

## Hospitality Industry Group

**The hospitality business is multifaceted, highly competitive, and constantly evolving, subject to rapidly changing legislative and regulatory changes and challenging operational issues. Leech Tishman's Hospitality Industry Group includes attorneys across multiple practice areas who have a depth of understanding and experience in the many unique legal issues affecting the hospitality industry.**

Our attorneys have worked with local, regional, national and international clients including hotel, restaurant, and country club owners and managers, investors, owners, construction lenders, developers, lenders, and other entities.

Leech Tishman's Hospitality Industry team works together across our practice groups to offer clients comprehensive counsel and practical advice on business restructuring, construction, corporate and financing matters, data privacy & cybersecurity, employment & labor, government relations and regulatory compliance, insurance coverage, intellectual property, litigation & alternative dispute resolution, real estate, and tax.

Some of our services include:

### Business Restructuring & Insolvency

- Bankruptcy and pre-bankruptcy planning
- Confirmation of plans of reorganization and liquidation
- Claims administration and distribution
- Representation of creditors' committees
- Representation of secured creditors
- Obtaining cash collateral and debtor-in-possession financing
- Liquidation of assets by auction and private sale
- Negotiating, restructuring, and documenting of defaulted loans outside of bankruptcy representing both lenders and debtors

### Construction

- Architecture, engineering, development and design agreements
- Construction management agreements
- General contracts
- Contracts for specialty equipment/fixtures

### Corporate

- Contracts and commercial agreements including vendor and supplier contracts
- Public and private financing
- Loans (securitized, syndicated, convertible, mezzanine & hybrid loans)
- Government lease financings
- Data privacy and cybersecurity matters
- Tax considerations

### Employment & Labor

- Compliance with federal, state, and local employment regulations and Acts
- Employment agreements and compensation
- Non-compete agreements
- ERISA, employee benefits and executive compensation
- Confidentiality agreements
- Wage and hour issues
- Hiring and termination issues including reductions in workforce, separation agreements and return-to-work matters
- Collective bargaining/labor matters
- Immigrant and non-immigrant visa services
- Workplace safety
- COVID-19 related screening/testing

### Government Relations

- Regulatory compliance
- Executive and emergency orders
- Hospitality-related government grants and programs
- Government investigations and audits
- Application for liquor licenses

### Insurance Coverage

- Insurance policy review
- Assist in documenting/evidencing and quantifying claim
- Prepare notice of claim, loss, and/or circumstances to insurer(s) with supporting materials
- Assist in preparing proof of loss and related documentation, as necessary
- Correspond and negotiate with insurer(s)
- Representation in mediation, arbitration, or other alternative dispute resolution proceeding
- Prepare complaint and represent client in insurance-coverage litigation through settlement or judgment

## Intellectual Property

- Brand protection
- Copyrights
- Trademarks
- Patents
- Trade secrets
- Licensing and outsourcing

## Litigation & Alternative Dispute Resolution

- Contract disputes
- Construction litigation
- Employment-related actions
- Alternative dispute resolution

## Real Estate

- Commercial and mixed-use developments
- Development and financing
- Purchase and sale of property
- Zoning and land use matters
- Compliance with environmental regulations