

# 2023 DIGITAL MEDIA & VIDEO GAME CONFERENCE

Presented by

UC SAN FRANCISCO Law

With the Support of



AMERICAN **BAR** ASSOCIATION

Forum on the Entertainment  
& Sports Industries

[digitalmediaprogram.com](https://digitalmediaprogram.com)

8 AM - 7 PM |

15 NOVEMBER |

UC LAW, SAN FRANCISCO



# Welcome!

WE ARE BACK!

WELCOME TO THE 2023 DIGITAL MEDIA & VIDEO GAME CONFERENCE. WE ARE EXCITED TO SEE FAMILIAR FACES IN-PERSON THAT WE HAVEN'T SEEN SINCE BEFORE COVID AS WELL AS NEW FACES.

ONCE AGAIN, THE DAY PROVIDES AMPLE OPPORTUNITY TO LEARN, BE ENTERTAINED AND ENJOY THE COMPANY OF COLLEAGUES AND THOSE INVOLVED IN THE DIGITAL MEDIA AND VIDEO GAME INDUSTRIES. THIS CONFERENCE OFFERS SEVEN HOURS OF OUTSTANDING PANEL DISCUSSIONS TOUCHING ON A WIDE RANGE OF TOPICS AND FEATURING EXPERTS IN THEIR RESPECTIVE FIELDS.

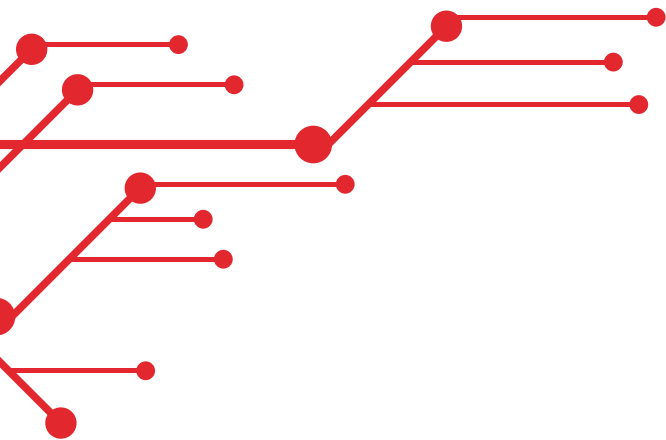
WE KNOW THAT YOU'RE BUSY AND WE APPRECIATE YOU SPENDING THE DAY AT THE CONFERENCE. BEYOND THE PROGRAMMING, THE CONFERENCE OFFERS BREAKFAST, LUNCHTIME SPEAKERS AND AN EARLY EVENING RECEPTION. WE HOPE YOU TAKE ADVANTAGE OF ALL THE BENEFITS OFFERED BY THE CONFERENCE.

PLEASE JOIN US IN THANKING THE CONFERENCE PLANNING COMMITTEE AND THE LEADERSHIP AT UC LAW SAN FRANCISCO, ALL OF WHOM HAVE WORKED VERY HARD TO BRING THIS CONFERENCE TO YOU. THANKS AS WELL TO THE AMERICAN BAR ASSOCIATION'S FORUM ON SPORTS AND ENTERTAINMENT INDUSTRIES, AS WELL AS OUR SPONSORS AT OSBORNE CLARKE, FOR THEIR RESPECTIVE SUPPORT.

WE LOOK FORWARD TO A GREAT DAY OF DISCUSSION, NETWORKING, LEARNING AND ENTERTAINMENT.

ALL OUR BEST, YOUR CO-CHAIRS,

SETH J. STEINBERG & RUSTY WEISS



# Conference Schedule

## LOCATION:

DEB COLLOQUIUM, 5TH FLOOR, 333 GOLDEN GATE AVE.

8:00 AM - 8:45 AM

**REGISTRATION/CONTINENTAL BREAKFAST**

8:45 AM - 9:00 AM

**OPENING REMARKS**

9:00 AM - 10:00 AM

**THE STATE OF REGULATORY ISSUES IMPACTING DIGITAL MEDIA AND VIDEO GAMES.**

10:00 AM - 11:15 AM

**INVESTMENT ACTIVITY IN THE DIGITAL MEDIA AND VIDEO GAME INDUSTRIES: CURRENT TRENDS, STRATEGIES, AND CONSIDERATIONS.**

11:15 AM - 11:30 AM

**BREAK**

11:30 AM - 12:45 PM

**ARTIFICIAL INTELLIGENCE: AI-IMPACTING DIGITAL MEDIA, VIDEO GAMES, SPORTS AND ENTERTAINMENT: A TALE OF MANY PROMPTS.**

# Conference Schedule

**LOCATION:**

LL02, LOWER LEVEL, 333 GOLDEN GATE AVE.

12:45 PM - 2:00 PM

**LUNCH (HOSTED)**

**BROWN BAG LUNCH BREAKOUT SESSION FOR LAW STUDENTS AND ATTORNEYS EARLY IN THEIR CAREERS**

**LOCATION:**

ALUMNI RECEPTION CENTER, 2ND FLOOR, 200 MCALLISTER ST.

**SPECIAL PRESENTATION: "PRODUCTION INCENTIVES: THEY ARE NOT JUST FOR FILM ANYMORE"**

**LOCATION:**

ALUMNI RECEPTION CENTER, 2ND FLOOR, 200 MCALLISTER ST.

2:00 PM - 3:00 PM

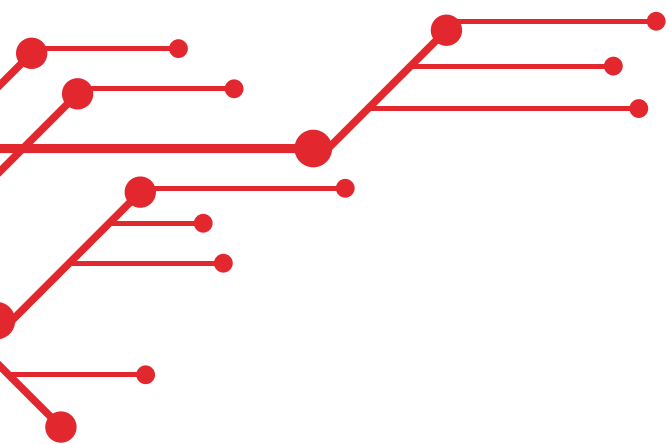
**SAFETY AND INCLUSION IN CYBERSPACE AND THE MEATSPACE: A DISCUSSION OF DIVERSITY, EQUITY, INCLUSION AND BIAS MATTERS.**

3:00 PM - 4:00 PM

**MUSIC, MUSIC, MORE MUSIC...AND SOME LICENSING**

4:00 PM - 4:15 PM

**BREAK**



# Conference Schedule

4:15 PM - 5:45 PM

## LITIGATION UPDATE

5:45 PM - 6:00 PM

## CLOSING REMARKS

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6:00 PM - 7:00 PM  
COCKTAIL RECEPTION

HOSTED BY



LOCATION:  
5TH FLOOR COLLOQUIUM ROOM/SKYDECK  
333 GOLDEN GATE BUILDING

## THE STATE OF REGULATORY ISSUES IMPACTING DIGITAL MEDIA AND VIDEO GAMES.

THIS PANEL WILL DISCUSS HOW RECENT REGULATORY ACTIONS IMPACT THE DIGITAL MEDIA AND VIDEO GAME INDUSTRIES. TOPICS WILL INCLUDE: THE TIMELINE AND PROCEDURAL HISTORY OF THE US VS. MICROSOFT CASE; THE RELEVANT SPORTS CASE; LOOT BOXES; DARK PATTERNS; AND TRUTH IN ADVERTISING. THE PANEL'S CLOSING REMARKS WILL FOCUS ON A LOOK AT THE PROVERBIAL CRYSTAL BALL IN TERMS OF WHAT TO EXPECT GOING FORWARD.

