



BEST PRACTICES TO
COMBAT
HUMAN
TRAFFICKING

JANUARY 24, 2019



U.S. CHAMBER OF COMMERCE



January 24, 2019

Dear Attendees:

On behalf of the U.S. Chamber of Commerce, welcome to Best Practices to Combat Human Trafficking.

Human trafficking is a global problem that affects millions of people each year. In an increasingly interconnected world, it is no longer a matter of *if* a business will come into contact with human trafficking but *when*. It is critical to bring together businesses, government officials, and other stakeholders to share best practices so that we can combat this horrific crime and help victims of trafficking.

Today, you will hear from businesses, government officials, and individuals, all of whom have stories to share. Members of the U.S. Chamber's Task Force to Eradicate Human Trafficking will discuss how to recognize the warning signs of trafficking and steps to combat it. The task force is an important advisory group helping us develop common solutions and speak with one voice.

We will unveil a best practices document for supply chain managers developed in partnership with the A21 Campaign, as well as provide the results of a red team simulation and training exercise.

I hope you find this event informative and motivational.

Sincerely,

A handwritten signature in black ink that reads "Glenn Spencer". The signature is fluid and cursive.

Glenn Spencer
Senior Vice President
Employment Policy Division
U.S. Chamber of Commerce



BEST PRACTICES TO COMBAT HUMAN TRAFFICKING

Lee Anderson Veterans Center

U.S. Chamber of Commerce | Washington, D.C.

Thursday, January 24, 2019

Welcoming Remarks

- **Glenn Spencer**, Senior Vice President, Employment Policy Division, U.S. Chamber of Commerce

Keynote Interview: Businesses Fighting Against Human Trafficking

- **Stefan J. Marculewicz**, Shareholder and Co-Chair, Business and Human Rights Practice Group, Littler Mendelson P.C.
- **Nicole “Nikki” Clifton**, Vice President, UPS Global Public Affairs, UPS

U.S. Federal Government Efforts

- **Marcia Eugenio**, Director, Office of Child Labor, Forced Labor, and Human Trafficking, Bureau of International Labor Affairs, U.S. Department of Labor

Moderator: **Glenn Spencer**, Senior Vice President, Employment Policy Division, U.S. Chamber of Commerce

Solving the Problem Through Red Teaming

- **Scott Crino**, CEO, Red Six Solutions
- **Andy Dreby**, Director of Red Teaming, Red Six Solutions

Task Force to Eradicate Human Trafficking: Leading by Example

- **Mimi Braniff**, Managing Director, Government Affairs, Delta Air Lines
- **Ryan Burns**, Manager, Federal Government Affairs, Walmart
- **Anesa “Nes” Parker**, Senior Manager, Deloitte Consulting LLP

Moderator: **Gabriella Rigg Herzog**, Vice President, Corporate Responsibility and Labor Affairs, U.S. Council for International Business

Keynote

- **Jolene Hollis**, Survivor Advocate, Coalition to Abolish Slavery & Trafficking

Join the Fight to Stop Human Trafficking

- **Michael Billet**, Senior Manager, Policy Research, Employment Policy Division, U.S. Chamber of Commerce
- **Kristen Morse**, Director of Prevention, Awareness, and Education, A21

Concluding Remarks

- **Glenn Spencer**, Senior Vice President, Employment Policy Division

SPEAKERS



Michael Billet

*Senior Manager, Policy Research
Employment Policy Division
U.S. Chamber of Commerce*

Michael Billet, senior manager of policy research at the U.S. Chamber of Commerce, keeps members and internal Chamber policy staff abreast of pending labor and immigration legislation, as well as federal regulatory and subregulatory activities. He is also responsible for planning the Chamber's annual workplace and community wellness forum.

Previously, Billet worked as the public policy assistant at the National Business Group on Health, where he provided administrative and logistical support for the annual Business Health Agenda conference, conducted research, and wrote policy materials. This included drafting testimony, letters to Congress and the administration, briefings for Hill visits, and other public policy activities.

He also has research experience working at the American Enterprise Institute, the Congressional Management Foundation, and for former Sen. Rick Santorum (R-PA).



Mimi Braniff

*Managing Director, Government Affairs
Delta Air Lines*

Mimi Braniff is managing director of government affairs at Delta Air Lines.

Earlier in her career, Braniff held a number of positions on Capitol Hill including special counsel to the Senate Energy Committee, where she advised on electricity issues, climate change, cybersecurity, and EPA regulations. She also served as committee counsel to the Senate Appropriations Committee, where she developed appropriations legislation and drafted bill text, report language, and amendments. As deputy chief counsel to the Commerce Committee, she advised on policy, legislative, and legal matters such as legislation impacting the telecom industry.

While in the private sector, Braniff was vice president of federal government affairs for NRG Energy, overseeing the company’s Washington, D.C., office and developing its political strategies.

In addition, Braniff practiced law in California and in Indiana, focusing on litigation.

She has her Bachelor of Science in political science from Lewis & Clark College and her J.D. from Pepperdine School of Law.



