

## Overview

Step toe & Johnson's Hospitality and Resort Team represents a variety of clients in the hospitality industry, including hotels and ski resorts, ranging from locally owned individual establishments to large regional destination resorts.

Team attorneys, supported by the full strength of Steptoe & Johnson working in more than 40 areas of law, have assisted these entities through formation, financing, construction, and development.

The firm also provides ongoing advice regarding labor and employment issues, workers' compensation, employee benefits, tax matters, governmental relations, and litigation.

## Areas of Focus

- Business formation and organization
- Land acquisition, use, and zoning
- Corporate financing
- Private placements
- Tax-incentive financing
- Purchase and sale of existing enterprises
- Licensing, regulatory, and compliance
- Construction and related contract review and assessment
- Negotiating and drafting management and other business contracts
- Labor relations, collective bargaining, and assisting management with union avoidance
- Employer counseling, training, and day-to-day operational advice
- Employee benefits
- Litigation, including commercial, employment, construction, ski defense, and other forms of premises liability
- Workers' compensation
- Tax issues

## Representative Experience

- The firm has represented ski resorts in serious personal injury matters since the 1970s
- Represent companies in the hospitality, banking, and construction industries in breach of contract and related claims
- Firm members have been involved with the Association of Ski Defense Attorneys for several decades
- Represent hospitality and related clients in business startup, structuring, and financing efforts, including private placements
- Represent hospitality clients in land use, zoning, water rights, and disputes regarding restrictive covenants
- Experience in mergers and acquisitions, including stock purchase, asset purchase, and merger structures
- Represent clients in negotiation of franchise agreements
- Assist in the development of tax strategies for hospitality and related clients
- Regularly draft contracts for hospitality and resort clients across a wide range of business activities
- Assist resorts, including casinos, in workers' compensation and related counseling and litigation
- Counsel hospitality clients on event hosting, sponsorships, and promotions
- Assisted with land acquisition for hotel developers
- Guide hotel and resort clients through union organizing efforts



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