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Hospitality Law

Legal, Legislative and Regulatory Issues

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The hospitality industry is dynamic and faces numerous legal, legislative and regulatory issues. Whether you are a restaurant or hotel professional, or you have clients who face challenges in the hospitality industry, this is one professional opportunity you will not want to miss!

In this inaugural two-day conference, our top-notch faculty of experts will discuss many of the challenges and hot topics from the perspectives of the industry, its lobbyists and the regulators.

Not only will you learn invaluable information about your industry, but you will have the opportunity to interact with fellow attendees and gain practical insights on how to manage the issues that you face.

Enjoy this networking opportunity with notable faculty members from the Division of Labor, the Department of Revenue, the Colorado Restaurant Association, the University of Denver, the Department of Environmental Health, and top Denver law firms.

We look forward to seeing you in June.

Sincerely,

David D. Powell Jr., Esq.
Brownstein Hyatt Farber Schreck
Denver

Adam P. Stapen, Esq.
Dill Dill Carr Stonbraker and Hutchings
Denver



David D. Powell Jr., Esq.
Program Co-Chair



Adam P. Stapen, Esq.
Program Co-Chair

Schedule and Instructor Bios Inside

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Monday, June 9 **Tuesday, June 10**

<p>8:00 Registration and Continental Breakfast</p> <p>8:30 Welcome and Introduction Overview of Day One David D. Powell Jr., Esq., Program Co-Chair Brownstein Hyatt Farber Schreck, Denver Adam P. Stapen, Esq., Program Co-Chair Dill Dill Carr Stonbraker and Hutchings, Denver</p>
<p>8:45 Featured Presentation Legislative Issues Affecting the Hospitality Industry David Reitz, Lobbyist and Former Director Colorado Liquor Enforcement Division Colorado Department of Revenue, Denver Peter M. Meersman, President and Chief Executive Officer Colorado Restaurant Association, Denver Ilene D. Kamsler, CAE, President Colorado Hotel & Lodging Association, Denver</p>
<p>10:00 Afternoon Break</p> <p>10:15 Valuation and Buy-Sell Issues for Businesses Current Market Conditions That Affect Restaurant Transactions Shawn Sanborn, CBI, Founder Sanborn & Company, Denver</p> <p>11:15 Liquor and Compliance Issues Perspectives from the Industry and the Regulators Kory A. Nelson, Esq., Assistant City Attorney Denver City Attorney's Office Adam P. Stapen, Esq., Program Co-Chair</p> <p>12:15 Lunch Break</p> <p>1:30 Immigration Law How to Hire, Manage and Keep Qualified Hospitality Professionals Bill C. Berger, Esq. Stettner Miller, Denver</p> <p>2:30 Afternoon Break</p> <p>2:45 Wage and Hour 2008 Hospitality Industry in the Crosshairs Peter H. Wingate, PhD, Labor Standards Administrator Colorado Division of Labor, Denver</p> <p>3:45 Accessibility and Accommodation Building Your ADA Defenses and Breaking Down Barriers Kevin P. Perez, Esq. Kennedy Childs & Fogg, Denver</p> <p>4:45 Q&A Panel Members of the Faculty</p> <p>5:00 Adjourn</p>

<p>8:00 Continental Breakfast</p> <p>8:30 Welcome Back Overview of Day Two</p> <p>8:45 Safe Hiring Practices Background Checks and Complying with the Fair Credit Reporting Act, Incident Reporting, and Workplace Investigations Elizabeth Imhoff Mabey, Esq., Vice-President of Professional Services and General Counsel Business Controls, Inc., Littleton</p> <p>9:45 Morning Break</p> <p>10:00 Franchising Law Issues Dealing with Multiple Franchises Under One Roof Lynne M. Hanson, Esq. Perkins Coie, Denver</p> <p>11:00 Hotel Management Agreements Current Issues, Provisions and Pitfalls Philip A. Gosch, Esq. Brownstein Hyatt Farber Schreck, Denver</p> <p>12:00 Lunch Break</p> <p>1:15 What Are the Operational Implications for Hotels and Restaurants on Recent Legislative and Regulatory Actions? Avoidance of Civil and Criminal Liability Through Appropriate Policies, Procedures, Training Programs and Supervision Andy Divine, PhD, Professor Emeritus School of Hotel, Restaurant and Tourism Management Daniels College of Business, University of Denver</p> <p>2:15 Afternoon Break</p> <p>2:30 Health and Safety Issues Foodborne Illnesses and Civil Penalties Robert McDonald, Environmental Program Manager Denver Department of Environmental Health</p> <p>3:30 Ethics Trends in Disciplinary Proceedings John S. Gleason, Esq. Colorado Supreme Court Attorney Regulation Counsel, Denver</p> <p>4:30 Q&A Panel Members of the Faculty</p> <p>4:45 Evaluations and Adjourn</p>

Tell us what you're thinking!
Do you have specific questions or topics you hope to see covered in this program? Contact **CLE INTERNATIONAL** Program Attorney Michelle Messner, michelle@cle.com.

Reach your target audience!
Would you like the opportunity to exhibit at or sponsor this conference and get your name out to its many prospective and actual attendees? Contact Barbara Hollingsworth, barbara@cle.com.