**NICK MCMANN**, MODERATOR, PRINCIPAL, MCMANN LAW LLC

**BEN GOLANT**, SENIOR DIRECTOR, GLOBAL GAMES POLICY, TENCENT AMERICA

**SARA F. HAWKINS**, ASSISTANT GENERAL COUNSEL, COMMERCIAL LAW AND REGULATORY AFFAIRS, ARISTOCRAT TECHNOLOGIES, INC.

**JOAQUIN HERNANDEZ**, SENIOR COUNSEL, PIXEL UNITED / BIG FISH GAMES

## INVESTMENT ACTIVITY IN THE DIGITAL MEDIA AND VIDEO GAME INDUSTRIES: CURRENT TRENDS, STRATEGIES, AND CONSIDERATIONS.

EXECUTIVES FROM LEADING PRIVATE EQUITY AND VIDEO GAME PUBLISHERS WILL DISCUSS THE CURRENT TRENDS IN INVESTING IN AND ACQUIRING COMPANIES IN THE DIGITAL MEDIA AND VIDEO GAME INDUSTRIES. AMONG OTHER THINGS, THE PANELISTS WILL DISCUSS THE STRATEGIES AND CONSIDERATIONS INVOLVED IN SUCH INVESTMENT ACTIVITIES.

**RUSTY WEISS**, MODERATOR, PARTNER, SIDLEY AUSTIN LLP

**DAN EMERSON**, GENERAL COUNSEL, TAKE-TWO INTERACTIVE

**MICHAEL METZGER**, MANAGING DIRECTOR, DRAKE STAR

**GREG RICHARDSON**, MANAGING PARTNER, JUNO CAPITAL PARTNERS

**PATRICK RUSSO**, PARTNER, SHAMROCK CAPITAL

## **ARTIFICIAL INTELLIGENCE - AI-IMPACTING DIGITAL MEDIA, VIDEO GAMES, SPORTS AND ENTERTAINMENT: A TALE OF MANY PROMPTS.**

A DISCUSSION OF THE BUSINESS AND LEGAL IMPLICATIONS ARISING FROM THE WILD WORLD OF GENERATIVE AI.

**SETH J. STEINBERG**, MODERATOR, PRINCIPAL, DIGITAL ARTS LAW

**FELIX HILGERT**, PARTNER, OSBORNE CLARKE (EU/UK)

**EMMA C. SMIZER**, ASSOCIATE, FRANKFURT KURNIT KLEIN & SELZ

**RUSTY WEISS**, PARTNER, SIDLEY AUSTIN LLP

**HAILUN YING**, HEAD OF PRIVACY, LEGAL, ROBLOX

## **BROWN BAG LUNCH BREAKOUT SESSION FOR LAW STUDENTS AND ATTORNEYS EARLY IN THEIR CAREERS (CONCURRENT OF LUNCH)**

**ANDREA YELLE**, COO / MANAGING PARTNER, FORSHAY

**HADEN BLACKMAN**, CEO, ESCAPE VELOCITY ENTERTAINMENT

## **SPECIAL PRESENTATION: "PRODUCTION INCENTIVES: THEY ARE NOT JUST FOR FILM ANYMORE" (CONCURRENT OF LUNCH)**

**STEPHEN WEIZENECKER**, PARTNER, BARNES & THORNBURG



## **SAFETY AND INCLUSION IN CYBERSPACE AND THE MEATSPACE: A DISCUSSION OF DIVERSITY, EQUITY, INCLUSION AND BIAS MATTERS.**

PANELISTS WILL ADDRESS, AMONG OTHER THINGS, (A) THE LACK OF INCLUSIVITY IN VIRTUAL GAMING SPACES AS WELL AS REAL-LIFE ENVIRONMENTS; (B) THE UNDERLYING CAUSES AND AGGRAVATING FACTORS THEREOF; (C) WHY LEGAL PROFESSIONALS SHOULD CARE; AND (D) HOW BEST TO ADDRESS THESE ISSUES AND THE ELIMINATION OF BIAS.

**SARAH BRIGLIA**, MODERATOR, CORPORATE COUNSEL, CONSUMER EXPERIENCE, PLAYSTATION

**MARIA ABESA**, SENIOR COUNSEL, SQUARE ENIX GROUP

**ERICA CARTER**, SENIOR COUNSEL, EPIC GAMES

**VEDA CRUZ**, CORPORATE COUNSEL, GEARBOX ENTERTAINMENT

**JOAN C. WILLIAMS**, DISTINGUISHED PROFESSOR OF LAW EMERITUS, UC LAW SF FOUNDATION CHAIR AND DIRECTOR OF THE CENTER FOR WORKLIFE LAW

## **MUSIC, MUSIC, MORE MUSIC...AND SOME LICENSING**

A LOOK AT THE INTEGRATION OF MUSIC IN GAMES AND DIGITAL MEDIA, PAST, PRESENT, AND FUTURE. DISCUSSION WILL INCLUDE A LOOK AT THE STATE OF THE MUSIC INDUSTRY AND WHAT CAN BE DONE ONLINE AND IN-GAME TO TAKE IT TO THE PROMISED LAND (IF PERMITTED BY THE MUSIC COMPANIES), AS WELL AS SOME OF THE CURRENT LEGAL ISSUES AND A LOOK AT WHAT LICENSES ARE NEEDED, OR NOT.

**SETH J. STEINBERG**, MODERATOR, PRINCIPAL, DIGITAL ARTS LAW

**HADEN BLACKMAN**, CEO, ESCAPE VELOCITY ENTERTAINMENT

**STEVE SCHNUR**, WORLDWIDE EXECUTIVE AND PRESIDENT, MUSIC, ELECTRONIC ARTS

**DANNY WALVICK**, SENIOR CORPORATE COUNSEL, MUSIC AT SIRIUS XM + PANDORA

## LITIGATION UPDATE

**PART I** - THE "TOP 10" COPYRIGHT CASES IMPACTING DIGITAL MEDIA FROM THE PAST YEAR; AN EXAMINATION OF THE LEADING CASES FROM EUROPE AND ITS IMPACT AT HOME

**PART II** - AN IN-DEPTH LOOK AT FIRST AMENDMENT AND INFRINGEMENT; PLUS A BONUS PRIMER ON EMPLOYMENT LAW DEVELOPMENTS. DISCUSSION WILL CONTINUE TO BE LED BY LEADING LITIGATORS AND WILL COVER, AMONG OTHER THINGS, SOME OF THE MOST SIGNIFICANT DECISIONS IMPACTING THE DIGITAL MEDIA AND VIDEO GAME INDUSTRY OVER THE PAST 12 MONTHS.

**WILLIAM S. COATS**, LEAD SPEAKER, SOLE PRACTITIONER

**EMILY F. EVITT**, PARTNER, MITCHELL SILBERBERG

**KWAN PARK**, ASSOCIATE, MORRISON & FOERSTER LLP

**ERIC TATE**, PARTNER, MORRISON & FOERSTER LLP

## Panelist Biographies



### **MARIA ABESA, SENIOR COUNSEL SQUARE ENIX GROUP**

MARIA ABESA IS SENIOR COUNSEL AT SQUARE ENIX, INC. IN THAT CAPACITY, SHE SUPPORTS DEVELOPMENT, MARKETING, AND PUBLISHING FUNCTIONS AND ASSISTS IN FINANCE AND CORPORATE GOVERNANCE MATTERS. PRIOR TO WORKING AT SQUARE ENIX, MARIA WAS AN ASSOCIATE IN THE MERGERS AND ACQUISITIONS GROUP OF SIDLEY AUSTIN IN CENTURY CITY. MARIA SPENDS HER SPARE TIME CYCLING THE BIKE TRAILS OF LOS ANGELES, BUILDING MECHANICAL KEYBOARDS, AND PLAYING VIDEO GAMES.



