

## Hospitality

In the hospitality industry, big and small players alike must cope with ongoing volatility in demand. Seasonal, economic, demographic, and regulatory factors all play a part. Cosgrave's hospitality team includes lawyers from our transactions, litigation, and employment groups, who together can help clients plan for and manage legal issues.

Risk can arise from many different sources, such as customers, vendors, and competitors. Rather than letting legal issues and risk factors divert attention from their businesses, clients from the hotel, restaurant, and retail sectors put their confidence in Cosgrave's lawyers. Clients can continue to take care of business while we help them handle a wide variety of legal matters.

Our lawyers are equally adept at counseling locally owned businesses and, through referrals from our ALFA network, international companies with local interests. Our comprehensive services for hospitality clients include the following:

## Business Advice and Transactions

- Contract drafting and review
- Entity formation, maintenance, and succession planning
- Franchise acquisition
- Purchase and sale of business interests and assets
- Real estate development, sales, and leasing
- Reputation protection (including social media issues)
- Taxation
- Trademarks

## Employment Compliance and Litigation

- Defending claims of unlawful discrimination, retaliation, or termination
- Disability laws (ADA/OADA)
- Employment agreements, policies, procedures, and handbooks
- Family and medical leave laws (FMLA/OFLA)
- Internal investigations
- Non-competition, non-disclosure, and non-solicitation agreements
- Wage and hour laws

## Affiliations

- ALFA International Hospitality and Retail Practice Group
- Craft Beverage Industry Group
- Oregon Brewers Guild

## Practice Areas

- Arbitration & Mediation
- Business & Commercial Litigation
- Business & Corporate Law
- Employment Law
- Employment Litigation
- Personal Injury & Property Damage Liability
- Product Liability
- Real Estate Law
- Regulatory
- Taxation

## Attorneys

- Deanna L. Franco
- Charles J. Huber
- Jill D. Laney
- Wendy M. Margolis
- Jason M. Pistacchio
- Julie A. Smith
- Shane P. Swilley
- Amber A. Beyer
- Max L. Forer
- Eamon P. McMahon
- Brandon L. Thornburg
- Alex Tsiavos
- Melisa K. Thompson

- Oregon Restaurant and Lodging Association