<p>Save These Dates!</p>	<p>Subprime Lending May 8-9, Los Angeles</p>	<p>Colorado Wetlands May 19-20, Denver</p>	<p>Election Law July 24-25, Denver</p>
	<p>California Water Law May 19-20, Denver</p>	<p>Mixed-Use Development June 2-3, Denver</p>	<p>Private Equity June 9-10, Chicago</p>

Hospitality Law

meet your **instructors**

Program Co-Chairs

David D. Powell Jr. serves as Chair of his firm's Employment Practice Group. He has counseled and represented clients in various sectors of the hospitality industry on employment-related matters, including compliance with wage and hour laws, immigration laws, accommodating individuals with disabilities. He is a member of the Academy of Hospitality Industry Attorneys.

Adam P. Stapen concentrates his practice primarily in hospitality law, real estate and commercial litigation. He represents restaurants, bars, night clubs, hotels, golf courses, convenience stores and retail liquor stores in securing and protecting their liquor licenses, and in the purchase and sale of their businesses.

Featured Presenters

Ilene D. Kamsler has been the president of the Utah Society of Association Executives, the Colorado Society of Association Executives, the Tourism Industry Coalition of Colorado and the International Society of Hotel Association Executives. She has actively worked with Colorado's tourism industry to retain a funding mechanism for tourism promotion.

Peter M. Meersman has been with the Association for the past 12 years. He is politically involved in local, state and federal government affairs. In addition, he acts as Treasurer for both the HOST-PAC and Hospitality Issue political action committees, and President of the Colorado Restaurant Insurance Agency.

David Reitz is an independent consultant and lobbyist on alcohol beverage law. He was the Director of the Colorado Liquor Enforcement Division from 1991 to 2003. Previously, he was the Western Regional Director of the National Center for Alcohol Law Enforcement.

Faculty Members

Bill C. Berger represents employers in all aspects of labor and employment law matters. He has extensive litigation experience, including grievances, labor arbitrations, state and federal court litigation and proceedings before the EEOC and state fair employment agencies.

Andy Divine taught human resource and labor relations courses at the University of Denver in addition to the more industry specific operations courses in food and beverage management, prior to his retirement. He continues to teach a course he developed entitled "Wines, Brews and Spirits."

John S. Gleason directs the office responsible for the regulation of Colorado attorneys and magistrates and the prosecution of unauthorized practice of law matters. He also serves as counsel to the Supreme Court Attorneys' Fund for Client Protection and the Supreme Court Board of Law Examiners.

Philip A. Gosch serves as Co-Chair of his firm's Hospitality Group. His practice focuses on real estate and finance matters with an emphasis on the hospitality industry. He counsels clients with respect to the acquisition, disposition, finance, management, franchise and development of hotels and resorts throughout the United States, Mexico and the Caribbean.

Lynne M. Hanson has experience representing franchisors with respect to compliance with franchise registration and disclosure laws, general business matters, international expansion, mergers and acquisitions, and trademark issues.

Elizabeth Imhoff Mabey manages the consultative and investigative divisions of her professional services firm, which focuses on risk management and litigation avoidance. It specializes in workplace consulting and technology services.

Robert McDonald has been in the field of Environmental Health since 1990, and currently serves as an Environmental Program Manager for the division of Public Health Inspections with the Denver Department of Environmental Health. He specializes in foodborne illness investigations and civil penalty assessments.

Kory A. Nelson has been an Assistant City Attorney for the City and County of Denver with the Prosecution and Code Enforcement Section since 1989. He is currently assigned as the City's legal counsel for the Director of the Department of Excise and Licenses, the local liquor licensing authority.

Kevin P. Perez has been practicing employment and business litigation since 1996. He has a trial practice representing businesses, corporations, governmental entities, and insurance companies in disputes involving employment issues, civil rights claims, contract claims, professional liability issues, and personal injuries.

Shawn Sanborn is President of his Denver-based commercial real estate and business brokerage firm specializing in the hospitality industry. Since 1993, he has been involved in over 300 transactions as a principal, broker, evaluator or consultant. He has successfully sold a wide variety of businesses from quick service to fine dining restaurants, neighborhood grills to nightclubs.

Peter H. Wingate mediates employment disputes, conducts research and analysis, and serves as a liaison to the public for the Division. He is recognized for his publications in such outlets as *Human Performance; Law and Human Behavior; Research in Personnel and Human Resources Management; and Employment Discrimination Litigation: Behavioral, Quantitative, and Legal Perspectives.*

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Tuition

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- \$595 each for government, 501(c)(3) organizations, full-time judges, law students and paralegals
- \$495 each for two or more government, 501(c)(3) organizations, full-time judges, law students and paralegals

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For Restaurant and Hotel Professionals and Attorneys

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Valuation and Buy-Sell
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Issues

Immigration Law

Wage and Hour 2008

Building Your ADA Defenses
and Breaking Down Barriers

Safe Hiring Practices

Franchising Law Issues

Hotel Management
Agreements

Health and Safety Issues



Featured Presentation:

Legislative Issues Affecting the Hospitality Industry



David Reitz
Lobbyist and Former
Director, Colorado Liquor
Enforcement Division
Colorado Department of
Revenue, Denver



Peter M. Meersman
President and Chief
Executive Officer
Colorado Restaurant
Association, Denver



Ilene D. Kamsler, CAE
President
Colorado Hotel & Lodging
Association, Denver