### **HADEN BLACKMAN, CEO, ESCAPE VELOCITY ENTERTAINMENT**

HADEN BLACKMAN IS A WRITER, GAME MAKER, AND CREATIVE DIRECTOR WHO HAS ENJOYED OVER TWO DECADES WORKING WITH SCORES OF INCREDIBLY PASSIONATE AND INNOVATIVE PEOPLE ACROSS A WIDE RANGE OF MEDIA, WITH AN EMPHASIS ON VIDEO GAME DEVELOPMENT. HIS CAREER INCLUDES A LONG STINT AT LUCASARTS, WHERE HE LED MULTIPLE TEAMS OF DESIGNERS, ENGINEERS, AND ARTISTS IN TELLING NEW INTERACTIVE STORIES WITHIN THE STAR WARS UNIVERSE AND BEYOND. HE IS ALSO THE FOUNDER AND FORMER PRESIDENT AND CHIEF CREATIVE OFFICER OF HANGAR 13, A 2K DEVELOPMENT STUDIO AND THE CREATORS OF MAFIA III - A GAME SET IN NEW ORLEANS IN 1968 AND LAUDED FOR AN ECLECTIC SOUNDTRACK AND ORIGINAL SCORE. BLACKMAN IS CURRENTLY CO-FOUNDER AND CEO OF ESCAPE VELOCITY ENTERTAINMENT, AN INDEPENDENT GAME DEVELOPER WORKING ON A NEW ORIGINAL IP TITLE.

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## Panelist Biographies



### **SARAH BRIGLIA, CORPORATE COUNSEL, CONSUMER EXPERIENCE, PLAYSTATION**

SARAH BRIGLIA SERVES AS CORPORATE COUNSEL AT SONY INTERACTIVE ENTERTAINMENT, COMMONLY KNOWN AS PLAYSTATION, WHERE SHE SUPPORTS THE CONSUMER EXPERIENCE ORGANIZATION AND FOCUSES ON ONLINE SAFETY EFFORTS. PRIOR TO SIE, SARAH WAS AN ASSISTANT DISTRICT ATTORNEY AT THE MANHATTAN DISTRICT ATTORNEY'S OFFICE IN NEW YORK, HANDLING CASES INVOLVING CYBERSTALKING, CHILD EXPLOITATION, SEX TRAFFICKING, AND OTHER CYBERCRIMES.



### **WILLIAM S. COATS, LEAD SPEAKER, SOLE PRACTITIONER**

WILLIAM SLOAN COATS IS A VETERAN INTELLECTUAL PROPERTY LAWYER IN SILICON VALLEY. HE HAS MANY ACCOLADES AND TRIUMPHS AND IS AV RATED BY BOTH LAWYERS AND JUDGES. HE WAS THE FORMER CHAIR OF THE SCIENCE AND TECHNOLOGY SECTION OF THE ABA AND HAS REPRESENTED THE UNITED STATES IN VARIOUS INTERNATIONAL IP TREATY NEGOTIATIONS.



### **VEDA CRUZ, CORPORATE COUNSEL, GEARBOX ENTERTAINMENT**

VEDA CRUZ SERVES AS IN-HOUSE COUNSEL AT GEARBOX ENTERTAINMENT, WHERE SHE STARTED WORKING IMMEDIATELY AFTER LAW SCHOOL. AT GEARBOX, SHE WORKS ON ALMOST EVERY FACET OF THE BUSINESS: DEVELOPMENT AND PUBLISHING DEALS, LICENSE AGREEMENTS, ASSET REVIEWS, INTELLECTUAL PROPERTY, PRIVACY, AND MORE. VEDA RECEIVED HER B.A., J.D., AND MBA AT THE UNIVERSITY OF MIAMI. SHE IS A REGULAR VOLUNTEER AT THE GAME DEVELOPERS CONFERENCE AND STRIVES TO MAKE LEGAL AND BUSINESS ISSUES IN THE VIDEO GAME INDUSTRY DIGESTIBLE AND FUN FOR GAME DEVELOPERS. SHE IS CURRENTLY WORKING ON HER OWN GAME IN UNREAL ENGINE. WHEN NOT WORKING, VEDA SPENDS HER TIME AT THE DOJO TRAINING IN KARATE AND JIU-JITSU.

## Panelist Biographies



### **DAN EMERSON, GENERAL COUNSEL, TAKE-TWO INTERACTIVE**

DAN EMERSON HAS SERVED AS EXECUTIVE VICE PRESIDENT AND CHIEF LEGAL OFFICER OF TAKE-TWO SINCE OCTOBER 2014. HE JOINED THE COMPANY AS A VICE PRESIDENT IN JUNE 2005 AND SERVED IN VARIOUS CAPACITIES OF INCREASING RESPONSIBILITY WITHIN THE LEGAL DEPARTMENT, INCLUDING SENIOR VICE PRESIDENT, CORPORATE SECRETARY AND DEPUTY GENERAL COUNSEL.

IN ADDITION TO SERVING AS THE GENERAL COUNSEL OF TAKE-TWO, DAN OVERSEES ADMINISTRATIVE MANAGEMENT OF INTERNAL AUDIT ON BEHALF OF THE AUDIT COMMITTEE. PRIOR TO JOINING THE COMPANY, DAN WAS A PARTNER IN THE NEW YORK OFFICES OF THE LAW FIRM BLANK ROME LLP, WHERE HE REPRESENTED PUBLIC AND PRIVATE COMPANIES IN MERGERS AND ACQUISITIONS, SECURITIES LAW, FINANCING, AND GENERAL CORPORATE MATTERS. DAN HOLDS A J.D. FROM SYRACUSE UNIVERSITY COLLEGE OF LAW AND A B.S. FROM CORNELL UNIVERSITY.



### **EMILY F. EVITT, PARTNER, MITCHELL SILBERBERG**

EMILY EVITT IS AN EXPERIENCED INTELLECTUAL PROPERTY LITIGATOR WHO WORKS WITH FILM AND TELEVISION STUDIOS, RECORD COMPANIES, MUSIC PUBLISHING COMPANIES, VIDEO GAME COMPANIES, AND OTHER MAJOR ONLINE CONTENT PROVIDERS. SHE DEFENDS HER CLIENTS AGAINST COPYRIGHT AND TRADEMARK INFRINGEMENT ALLEGATIONS AND BRINGS ACTIONS TO ENFORCE THEIR RIGHTS.

EMILY ALSO PRACTICES IN RELATED AREAS OF LAW RELEVANT TO HER ENTERTAINMENT AND TECHNOLOGY CLIENTS, SUCH AS IDEA SUBMISSION/BREACH OF IMPLIED CONTRACT, RIGHT OF PUBLICITY, FIRST AMENDMENT, AND DEFAMATION, INCLUDING CALIFORNIA'S "ANTI-SLAPP" STATUTE. EMILY IS WELL-VERSED IN THE DIGITAL MILLENNIUM COPYRIGHT ACT ("DMCA") AND THE COMMUNICATIONS DECENCY ACT ("CDA").

SHE IS VERY EXPERIENCED WITH CALIFORNIA'S FREE SPEECH LAW, AND ITS INTERPLAY WITH PRIVATE PROPERTY RIGHTS. SHE HAS SUCCESSFULLY DEFENDED AGAINST PROTESTORS' DEMANDS TO DEMONSTRATE ON HER CLIENTS' LAND.

