

# LCLD Fellows Program Leadership Lunch: *Abercrombie & Fitch and Vorys*

Friday, May 11, 2018

12:00 pm CT

609 Main Building

Houston, TX

## Speakers:

Stacia Jones, Vice President, Associate General Counsel, and Chief Diversity and Inclusion Officer,  
Abercrombie & Fitch Co.; 2016 LCLD Fellow

Jolie N. Havens, Chair of the Health Care Group and the Diversity and Inclusion Committee,  
Vorys, Sater, Seymour and Pease LLP

## Agenda:

12:00 - 12:30 pm	Fellows Networking
12:30 - 12:45 pm	Introductions
12:45 - 2:00 pm	Discussion and Q&A



**STACIA JONES:** A 2000 graduate of The Ohio State University Moritz College of Law, Jones is an experienced labor and employment litigator, advisor, and manager. She worked eight years as outside counsel at Vorys, Sater, Seymour and Pease LLP, to a number of large companies in a variety of industries, including food, retail, manufacturing, and health and social services.

In 2008, Jones was asked to join Abercrombie & Fitch, one of her major clients at Vorys, to lead domestic employment efforts. Jones is now Vice President, Associate General Counsel and is responsible for managing all legal matters relating to labor and employment for tens of thousands of employees in more than 20 countries across North America, Asia, Europe, and the Middle East, including works council and union management, discrimination, immigration and work authorization, litigation, training, and policy creation and implementation.

She also provides legal support for new country set up and for employment matters related to franchises and joint ventures, and partners with several departments on the company's global legal efforts on diversity and inclusion, health and safety, public accessibility, store construction and design, brand image and decency, general store operations, and loss prevention. She also provides significant amounts of training around the globe and gives daily advice on the areas mentioned above and more.

Jones was asked in 2016 to lead the company's global Diversity & Inclusion Office. In that expanded role, she is leading the company's overall strategy on diversity and inclusion initiatives, and programming and training for associates, consumers, and vendors in more than 20 countries.

Jones was also an important part of A&F's legal team, awarded the 2016 GC Powerlist, US Team.



**JOLIE N. HAVENS** is the Chair of Vorys' Health Care Group, member of the firm's Management Committee, and Chair of the firm's Diversity & Inclusion Committee. She practices throughout the country, with a focus on health care compliance and provider reimbursement, in the context of creation of new provider sites; mergers, acquisitions, and other industry consolidation and integration models; and expanding provider operations.

In 2015, Havens made law firm history when she was appointed Chair of Vorys' Health Care Group. At age 40, Havens was Vorys' youngest practice group leader and one of only three women to ever lead a practice group in the firm's 106-year history. In her role as Chair of the Diversity & Inclusion Committee, she leads the firm's efforts to recruit, retain, and advance attorneys and staff and ensures that diversity and inclusiveness remain significant elements of the firm's overall business strategy and success.

Havens also advises employers and group health plans in all industries on compliance issues related to the Employment Retirement Income Security Act (ERISA), the Consolidated Omnibus Budget Reconciliation Act (COBRA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), HIPAA privacy, security and portability, electronic health records, Medicare Part D, and Medicare secondary payer and coordination of benefits issues. Havens routinely negotiates contractual arrangements with third party administrators and pharmacy benefit managers and drafts plans documents and related participant communications.

Havens regularly speaks both nationally and locally on health care reimbursement and compliance as well as health care reform policy and compliance, and publishes often on the subjects. She is a member of the American Health Lawyers Association and the Society of Ohio Healthcare Attorneys.

Havens earned her J.D. with honors from The Ohio State University Michael E. Moritz College of Law in 2000, where she was the associate editor of the *Ohio State Law Journal* from 1999-2000. She earned her B.A. *magna cum laude* from Ohio Wesleyan University in 1997. Havens is admitted to practice in Ohio, Tennessee, Texas, and before the U.S. District Court for the Southern District of Ohio.