Ryan Burns

Manager, Federal Government Affairs, Walmart

Ryan Burns is a manager with Walmart’s Federal Government Affairs team. There he leads federal lobbying and outreach efforts for immigration policy and issues related to the Senate and House Judiciary committees.

Previously, Burns was a project specialist and executive assistant to the senior vice president for Global Public Policy and Government Affairs at Walmart. He supported the company’s public policy activities in Washington, D.C., and around the world.

Earlier in his career, Burns was a legislative fellow in the office of Rep. Bill Posey (R-FL) where he worked on issues relating to financial services as well as science, space, and technology.

Ryan received a Bachelor of Arts in philosophy from Covenant College in Georgia.



Nicole “Nikki” Clifton

Vice President, UPS Global Public Affairs
UPS

Nicole “Nikki” Clifton is an attorney and government affairs professional with broad advocacy experience on Capitol Hill and in the federal and state courts. Clifton represents UPS’ interests before Congress, federal agencies, and the states’ attorneys general. Her expertise includes labor and workforce legislative and regulatory policy as well as transportation and logistic industry issues.

She spearheaded UPS’ anti-human trafficking awareness initiative, reaching more than 90,000 driver and service providers across the U.S. Her Ted Talk “3 Ways Businesses Can Fight Sex Trafficking” has more than 1 million views. She was appointed to the U.S. Department of Transportation’s Advisory Committee on Human Trafficking.

Earlier, Clifton served as labor and employment counsel for UPS in Atlanta, Georgia, where she had nationwide responsibility for managing traditional labor litigation, training, and enforcing policies affecting the company’s 250,000-plus union-represented employees. She was in-house counsel to UPS’ National Negotiating Committee during collective bargaining with the International Brotherhood of Teamsters. Also, she served as UPS’ employment counsel, managing employment litigation and providing counsel and training in all areas of employment law.

Before UPS, she worked for Delta Air Lines as flight operations counsel. She also practiced law with the offices of Alston & Bird LLP and Smith, Currie, and Hancock, representing management clients in labor and employment law.

Clifton received her B.A. magna cum laude in communications from Howard University’s Annenberg Honors Program and her J.D. from the University of Georgia School of Law. She is a member of the Georgia Bar and admitted to practice before the U.S. Supreme Court.



Scott Crino

CEO

Red Six Solutions

Dr. Scott Crino is a co-founder and CEO of Red-6 Solutions (Red-6), a strategic advisory consulting firm headquartered in Washington, D.C. The company focuses on providing its clients with insights into unseen hazards through the art of red teaming. Earlier, Crino was president of Crino Consulting Group and a managing director at Teneo Holdings.

Crino is a veteran of the U.S. Army, having served 21 years as a combat aviation officer and operations research/systems analysis officer in multiple combat zones, and held several command and staff positions. Crino has planned and executed dozens of red team events for government, commercial, and international clients.

He has B.S. and M.S. degrees in industrial engineering from the University of Buffalo and Texas A&M, respectively, and a Ph.D. in systems engineering from the University of Virginia.



Andy Dreby

Director of Red Teaming

Red Six Solutions

Andy Dreby is a co-founder and director of red teaming for Red-6 Solutions (Red-6), a strategic advisory consulting firm headquartered in Washington, D.C. The company focuses on providing its clients with insights into unseen hazards through the art of red teaming.

Dreby is a U.S. Army veteran with over 20 years of military service as an armor officer and has extensive operational and planning experience with the U.S. Department of Defense. He is a certified risk management professional through the Project Management Institute and has completed the Army's red team course at Fort Leavenworth, Kansas.

He has advanced degrees in information security from Penn State University and in economics from the University of Oklahoma.



Marcia Eugenio

Director, Office of Child Labor, Forced, Labor, and Human Trafficking, Bureau of International Labor Affairs, U.S. Department of Labor

Marcia Eugenio is director of the Office of Child Labor, Forced Labor, and Human Trafficking (OCFT) at the Bureau of International Labor Affairs (ILAB). OCFT promotes the elimination of child labor, forced labor, and human trafficking through policy, research, and technical assistance projects.

She has over 25 years of federal government experience and was appointed to the U.S. Department of Labor’s Career Senior Executive Service in 2005. She started her career at the Department of Labor in 1991 working on occupational safety and health issues. Since 1994, she has worked at the ILAB, initially working on immigration issues and then conducting research on international child labor. In addition, she served as senior program officer at the International Labor Organization in Geneva, Switzerland.

Eugenio received her bachelor’s degree in international studies from the City College of New York and her Master of Public Policy from the University of Michigan.



Gabrielle Rigg Herzog

*Vice President, Corporate Responsibility and
Labor Affairs
U.S. Council for International Business*

Gabriella Rigg Herzog is vice president of corporate responsibility and labor affairs at the U.S. Council for International Business (USCIB). She leads USCIB’s work on labor and employment policy, corporate responsibility, business and human rights, and corporate governance.

Before joining USCIB, she was senior manager for corporate social responsibility (CSR) at Hess Corporation, leading the development and integration of key CSR and human rights governance, employee training, and assurance processes into Hess’ management systems.