## Panelist Biographies



### **BEN GOLANT, SENIOR DIRECTOR, GLOBAL GAMES POLICY, TENCENT AMERICA**

BEN GOLANT HAS NEARLY A DECADE OF EXPERIENCE WORKING ON LAW AND POLICY ISSUES AFFECTING THE VIDEO GAME INDUSTRY, FIRST AS CHIEF COUNSEL AT THE ENTERTAINMENT SOFTWARE ASSOCIATION IN WASHINGTON, DC, AND NOW AS SENIOR DIRECTOR FOR GLOBAL GAME POLICY AT TENCENT. IN BOTH POSITIONS, HE HAS WORKED EXTENSIVELY ON PLAYER HEALTH AND SAFETY ISSUES IN ADDITION TO A WIDE RANGE OF MATTERS FOCUSING ON THE SOCIAL AND ECONOMIC BENEFITS OF VIDEO GAMES. HE IS ALSO AN ADJUNCT PROFESSOR AT THE GEORGETOWN UNIVERSITY LAW CENTER WHERE HE TEACHES A HIGHLY POPULAR CLASS ON VIDEO GAME LAW AND POLICY. BEN HAD A LONG CAREER WORKING ON COMMUNICATIONS POLICY AND COPYRIGHT LAW AT THREE US AGENCIES INCLUDING: (1) THE FEDERAL COMMUNICATIONS COMMISSION, (2) THE UNITED STATES COPYRIGHT OFFICE, AND (3) THE UNITED STATES PATENT AND TRADEMARK OFFICE.

HE EARNED HIS J.D. FROM GEORGETOWN UNIVERSITY LAW CENTER, WHERE HE FOCUSED ON COMMUNICATIONS LAW, AND HIS BA/BS IN SOCIAL PSYCHOLOGY AND ADVERTISING FROM BOSTON UNIVERSITY.



### **SARA F. HAWKINS, ASSISTANT GENERAL COUNSEL, COMMERCIAL LAW AND REGULATORY AFFAIRS, ARISTOCRAT TECHNOLOGIES, INC.**

SARA F. HAWKINS LEADS THE CONSUMER REGULATORY AFFAIRS CENTER OF EXCELLENCE AT ARISTOCRAT TECHNOLOGIES, INC. AS ASSISTANT GENERAL COUNSEL, SARA WORKS WITH STAKEHOLDERS ACROSS THE COMPANY IN DESIGN, DEVELOPMENT, MARKETING, PRIVACY, AND OTHER AREAS TO GUIDE THE BUSINESS ON ALL ASPECTS OF CONSUMER REGULATIONS FOR THE GLOBAL DIGITAL GAMES BUSINESSES. SARA WAS IN PRIVATE PRACTICE ATTORNEY FOR NEARLY 20 YEARS WORKING WITH STARTUPS, ENTREPRENEURS, MARKETING AND ADVERTISING AGENCIES, AS WELL AS MAJOR CORPORATIONS PROVIDING COUNSEL ON ALL ASPECTS OF FEDERAL AND STATE, AS WELL AS GLOBAL, MARKETING, ADVERTISING, SWEEPSTAKES AND CONTESTS, INTERNATIONAL PROMOTIONS, SOCIAL MEDIA, AND INTERNET LAW. SHE IS A RECOGNIZED EXPERT IN MARKETING PROMOTIONS LAW, INFLUENCER/CELEBRITY DISCLOSURE COMPLIANCE, SWEEPSTAKES, CONTESTS, AND USER-GENERATED CONTENT PROMOTIONS.

## Panelist Biographies

WITH A BACKGROUND IN CONSUMER PRODUCT MARKETING COMPLIANCE AND CLAIM SUBSTANTIATION, SARA HAS WORKED WITH CLIENTS TO CREATE POLICIES AND PROCEDURES FOR ENGAGEMENT WITH AGENCIES, CELEBRITIES, AND INFLUENCERS.

SARA HAS A B.S. IN MARKETING AND AN MBA IN OPERATIONS AND ETHICS FROM THE W.P. CAREY SCHOOL OF BUSINESS AT ARIZONA STATE UNIVERSITY. SHE EARNED HER JD FROM THE UNIVERSITY OF OKLAHOMA COLLEGE OF LAW.



**JOAQUIN HERNANDEZ, SENIOR COUNSEL, PIXEL UNITED, BIG FISH GAMES**

AS AN ATTORNEY AT PIXEL UNITED, JOAQUIN SUPPORTS MOBILE CASUAL GAMES PUBLISHER AND DEVELOPER, BIG FISH GAMES— ONE OF SEVERAL STUDIOS IN PIXEL UNITED'S INTERNATIONAL PORTFOLIO. HE PROVIDES LEGAL SUPPORT IN ALL ASPECTS OF THE COMPANY'S DIGITAL BUSINESS. THIS INCLUDES MANAGING THE LEGAL AND COMPLIANCE ASPECTS OF THE COMPANY'S DEALS AND PRODUCT LAUNCHES. JOAQUIN ALSO HELPS PIXEL UNITED WITH DEVELOPING AND IMPLEMENTING THE COMPANY'S RESPONSIBLE GAMEPLAY POLICIES.



**FELIX HILGERT, PARTNER, OSBORNE CLARKE (EU/UK)**

FELIX HILGERT IS A EUROPEAN TECHNOLOGY AND VIDEO GAMES LAWYER WITH A FOCUS ON HELPING NORTH AMERICAN COMPANIES EXPAND AND SUCCEED ABROAD. HIS PRACTICE CENTERS ON IP/IT AGREEMENTS, E-COMMERCE, AS WELL AS SPECIFIC ISSUES OF THE INTERACTIVE ENTERTAINMENT INDUSTRY. HE PROVIDES COMPREHENSIVE LEGAL ADVICE REGARDING THE CONTENT AND DISTRIBUTION OF ENTERTAINMENT PRODUCTS FOR THE GERMAN MARKET. FELIX JOINED OSBORNE CLARKE' COLOGNE OFFICE AS A LAWYER IN 2011 AFTER STUDYING IN COLOGNE AND PARIS AND TRAINING WITH AN INTERNATIONAL LAW FIRM IN VANCOUVER. HE HAS ALSO WORKED AT A TORONTO LAW FIRM SPECIALIZING IN CROSS-BORDER ADVICE.

IN 2021, HE RELOCATED TO OSBORNE CLARKE'S SAN FRANCISCO OFFICE. FELIX HAS PUBLISHED ON IT, PRIVACY AND YOUTH PROTECTION LAW AND REGULARLY SPEAKS AT LEGAL CONFERENCES AROUND THE WORLD. HE ALSO CONTRIBUTES TO THE SPECIALIZED BLOG [WWW.GAMESLAW.ORG](http://WWW.GAMESLAW.ORG).

## Panelist Biographies



### **NICHOLAS MCMANN, PRINCIPAL, MCMANN LAW LLC**

NICHOLAS MCMANN, PRINCIPAL OF MCMANN LAW LLC, IS A TRANSACTIONAL ATTORNEY WITH A DEEP FOCUS ON THE ENTERTAINMENT AND CORPORATE SECTORS. HE BOASTS A RICH BACKGROUND IN INTELLECTUAL PROPERTY AND TRADEMARK RELATED MATTERS, AND THE FORMATION OF BOTH CORPORATE AND NON-PROFIT ENTITIES, AMONG OTHER BUSINESS-RELATED TRANSACTIONS. BEFORE FOUNDING HIS OWN FIRM, HE WAS AN ASSOCIATE AT A PROMINENT MARYLAND FIRM, HANDLING A DIVERSE RANGE OF LEGAL MATTERS FROM CIVIL AND CRIMINAL LITIGATION TO CORPORATE TRANSACTIONS.

A PROUD MEMBER OF THE MARYLAND BAR ASSOCIATION, MR. MCMANN ACTIVELY CONTRIBUTES TO THE ELECTRONIC GAMING AND E-SPORTS DIVISION OF THE AMERICAN BAR ASSOCIATION'S FORUM ON ENTERTAINMENT AND SPORTS. HE ALSO DEDICATES HIS TIME AS A VOLUNTEER FOR THE MARYLAND VOLUNTEER LAWYERS FOR THE ARTS. BEYOND HIS PROFESSIONAL COMMITMENTS, HE IS A PASSIONATE GAMER WITH A DEEP-ROOTED LOVE FOR ALL THINGS VIDEO GAME RELATED.



