATS, Global Markets & the WTO: Is there room in the 21st Century for the 21st Amendment?* (Baltimore, MD 2003); *Regulating the 'Wretched Refuse: Immigration Patterns and Practices Affecting the Beverage Alcohol Industry* (Albuquerque, NM 2002); *The ABC's of Regulating Tobacco: Joe Camel Meets Joe Six-Pack* (Kapalua, HI 2001); *Pimps, Prostitutes & Pushers: Local Efforts to Clean-Up Nuisance Bars* (Atlantic City, NJ 1999) and *'Kill All the Lawyers: Managing Change in the New Millennium* (New Orleans, LA 1998).

KARA WILSON is Litigation and Product Counsel for Instacart, a San Francisco-based technology company that provides a grocery and alcohol delivery platform. Kara oversees a wide variety of litigation and regulatory matters at the company and advises the business teams on various e-commerce issues, including compliance with alcohol, consumer protection and environmental laws and regulations.

Before joining Instacart, Kara was a litigation associate at Cooley LLP's Palo Alto and New York offices, and was a member of the Firm's Commercial Litigation and White Collar & Regulatory Defense groups. She received her J.D. from the University of California, Hastings College of the Law and received her B.A. in English and psychology from Mills College.