



Hospitality

Overview

- 31 attorneys in 10 offices
- Multi-disciplinary team
- Located in key cities, including New York, Las Vegas and Atlantic City

Issues facing the hospitality industry are as varied as the businesses themselves. From purchasing land and securing permits and approvals to ensuring that your business is in compliance with state and federal wage and hour regulations, to drafting management agreements, hospitality clients can face a multitude of daunting legal challenges.

That's where Fox Rothschild can help. Our multi-disciplinary team includes attorneys who know the inside of the hospitality industry because they've been there. It is that experience that dictates our group's approach to the industry's needs. We see hospitality from a unique business-perspective: our team includes a former general counsel to one of the nation's leading restaurant group and an in-house employment counsel for one of the world's leading hospitality companies. Fox Rothschild brings together attorneys who practice in labor and employment, corporate, real estate, gaming, construction law, and intellectual property. Our members are located throughout the firm's offices, including New York City, Las Vegas, Atlantic City, and Los Angeles.

We Represent:

- international hotel and resort operators
- boutique hotel groups
- night club operators
- casino and gaming operators
- health clubs and spas
- fine dining establishments
- quick-service restaurants
- food service providers
- private club operators

Areas where Fox Rothschild may be of service to hospitality clients include our Labor & Employment, Corporate, Gaming, Intellectual Property, Real Estate, and Franchising, Licensing & Distribution Practices.

www.foxrothschild.com

"In an industry that touches so many areas of law, clients need the knowledge and strength of a full-service firm, but also the experience of attorneys who have both practiced in and worked in the hospitality industry."

Carolyn Richmond & Deanna Forbush
Co-Chairs of the Hospitality Practice



Labor & Employment

In a climate of increasingly complex workplace regulations that can have a profound affect on the hospitality industry's workplace, hospitality employers need strategies that result in productive and cost-effective business outcomes. From labor relations and discrimination claims to employee benefits, Fox Rothschild offers timely, creative, and aggressive advice and solutions that resolve - and even prevent - disputes and costly litigation.

Our Services

- wage and hour matters (e.g. tipping, meal break, and overtime compliance)
- immigration and I-9 compliance
- union/management relations, including contract negotiations, grievance handling, and arbitrations
- implementing comprehensive pre-hire and new-hire procedures particular to hospitality employers
- drug testing
- employment litigation
- violence in the workplace
- restrictive covenants, including non-competes, no-solicitation provisions, post-employment covenants
- implementing non-union programs
- anti-discrimination and harassment programs
- all aspects of labor and employment law

Corporate

A century of business representation has given Fox Rothschild a wealth of experience in corporate formation, management, growth, acquisitions, and transfers. Our attorneys focus on the particular requirements, challenges, and opportunities of our hospitality clients' businesses, striving to practice law that is both creative and preventative. We continue to expand our general counsel relationships with hospitality companies, while also increasing our activities to startups and clients in emerging industries.

Our Services

- contracts review and drafting
- general business representation and guidance
- preparation of management and licensing agreements
- securities and private financing
- acquisitions and divestitures
- negotiation, documentation, and completion of mergers and acquisitions
- purchases, sales, and other transfers of business interests
- reorganization and restructuring of enterprises
- negotiation and preparation of commercial and business agreements



Gaming

With one of the largest gaming practices in the U.S., Fox Rothschild offers unique legal experience for clients across the country. Casinos, hotels, and related businesses - including gaming suppliers and equipment manufacturers, private equity funds, and other investors - benefit from our long history and reputation with industry regulators.

Our Services

- casino and hotel operations
- licensing - casino, liquor, gaming equipment suppliers, other suppliers, investors, junket representatives, institutional investors, exemptions
- regulatory matters - equipment approvals, compliance plans, compliance investigations, disciplinary proceeding
- real estate - acquisition, development approvals, financing
- contracts
- legislative affairs

Intellectual Property

Our full service Intellectual Property practice works to identify opportunities and eliminate threats to each client's IP portfolio. With more than 30 lawyers, many of whom are registered to practice before the United States Trademark Office, this team stands ready to protect and leverage your IP assets. Our attorneys work closely with our hospitality clients to protect emerging areas of "work product" including signature dishes and traditional IP build-out and protection, such as patents, trademarks, copyrights, and trade secrets.

Our Services

- trademark, design, and utility patent portfolio development and enforcement
- trade secrets
- patent prosecution
- offensive and defensive litigation of IP rights

Real Estate

Fox Rothschild offers the region's largest and most experienced real estate practice focused upon the hospitality industry. For our hospitality clients, we combine skilled insight, personalized service, and contacts throughout the industry to help our clients achieve their objectives. We represent a diverse group of hoteliers, management companies, and lenders. We can leverage our breadth of industry experience to make your next hotel project a success.

Our Services

- acquisitions and sales
- financing



- zoning and land planning
- management contracts
- liquor licenses
- tax assessment, appeals, and exemptions
- dispute resolution
- code compliance
- environmental issues
- contractors' and architects' contracts

Immigration

Immigration. It's a hot topic - and one that is constantly in the news. At Fox Rothschild, we have experience with virtually all types of immigration matters related to the hospitality industry - so no matter what your issue, chances are we have the knowledge and experience you need to work toward the best possible solution.

Our Services

- visa document preparation and compliance counseling
- I-9 Forms, IRCA compliance, and employer sanctions
- Social Security Mismatch issues
- audits, training programs, and process development (I-9, IRCA, and LCA public access file compliance)
- immigration-related litigation
- employment discrimination policies
- prevailing wage compliance issues
- mergers and acquisitions

Franchising, Licensing & Distribution

This burgeoning practice has counseled hundreds of franchise, licensing, and distribution businesses at all stages of the game, across the United States and abroad. With a team that includes a multi-unit franchisee and a former general counsel for a leading international franchisor, clients benefit from a team which knows the law - and the business.

Our Services

- prepare and review franchise disclosure documents and contracts
- counsel on entity formation, financing, real estate, intellectual property, and employment issues
- structure and negotiate distribution and supply agreements
- manage state registration process and other regulatory filings
- provide guidance to domestic and foreign franchises on international expansion
- enforce franchise rights and obligations through courts or arbitration