### **MICHAEL METZGER, MANAGING DIRECTOR, DRAKE STAR**

MICHAEL METZGER IS AN AWARD-WINNING MEDIA AND TECH INVESTMENT BANKER WITH OVER 25 YEARS OF EXPERIENCE ADVISING ON M&A AND FINANCING TRANSACTIONS AS WELL AS SERVING INTERNET AND TECH COMPANIES IN OPERATING AND CORPORATE DEVELOPMENT ROLES. BEFORE JOINING DRAKE STAR IN 2018, MICHAEL WAS A SENIOR INVESTMENT BANKER AT HOULIHAN LOKEY'S TMT GROUP, A PRINCIPAL AT MERCHANT BANK MESA GLOBAL, AND A CO-FOUNDER AND PRINCIPAL OF INTERNET AND DIGITAL MEDIA-FOCUSED INVESTMENT BANK COVERT & CO. PREVIOUSLY, HE HELD SENIOR MANAGEMENT AND ENGINEERING POSITIONS AT AT&T, IBM, AND MINDSPEED. HE RECEIVED AN MBA FROM THE ANDERSON SCHOOL OF MANAGEMENT AT THE UNIVERSITY OF CALIFORNIA (UCLA), LOS ANGELES AND AN MSEE FROM THE UNIVERSITY OF ULM, GERMANY. MICHAEL HOLDS FIVE PATENTS IN THE FIELD OF COMMUNICATIONS AND SERVES AS THE CHAIRMAN AND BOARD DIRECTOR OF THE GERMAN AMERICAN BUSINESS ASSOCIATION IN SOUTHERN CALIFORNIA (GABA).



## Panelist Biographies



### **KWAN PARK, ASSOCIATE, MORRISON & FOERSTER LLP**

KWAN'S PRACTICE FOCUSES ON REPRESENTING EMPLOYERS IN LABOR AND EMPLOYMENT LITIGATION. DRAWING FROM HIS EXPERIENCE ACROSS MULTIPLE FEDERAL AGENCIES THAT ENFORCE THE NATION'S LABOR AND EMPLOYMENT LAWS, INCLUDING THE NATIONAL LABOR RELATIONS BOARD, KWAN REPRESENTS EMPLOYERS AT THE BARGAINING TABLE DURING NEGOTIATIONS WITH UNIONS, HAS SUCCESSFULLY DEFENDED CLIENTS AGAINST UNION GRIEVANCES, ARBITRATION, AND UNFAIR LABOR PRACTICE CHARGES, AND ADVISES AND COUNSELS CLIENTS ON COLLECTIVE BARGAINING AGREEMENT INTERPRETATION ISSUES AND LABOR RELATIONS ISSUES IN THE CONTEXT OF MERGERS AND ACQUISITIONS.

IN ADDITION TO HIS TRADITIONAL LABOR PRACTICE, KWAN MANAGES A MIXED CASELOAD OF COMPLEX EMPLOYMENT ACTIONS, INCLUDING PUTATIVE CLASS AND REPRESENTATIVE ACTIONS INVOLVING ANYWHERE FROM DOZENS TO TENS OF THOUSANDS OF EMPLOYEES, AND HIGH-STAKES SINGLE-PLAINTIFF MATTERS.



### **GREG RICHARDSON, MANAGING PARTNER, JUNO CAPITAL PARTNERS**

GREG RICHARDSON IS THE FOUNDER AND MANAGING PARTNER OF JUNO CAPITAL PARTNERS, BASED IN SAN FRANCISCO. A LEADING ADVISORY AND PRIVATE EQUITY FUND FOCUSED ON DIGITAL ENTERTAINMENT. GREG HAS 30+ YEARS OF EXPERIENCE AS A SENIOR EXECUTIVE, INVESTOR, AND ADVISOR IN THE DIGITAL ENTERTAINMENT MARKET.

PRIOR TO JUNO, GREG WAS THE FOUNDER AND CEO OF RUMBLE ENTERTAINMENT, A F2P MOBILE DEVELOPER WHICH HE SOLD TO PIXEL UNITED IN 2016. HE WAS A PARTNER AT ELEVATION PARTNERS, A \$1.8B PRIVATE EQUITY FUND FOCUSED ON DIGITAL MEDIA. WHILE AT ELEVATION, GREG HELPED SOURCE AND LEAD THE INVESTMENT IN BIOWARE AND PANDEMIC, COMBINING AND TRANSFORMING THE TWO COMPANIES, EVENTUALLY SERVING AS CEO OF THE NEWLY FORMED COMPANY LEADING UP TO ITS SALE TO ELECTRONIC ARTS.

PRIOR TO ELEVATION, GREG SERVED AS THE VP AND GM OF EA PARTNERS, THE SVP OF PRODUCT DEVELOPMENT AT EIDOS AND THE VP OF SALES AND MARKETING, VP AND GM OF STUDIOS, AND THE HEAD OF CORPORATE AND BUSINESS DEVELOPMENT AT THE 3DO COMPANY. IN HIS CAREER, GREG'S BEEN INVOLVED IN THE DEVELOPMENT OF OVER A DOZEN HIT VIDEO GAMES.

## Panelist Biographies



### **PATRICK RUSSO, PARTNER, SHAMROCK CAPITAL**

PATRICK IS A PARTNER AND MEMBER OF THE EXECUTIVE COMMITTEE OF SHAMROCK CAPITAL. HE HAS EXTENSIVE MEDIA, ENTERTAINMENT, AND COMMUNICATIONS EXPERIENCE WITH SPECIFIC EXPERTISE IN ENTERTAINMENT CONTENT. PATRICK PREVIOUSLY SERVED AS A DIRECTOR OF CONSILIO, A PRIOR PORTFOLIO COMPANY OF A SHAMROCK GROWTH FUND. BEFORE JOINING SHAMROCK IN 2014, MR. RUSSO WAS A SENIOR MANAGING DIRECTOR WITH FTI CONSULTING WHERE HE CO-MANAGED THE FIRM'S VALUATION AND FINANCIAL ADVISORY SERVICES GROUP. HE WAS ALSO A CO-FOUNDER OF THE SALTER GROUP (ACQUIRED BY FTI IN 2012), A LEADING GLOBAL INDEPENDENT FINANCIAL AND STRATEGIC ADVISORY FIRM THAT SPECIALIZED IN THE ENTERTAINMENT AND MEDIA INDUSTRY. MR. RUSSO IS ALSO A MEMBER OF THE BOARD OF DIRECTORS FOR THE HAPPY HIPPIE FOUNDATION.

MR. RUSSO GRADUATED FROM FAIRLEIGH DICKINSON UNIVERSITY AND EARNED HIS MBA FROM THE FORDHAM UNIVERSITY GRADUATE SCHOOL OF BUSINESS.



### **STEVE SCHNUR, WORLDWIDE EXECUTIVE AND PRESIDENT, MUSIC, ELECTRONIC ARTS**

SCHNUR IS WORLDWIDE EXECUTIVE AND PRESIDENT OF EA MUSIC GROUP, RESPONSIBLE FOR THE PURSUIT, CREATION AND CONTINUOUS DEVELOPMENT OF THE GLOBAL VISION FOR MUSIC IN ALL EA GAMES. HIS ABILITY TO BRIDGE THE GAP BETWEEN BOTH THE DIGITAL AND MUSIC WORLDS HAS MADE HIM A LEADER IN DIGITAL MUSIC MARKETING.

WITH THE FORMATION OF ARTWERK MUSIC PUBLISHING GROUP, STEVE, AS ITS PRESIDENT, HAS SIGNED MULTIPLE BREAKTHROUGH ARTISTS.

SCHNUR IS ALSO THE CREATOR AND EXECUTIVE PRODUCER OF THE E! GLOBAL NETWORK SHOW "OPENING ACT", ALONG WITH EXECUTIVE PRODUCER PARTNER NIGEL LYTHGOE.

SCHNUR HAS HELD EXECUTIVE POSITIONS WITH WMG, EMI AND BMG IN NY, LA AND NASHVILLE. STEVE ADDITIONALLY HAS WORKED AS MUSIC SUPERVISOR FOR SANDRA BULLOCK'S FORTIS FILMS, WHERE HE SUPERVISED AND PRODUCED MUSIC FOR THE HIT COMEDY MISS CONGENIALITY (WHICH GARNERED A GOLDEN GLOBE NOMINATION FOR BEST ORIGINAL SONG).