Earlier, Herzog served as a policy adviser at the U.S. Department of State in the Bureau of Democracy, Human Rights and Labor, leading its global CSR policy and program practice. She also worked at the U.S. Department of Labor where she developed and implemented labor cooperation programs to help labor ministries improve enforcement capacity.

Herzog is a fellow with The Aspen Institute’s Business and Society Program and holds a certificate of international business management from Georgetown University, a Master of Arts in law and diplomacy from The Fletcher School at Tufts University, and a Bachelor of Arts in political science from Northeastern University.



Jolene Hollis

Survivor Advocate, Coalition to Abolish Slavery & Trafficking

Jolene Hollis is a survivor leader, consultant, trainer, and social justice advocate. For 10 years, she was trafficked in the commercial sex industry. She exited the life in 2014 and immediately started her efforts in the fight against human trafficking. With the support of Saddleback Church Orange County, she established a faith-based healing environment in a group setting for survivors.

In addition, she held several positions at nonprofit agencies in the Los Angeles and Orange County areas as a case manager serving adults whose lives have been affected by the commercial sex industry, human trafficking, and the homeless.

Hollis consults and trains across the U.S. for non-governmental organizations, government agencies, and faith-based communities. She contributed to the Polaris Project's publication *On-Ramps, Intersections, and Exit Routes* and is a contributor to Saddleback Church's manual on *How to Start a Human Trafficking Ministry in Your Church*.

Hollis works at CAST's Emergency Human Trafficking Shelter and holds a position on the Families Against Sex Trafficking Survivor Advisory Board. She also is continuing her education working toward a degree in holistic Chinese medicine and acupuncture.



Stefan J. Marculewicz

*Shareholder and Co-Chair, Business and Human Rights Practice Group
Littler Mendelson P.C.*

Stefan J. Marculewicz is shareholder and co-chair of the business and human rights practice group at Littler Mendelson P.C.

Marculewicz, a recognized authority on international labor standards, serves as co-chair of the U.S. Chamber of Commerce’s International Law Subcommittee and chair of the U.S. Chamber’s Task Force to Eradicate Human Trafficking.

He advises multinational corporations on issues involving employer efforts to address and respond to international labor standards and helps corporations respond to efforts by labor unions and non-governmental organizations to discredit them through global campaigns.

His work includes developing global labor relations strategies, advancing supply chain management systems, establishing corporate codes of social responsibility and human rights policies, and negotiating international framework agreements with Global Union Federations.

He has represented employers before the ILO and OECD National Contact Points.

He received his B.A. from Lawrence University in Wisconsin and his J.D. from The Catholic University of America Columbus School of Law.



Kristen Morse

*Director of Prevention, Awareness, and Education
A21*

Kristen Morse joined the A21 team in 2009, leaving Grand Rapids, Michigan, and moving to Sydney, Australia. She served as a member of the founding team in 2010 for A21's office in California. During her time there, she earned a Bachelor of Arts from Vanguard University in Costa Mesa, California.

Morse is currently director of prevention, awareness, and education at A21, based in Washington, D.C. Through the years, she has worked to establish A21's structure, combining her knowledge of human trafficking with specialized, organizational strategies to raise awareness, educate and train students and professionals, and mobilize thousands to join the fight for freedom.

She is pursuing a Master of Public Policy at American University.



Anesa “Nes” Parker

Senior Manager

Deloitte Consulting LLP

Anesa “Nes” Parker is a senior manager at Deloitte Consulting LLP, where she leads engagements for government, philanthropic, and nonprofit clients related to strategic transformation.

Parker’s work and commentary has been featured in *The Wall Street Journal*, *U.S. News and World Report*, *Business Insider*, *the Huffington Post*, *Public CIO*, *the Chronicle of Philanthropy*, *Governing Executive*, *Profiles in Diversity Journal*, and *Deloitte University Press*. She has spoken at SXSW, Washington Post Live, and as a guest lecturer at Georgetown University, George Mason University, and Columbia University, among other venues.

Parker graduated magna cum laude from Vassar College with a B.A. in political science and economics and earned a Master of Public Administration from Columbia University’s School of International and Public Affairs in management and gender policy.



Glenn Spencer

*Senior Vice President, Employment Policy Division
U.S. Chamber of Commerce*

Glenn Spencer is the senior vice president of the Employment Policy Division, which represents the interests of the employer community across a range of labor and employment issues.

The division works to ensure that laws and regulations affecting employers are developed with employer concerns acknowledged and are fairly applied. It also provides businesses with guidance and expertise on legislative and regulatory matters.

Before joining the Chamber in July 2007, Spencer spent nearly six years at the U.S. Department of Labor in the Office of the Secretary, serving as the deputy chief of staff and then chief of staff to Secretary of Labor Elaine L. Chao.

Earlier in his career, Spencer was engaged in issue advocacy and grassroots lobbying for Citizens for a Sound Economy in Washington, D.C., and also worked as a senior analyst in the research departments of the National Republican Senatorial Committee and the Republican National Committee.

Spencer's articles have been published in numerous leading newspapers, and he has appeared on nationally syndicated radio and television news programs. He holds an M.A. in international affairs from The George Washington University.

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