## Panelist Biographies

STEVE HAS BEEN PROFILED BY THE NEW YORK TIMES, LONDON FINANCIAL TIMES AND CNN. HE WAS SELECTED AS “ONE OF THE MOST CREATIVE PEOPLE IN ENTERTAINMENT” BY ENTERTAINMENT WEEKLY, “ONE OF THE MOST POWERFUL PEOPLE IN THE MUSIC BUSINESS” AND “ONE OF THE TOP 20 POWER PLAYERS IN DIGITAL ENTERTAINMENT” BY BILLBOARD MAGAZINE AND “ONE OF THE TOP 25 POWER PLAYERS IN THE NEW HOLLYWOOD” BY THE WALL STREET JOURNAL. IN 2009 HE WAS AWARDED “INTERNATIONAL MUSIC PERSON OF THE YEAR” BY MUSEXPO.

STEVE SCHNUR IS A BOARD MEMBER OF CITY OF HOPE, A VOTING MEMBER OF THE NARAS AND ITS PRODUCER AND ENGINEER WING, A BOARD MEMBER OF THE COUNTRY MUSIC ASSOCIATION AND SERVED AS BOTH CHAIRMAN AND CHAIRMAN EMERITUS OF THE GRAMMY FOUNDATION. IN 2009, SCHNUR RECEIVED THE ACLU “BILL OF RIGHTS” AWARD ALONGSIDE ROBERT REDFORD OF THE SUNDANCE FILM FESTIVAL. IN 2011, STEVE PRODUCED THE NUMBER ONE BILLBOARD DANCE CHART HIT “DANCE ON” AND TOP FIVE BILLBOARD DANCE CHART HIT “UNDIVIDED”, FEATURING SNOOP DOGG. ADDITIONALLY ON GRAMMY DAY IN 2012, STEVE RECEIVED THE MUSIC SUPERVISOR OF THE YEAR AWARD FROM THE GUILD OF MUSIC SUPERVISORS.

SPECIALTIES: MUSIC SUPERVISION EXPERTISE FOR FILM, TELEVISION AND VIDEO GAMES, MUSIC LICENSING, MUSIC CONTRACTS, MUSIC MARKETING, MUSIC PUBLISHING, CREATIVE MUSIC RECOMMENDATION AND SELECTION, BUDGET DEVELOPMENT, COPYRIGHT, MUSIC PRODUCTION, ORCHESTRATION, ORCHESTRA AND RECORDING MANAGEMENT.



**JANNA SMITH, ASSOCIATE GENERAL COUNSEL, REALITY LABS, GAMES & ECOSYSTEM, META**

JANNA SMITH IS CURRENTLY AN ASSOCIATE GENERAL COUNSEL AT META AS PART OF THE COMPANY’S METAVERSE LEGAL GROUP SUPPORTING THE VR GAMES STUDIOS, CONTENT AND DEVELOPER ECOSYSTEM. WITH NEARLY 20 YEARS IN THE GAMES INDUSTRY, JANNA PREVIOUSLY LED LEGAL FOR BANDAI NAMCO ENTERTAINMENT AMERICA, AND HAVOK (INCLUDING ITS TRANSITION TO MICROSOFT).

## Panelist Biographies



### **EMMA C. SMIZER, ASSOCIATE, FRANKFURT KURNIT KLEIN & SELZ**

EMMA C. SMIZER IS AN ASSOCIATE IN THE INTERACTIVE ENTERTAINMENT AND PRIVACY & DATA SECURITY GROUPS AT FRANKFURT KURNIT. HER WORK FOCUSES ON THE INTERSECTION OF ENTERTAINMENT AND TECHNOLOGY, ASSISTING INTERACTIVE ENTERTAINMENT DEVELOPERS AND PUBLISHERS IN TRANSACTIONAL MATTERS. MS. SMIZER FREQUENTLY SHARES INSIGHTS REGARDING LEGAL ISSUES WITHIN THE VIDEO GAME INDUSTRY ON FRANKFURT KURNIT'S TECHNOLOGY AND IP & MEDIA LAW UPDATES BLOGS.

SHE ALSO HOLDS A STRONG PASSION FOR OFFERING PRO BONO SUPPORT TO THE TRANS AND NON-BINARY COMMUNITIES OF LOS ANGELES AS THEY NAVIGATE THE LEGAL NAME AND GENDER MARKER CHANGE PETITION PROCESS. SHE IS ALSO A CERTIFIED INFORMATION PRIVACY PROFESSIONAL IN U.S. DATA PRIVACY LAWS (CIPP/US).



### **SETH J. STEINBERG, PRINCIPAL, DIGITAL ARTS LAW**

SETH J. STEINBERG, PRINCIPAL OF DIGITAL ARTS LAW, IS A COMMERCIAL TRANSACTION AND INTELLECTUAL PROPERTY ATTORNEY FOCUSING ON ENTERTAINMENT AND LICENSING. MR. STEINBERG HAS EXTENSIVE EXPERIENCE IN THE INTERACTIVE ENTERTAINMENT AND DIGITAL MEDIA SPACES, AND ADVISES SENIOR EXECUTIVES, FOUNDERS AND MANAGEMENT TEAMS INVOLVED IN A VARIETY OF DIGITAL ENTERTAINMENT, CONTENT CREATION, TECHNOLOGY, DISTRIBUTION AND COMMERCIAL VENTURES ON COMPLEX BUSINESS AND LEGAL MATTERS.

MR. STEINBERG ALSO SERVES AS AN OUTSIDE GENERAL COUNSEL, PROVIDES GUIDANCE ON M&A MATTERS AND HAS SERVED AS AN EXPERT WITNESS OPINING ON LICENSING AND TRADEMARK-RELATED MATTERS.

MR. STEINBERG RECENTLY ADDITIONALLY SERVED AS INTERIM GENERAL COUNSEL FOR BIG FISH GAMES, PART OF PIXEL UNITED AND AN ARISTOCRAT TECHNOLOGIES-OWNED MOBILE-FIRST GAME COMPANY, AND THEN AS A SPECIAL COUNSEL TO PIXEL UNITED. PRIOR TO ENTERING PRIVATE PRACTICE, MR. STEINBERG WAS GENERAL COUNSEL AND DIRECTOR (HEAD) OF BUSINESS AFFAIRS FOR LUCASARTS, A LUCASFILM COMPANY, AND LEGAL COUNSEL FOR SONY COMPUTER ENTERTAINMENT AMERICA'S 989 SPORTS / 989 STUDIOS DIVISION.

## Panelist Biographies

HE IS A MEMBER OF THE CALIFORNIA, ILLINOIS AND DISTRICT OF COLUMBIA BAR ASSOCIATIONS, WAS PREVIOUSLY SELECTED BY HIS PEERS AS A NORTHERN CALIFORNIA "SUPER LAWYER", IS DIVISION CHAIR OF THE ELECTRONIC GAMING AND ESPORTS DIVISION AND ON THE GOVERNING COMMITTEE FOR THE AMERICAN BAR ASSOCIATION'S FORUM ON THE SPORTS AND ENTERTAINMENT INDUSTRIES, CO-CHAIRS THE DIGITAL MEDIA & VIDEO GAME LEGAL CONFERENCE, GUEST LECTURES AT UNIVERSITIES AND LAW SCHOOLS, WAS AMONG A SELECT GROUP OF US ATTORNEYS FEATURED AT THE ASIA PACIFIC IP SYMPOSIUM IN SEOUL, KOREA, AND HAS SPOKEN AT A VARIETY OF LEGAL CONFERENCES.



### **ERIC AKIRA TATE, PARTNER, MORRISON & FOERESTER LLP**

ERIC AKIRA TATE CO-CHAIRS THE FIRM'S GLOBAL EMPLOYMENT AND LABOR GROUP. HE REPRESENTS TECHNOLOGY AND OTHER COMPANIES IN BET-THE-COMPANY TRADE SECRETS AND EMPLOYEE MOBILITY CASES. ERIC ALSO REPRESENTS BOARDS OF DIRECTORS AND COMPANIES IN #METOO AND OTHER SENSITIVE INTERNAL INVESTIGATIONS AND DISPUTES WITH EXECUTIVES, WHISTLEBLOWER, WRONGFUL TERMINATION, DISCRIMINATION AND HARASSMENT, AND OTHER EMPLOYMENT LITIGATION.

ERIC ALSO ADVISES COMPANIES IN EMPLOYMENT LAW COMPLIANCE AND TRANSACTIONAL MATTERS, INCLUDING RESTRICTIVE COVENANTS AND OTHER PERSONNEL POLICIES AND PROCEDURES, AND EMPLOYMENT ASPECTS OF MERGERS AND ACQUISITIONS THROUGHOUT THE UNITED STATES AND GLOBALLY.



### **DANNY WALVICK, SENIOR CORPORATE COUNSEL, SIRIUM XM + PANDORA**

DANNY WALVICK IS SENIOR CORPORATE COUNSEL, MUSIC AT SIRIUM XM + PANDORA, WHERE HE FOCUSES EXCLUSIVELY ON MUSIC-RELATED TRANSACTIONS, PRODUCT COUNSELING, AND REGULATORY/COMPLIANCE MATTERS FOR THE COMPANY. PRIOR TO JOINING SIRIUM XM + PANDORA, DANNY HAS HELD IN-HOUSE COUNSEL ROLES AT VEVO, WARNER/CHAPPELL MUSIC, AND RDIO.

DANNY IS AN ALUMNUS OF UC LAW SF, AND COMPLETED HIS UNDERGRADUATE STUDIES AT THE UNIVERSITY OF SOUTHERN CALIFORNIA. DANNY ALSO SERVES AS CHAIR OF THE MUSIC & PERSONAL APPEARANCES DIVISION OF THE AMERICAN BAR ASSOCIATION'S FORUM ON THE ENTERTAINMENT AND SPORTS INDUSTRIES.

## Panelist Biographies

DANNY IS AN ALUMNUS OF UC LAW SF, AND COMPLETED HIS UNDERGRADUATE STUDIES AT THE UNIVERSITY OF SOUTHERN CALIFORNIA. DANNY ALSO SERVES AS CHAIR OF THE MUSIC & PERSONAL APPEARANCES DIVISION OF THE AMERICAN BAR ASSOCIATION'S FORUM ON THE ENTERTAINMENT AND SPORTS INDUSTRIES.



### **STEVE WEIZENECKER, PARTNER AT BARNES AND THORNBURG LLP**

ENTERTAINMENT LAWYER STEVE WEIZENECKER SERVES AS COUNSEL ON TAX INCENTIVES AND FINANCING FOR FILM, TELEVISION AND VIDEOGAME CLIENTS. HE HAS ALSO WORKED WITH NUMEROUS JURISDICTIONS ON DEVELOPING OR IMPROVING THEIR ECONOMIC INCENTIVES FOR THE ENTERTAINMENT INDUSTRY. PERSONABLE AND PATIENT, STEVE TAKES THE TIME TO LISTEN TO WHAT EACH CLIENT NEEDS, UNDERSTAND THEIR CONCERNS AND INCORPORATE THEIR GOALS INTO EACH STEP HE TAKES. CLIENTS AND COLLEAGUES ALIKE KNOW THAT THEY CAN RELY ON STEVE TO SERVE AS A RESOURCE FOR INFORMATION WHEN HELPING THEM TO TAKE ADVANTAGE OF PRODUCTION INCENTIVES IN THE U.S. AND ABROAD. WHETHER STEVE IS ADVISING ON STATE OR COUNTRY TAX CREDITS, PRODUCTION GRANTS OR FINANCINGS,

HE IS ABLE TO HELP LEVERAGE OPPORTUNITIES TO BENEFIT HIS CLIENTS. IN ADDITION TO HIS DEEP EXPERIENCE IN PRODUCTION INCENTIVES, STEVE ADVISES ON THE CORPORATE LAW ISSUES HIS CLIENTS FACE DOING BUSINESS TODAY. HE DELIVERS PRACTICAL LEGAL SOLUTIONS AND COMPREHENSIVE BUSINESS ADVICE ON COMPLEX CORPORATE FINANCINGS; FILM, TELEVISION AND NEW MEDIA PRODUCTION AND DISTRIBUTION AGREEMENTS; AND COMMERCIAL ARRANGEMENTS.

STEVE FREQUENTLY SERVES AS OUTSIDE GENERAL COUNSEL FOR PRODUCTION COMPANIES AND OTHER ENTERTAINMENT BUSINESSES. STEVE DELIVERS AN ESSENTIAL MIX OF PERSONAL COMMITMENT AND INDUSTRY KNOW-HOW TO THOSE HE SERVES. REGARDLESS OF THE CHALLENGE AT HAND, STEVE'S LEGAL EXPERIENCE, DEDICATION TO UNDERSTANDING HIS CLIENTS' BUSINESSES AND GOALS, AND DECADES OF EXPERIENCE AS AN ENTERTAINMENT LAWYER ARE GROUNDED IN PRUDENT DECISION-MAKING AND UTILITARIAN ADVICE.

## Panelist Biographies



**JOAN C. WILLIAMS, DISTINGUISHED PROFESSOR OF LAW EMERITUS, UC LAW SF FOUNDATION CHAIR AND DIRECTOR OF THE CENTER FOR WORKLIFE LAW**

DESCRIBED AS HAVING "SOMETHING APPROACHING ROCK STAR STATUS" IN HER FIELD BY THE NEW YORK TIMES MAGAZINE, JOAN C. WILLIAMS HAS PLAYED A CENTRAL ROLE IN RESHAPING THE CONVERSATION ABOUT WORK, GENDER, AND CLASS OVER THE PAST QUARTER CENTURY. WILLIAMS IS A SULLIVAN PROFESSOR OF LAW AND FOUNDING DIRECTOR OF THE CENTER FOR WORKLIFE LAW AT THE UNIVERSITY OF CALIFORNIA, LAW OF SAN FRANCISCO. WILLIAMS' PATH-BREAKING WORK HELPED CREATE THE FIELD OF WORK-FAMILY STUDIES AND MODERN WORKPLACE FLEXIBILITY POLICIES. WILLIAMS IS RANKED IN THE TOP 50 LEGAL SCHOLARS IN THE COUNTRY BASED ON H-INDEX, AND ONE OF THE MOST CITED SCHOLARS IN HER FIELDS OF CRITICAL THEORY AND EMPLOYMENT LAW. SHE HAS AUTHORED 11 BOOKS, OVER 100 ACADEMIC ARTICLES,

AND HER WORK HAS BEEN COVERED IN PUBLICATIONS FROM OPRAH MAGAZINE TO THE ATLANTIC. HER HARVARD BUSINESS REVIEW ARTICLE, "WHAT SO MANY PEOPLE DON'T GET ABOUT THE U.S. WORKING CLASS" HAS BEEN READ OVER 3.7 MILLION TIMES AND IS NOW THE MOST READ ARTICLE IN HBR'S 90-PLUS YEAR HISTORY. HER MOST RECENT BOOK, BIAS INTERRUPTED: CREATING INCLUSION FOR REAL AND FOR GOOD (HARVARD BUSINESS REVIEW PRESS, 2021), OFFERS A FRESH APPROACH TO INCLUSION THAT IS CONCRETE, EVIDENCED-BASED AND ACTIONABLE. SHE IS ALSO THE AUTHOR OF WHITE WORKING CLASS: OVERCOMING CLASS CLUELESSNESS IN AMERICA.



**RUSTY WEISS, PARTNER, SIDLEY AUSTIN LLP**

RUSTY WEISS IS A PARTNER IN THE CENTURY CITY OFFICE OF SIDLEY AUSTIN LLP AND A MEMBER OF TECHNOLOGY TRANSACTIONS PRACTICE AND SPORTS, MEDIA AND ENTERTAINMENT GROUP. MR. WEISS SPECIALIZES IN TRANSACTIONAL MATTERS AND COUNSELING IN THE FIELDS OF MEDIA, ENTERTAINMENT, SPORTS, MUSIC, TECHNOLOGY AND INTELLECTUAL PROPERTY WITH A PARTICULAR FOCUS ON THE CONVERGENCE OF ENTERTAINMENT AND TECHNOLOGY. MR. WEISS ALSO REPRESENTS A WIDE ARRAY OF TECHNOLOGY COMPANIES IN STRUCTURING, NEGOTIATING AND DRAFTING AGREEMENTS INVOLVING THE RESEARCH, DEVELOPMENT, LICENSING, MANUFACTURING, MARKETING, DISTRIBUTION, SALE AND OTHER EXPLOITATION OF TECHNOLOGY.

## Panelist Biographies

MR. WEISS REPRESENTS VIDEO GAME, MOTION PICTURE, TELEVISION, MOBILE, INTERNET, SPORTS, MUSIC, TOY AND MULTIMEDIA COMPANIES IN STRUCTURING, NEGOTIATING AND DRAFTING A BROAD RANGE OF AGREEMENTS INVOLVING THE FINANCING, ACQUISITION, DEVELOPMENT, PRODUCTION, MARKETING, PROMOTION, DISTRIBUTION, PUBLISHING, SALE AND OTHER EXPLOITATION OF VIDEO GAMES, MOTION PICTURES, TELEVISION AND INTERNET PROGRAMMING, MUSIC AND CONSUMER PRODUCTS. MR. WEISS ALSO REPRESENTS A WIDE ARRAY OF TECHNOLOGY COMPANIES IN STRUCTURING, NEGOTIATING AND DRAFTING AGREEMENTS INVOLVING THE RESEARCH, DEVELOPMENT, LICENSING, MANUFACTURING, MARKETING, DISTRIBUTION, SALE AND OTHER EXPLOITATION OF TECHNOLOGY.

IN ADDITION TO THE TRANSACTION MATTERS THAT HE HANDLES FOR CLIENTS, MR. WEISS REGULARLY COUNSELS CLIENTS ON INTELLECTUAL PROPERTY AND COMMERCIAL LAW MATTERS, INCLUDING, WITHOUT LIMITATION: PRIVACY; FAIR USE; THE DIGITAL MILLENNIUM COPYRIGHT ACT; RIGHT OF PUBLICITY; ADVERTISING; PIRACY; CONTESTS, SWEEPSTAKES AND GAMING; DIGITAL RIGHTS MANAGEMENT AND UNFAIR COMPETITION.

MR. WEISS HAS SPOKEN ON MANY PANELS CONCERNING ISSUES FACED BY THE MEDIA, ENTERTAINMENT, TECHNOLOGY AND INTELLECTUAL PROPERTY INDUSTRIES AND HAS BEEN WIDELY QUOTED IN VARIETY, THE HOLLYWOOD REPORTER, USA TODAY, LOS ANGELES TIMES, CNET NEWS, SAN JOSE MERCURY NEWS AND OTHER PUBLICATIONS.



## Panelist Biographies

FREQUENTLY RECOGNIZED IN VARIOUS LEGAL PUBLICATIONS FOR HIS ACHIEVEMENTS, RUSTY WAS NAMED BY VARIETY IN ITS LEGAL IMPACT REPORT (2017-2018, 2020-2023) AND ALSO BY VARIETY IN ITS 2019, 2021, AND 2022 "DEALMAKERS IMPACT REPORT." HE IS RECOMMENDED BY THE BEST LAWYERS IN AMERICA FOR ENTERTAINMENT LAW AND TECHNOLOGY LAW (2010-2023), EUROMONEY'S EXPERT GUIDES (2015-2021), AND THE LEGAL 500 US (2014, 2016-2017). IN 2014, THE LOS ANGELES BUSINESS JOURNAL NAMED RUSTY ONE OF THEIR "MOST INFLUENTIAL LAWYERS IN DIGITAL MEDIA AND ECOMMERCE LAW."



### **ANDREA YELLE, COO/MANAGING PARTNER, FORSHAY**

ANDREA IS THE CHIEF OPERATING OFFICER & MANAGING PARTNER OF FORSHAY, A HUMAN RESOURCES + PEOPLE OPERATIONS EXECUTIVE SEARCH AND CONSULTING FIRM. ANDREA JOINED THE GAMING AND DIGITAL MEDIA INDUSTRY AS HEAD OF HR FOR LUCASFILM'S GAMING DIVISION, AND LATER LED THE COMPANY-WIDE PEOPLE TEAM. ANDREA JUMPED OVER INTO CONSULTING AS AN INDEPENDENT HR EXPERT AND RECRUITER AND HELPED A VARIETY OF GAMING/VFX STUDIOS INCLUDING PERPETUAL ENTERTAINMENT AND THE ORPHANAGE. IN 2011, ANDREA BECAME THE FOUNDING TEAM MEMBER OF FORSHAY, AND IN THE PAST 12 YEARS SHE HAS PLAYED A KEY ROLE IN SCALING AND SUPPORTING COMPANIES INCLUDING NGMOCO, ELECTRONIC ARTS, ACTIVISION, GLU MOBILE, PIXAR, SONY AND GRIFFIN GAMING PARTNERS.

WITH DEEP RELATIONS AND BROAD TALENT NETWORKS ACROSS THE SAN FRANCISCO, NEW YORK AND BOSTON MARKETS, SHE IS THE FIRST PERSON COMPANIES CALL WHEN THEY HAVE A KEY OPEN ROLE OR BUSINESS ISSUE THAT NEEDS ADDRESSING.

ANDREA EARNED A BACHELOR'S DEGREE IN INDUSTRIAL AND LABOR RELATIONS FROM CORNELL UNIVERSITY AND IS A ROWING COACH IN HER SPARE TIME.

## Panelist Biographies



### **HAILUN YING, HEAD OF PRIVACY, ROBLOX**

HAILUN YING IS HEAD OF PRIVACY, LEGAL AT ROBLOX, AN ONLINE UGC GAMING PLATFORM, WHERE SHE MANAGES THE TEAM DEDICATED TO PRIVACY AND CYBERSECURITY LEGAL MATTERS. HAILUN PROVIDES GUIDANCE ON BOTH DOMESTIC AND INTERNATIONAL PRIVACY MATTERS, INCLUDING GDPR, CCPA/CPRA, AADC, AND COPPA. HAILUN ALSO ADVISES THE BUSINESS ON VARIOUS PRIVACY AND DATA PROTECTION REQUIREMENTS FOR PRODUCT LAUNCHES, DATA INCIDENTS, PRIVACY POLICIES, AND OTHER INITIATIVES INVOLVING USER OR EMPLOYEE DATA. PRIOR TO JOINING ROBLOX, SHE HANDLED PRIVACY MATTERS AT PAYPAL SPECIALIZING IN M&A, PRODUCT, AND INCIDENT RESPONSE. HAILUN IS THE CURRENT VICE CHAIR OF THE CALIFORNIA LAWYERS ASSOCIATION - PRIVACY LAW SECTION AND HAS BEEN AN EXECUTIVE COMMITTEE MEMBER OF THE SECTION SINCE IT WAS FOUNDED IN 2020. HAILUN RECEIVED HER JD FROM SANTA CLARA UNIVERSITY SCHOOL OF LAW AND HER BA IN ECONOMICS, POLITICAL SCIENCE, AND PSYCHOLOGY FROM THE UNIVERSITY OF CALIFORNIA, BERKELEY.



**WITH THANKS TO:**

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