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THE ^{HL}HOSPITALITY LAW CONFERENCE

FOCUSING ON LEGAL, SAFETY & SECURITY SOLUTIONS

FEBRUARY 10th - 12th, 2014



EARLY REGISTRATION ENDS
JANUARY 10, 2014



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Greetings from the President and Founder of HospitalityLawyer.com



It is my pleasure to invite you to the 12th Annual Hospitality Law Conference, including the Second Owner-Management Summit, held in Houston, Texas from Monday, February 10 to Wednesday, February 12. Since its inception, the conference has dramatically expanded in scope, uniting hundreds of industry executives and other thought leaders to break down silos and create cross-functional dialogues on the most pressing issues in the hospitality field. These exciting sessions are crafted to bring you up to speed and anticipate future issues to assist you in your

performance. Our goal has always been to provide the industry with quality education on legal, safety, and security issues. We look forward to seeing you there.

Very best regards,

Stephen Barth

Stephen C. Barth, President and Founder of HospitalityLawyer.com
Houston, TX, United States
sbarth@hospitalitylawyer.com

About the Conference

From development deals to management agreements, from food and beverage liability to labor and employment, and from claims management to anti-trust issues, the latest cases, trends and issues in hospitality law, risk, safety, and security are up for exploration at the 12th Annual Hospitality Law Conference, February 10-12, 2014.

The **Owner-Management Summit** focuses on hotel development, management agreements, and the financial aspects of owning and operating a hotel; lawyers will learn the financial aspect of a development deal, and finance executives will learn about the legal aspect.

The **Hospitality Insurance and Loss Prevention Summit** includes the following topics: Top 10 ADA Issues at Hotels, Restaurants, and Spas, Latest Hospitality Guest and Employee Claim Trends and Solutions for Dealing With Them, and Business Continuity – How to Plan for Surviving any Traumatic Event.

Our sessions reserved for restaurant and hotel corporate counsel only, enable deeper discussions among industry thought-leaders concerning common challenges and solutions.

The **Hospitality Law Conference** from February 11-12 includes general sessions on franchising and the always-popular hospitality litigation reviews. Also featured are break-out sessions in three different topic areas: Food & Beverage, Lodging, and Human Resources & Labor Relations.

Please join us for this convergence of hospitality industry expertise for intensive education and exceptional networking.

Who Should Attend

Legal

Corporate Counsel
Private Attorneys
Government Attorneys
Compliance Officers
Hospitality Law Faculty
Law Students

Operations

Risk Managers
Security Personnel
Loss Prevention Personnel
HSE Professionals
IT Professionals
HR Professionals
Franchise Service Directors
Food and Beverage Executives
Insurance Companies & Brokers
Claims Managers

Finance - Accounting

CFOs
Accountants
Controllers
Comptrollers

Development

Developers
Lenders
Asset Managers
Owners
Brokers
Receivers



HL

Schedule At A Glance

Monday, February 10, 2014

Pre-Conference Workshops including:
Owner-Management Summit and Hospitality Insurance & Loss Prevention Summit

8:00 AM	Registration Desk Opens
8:00 AM – 8:45 AM	Meet and Mingle Continental Breakfast
8:45 AM – 9:00 AM	Welcome
9:00 AM – 12:00 PM	Breakout Sessions:

1. Owner-Management Summit

- Hotel Development & Finance
- Management Agreements

2. Restaurant & Hotel Corporate Counsel Only Workshop

3. Hospitality Insurance & Loss Prevention Summit

12:00 PM – 1:30 PM	Luncheon
1:30 PM – 2:30 PM	Breakout Sessions
2:30 PM – 3:00 PM	Catered Break
3:00 PM – 5:00 PM	Breakout Sessions
5:00 PM – 6:15 PM	Wine Reception & Drawing for a \$500 American Express Gift Card

Tuesday, February 11, 2014

7:15 AM	Registration Desk Opens
7:15 AM – 8:00 AM	Meet and Mingle Continental Breakfast
8:00 AM – 10:00 AM	General Sessions
10:00 AM – 10:15 AM	Catered Break
10:15 AM – 12:15 PM	Breakout Sessions: <ul style="list-style-type: none">• Food & Beverage Track• Lodging Track• Human Resources & Labor Relations Track
12:15 PM – 1:45 PM	Awards Luncheon and Presentation
1:45 PM – 3:45 PM	Breakout Sessions Continue
3:45 PM – 4:00 PM	Catered Break
4:00 PM – 5:00 PM	General Session
5:00 PM – 6:15 PM	Cocktail Reception & Drawing for an iPad

Wednesday, February 12, 2014

8:15 AM – 10:15 AM	General Sessions
10:15 AM – 10:30 AM	Catered Break
10:30 AM – 12:30 AM	General Sessions
12:30 PM – 12:45 AM	Closing Remarks & Drawing for \$500 American Express Gift Card

Social Networking

You don't have to wait until the 2014 Hospitality Law Conference and Owner-Management Summit to start networking. We encourage everyone to participate in our market-leading social media conversation. Take advantage of the opportunity to stay abreast of all the latest industry news and happenings while engaging in ongoing social dialogue with industry professionals and thought leaders. Get connected today by joining the conversation in the following ways:



@Hospitality_Law

Follow us on Twitter to receive the latest general industry news and updates. Don't forget to tag conference-related tweets with #HLC14. Follow us on our new Owner-Management group to get in the conversation with hotel developers, owners, and management groups. Don't forget to tag conference-related tweets with #OMS14.



Hospitality Lawyer

Like us on Facebook to receive conference updates and the latest industry news at <http://facebook.com/HospitalityLawyer>



Hospitality Legal, Risk, Safety & Security

Join the discussion on LinkedIn with industry leaders and peers on current hot topics at <http://www.linkedin.com/groups/Hospitality-Legal-Risk-Safety-Security-922967/about> and http://www.linkedin.com/groups/Hotel-Owner-Management-Coalition-3796202?trk=myg_ugrp_ovr



HospitalityLaw

See pictures from last year's HLC on Pinterest: <http://pinterest.com/hospitalitylaw>



HospitalityLawyer

Watch video from last year's HLC on YouTube: <http://www.youtube.com/hospitalitylawyer>

“ JUST PUT IT ON
THE COMPANY
CARD...**NOBODY**
WILL NOTICE.



YOU'RE REALLY
SHOWING OFF
YOUR **BEST**
ASSETS TODAY.”

“ THEY'RE WORRIED
ABOUT OVERTIME.
I'M JUST WORKING
OFF THE CLOCK.

I NEVER WEAR
THE SAFETY
GOGGLES. **THEY**
LEAVE A MARK.”

What you don't hear can still hurt you.

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AGENDA AT A GLANCE

Monday, February 10, 2014 - Pre-Conference Workshops

7:30AM Registration Desk Opens

8:15-8:45AM Meet & Mingle Continental Breakfast - Sponsored By Garvey Schubert & Barer

8:45-9:00AM Welcome

CONCURRENT BREAKOUT SESSIONS

Owner-Management Summit (OMS)		RESTAURANT & HOTEL CORPORATE COUNSEL	HOSPITALITY INSURANCE & LOSS PREVENTION SUMMIT Hosted & Presented By: Petra Risk Solutions
HOTEL DEVELOPMENT & FINANCE Hosted By: Alvarez & Marsal	MANAGEMENT AGREEMENTS		
9:00-10:00AM	The Financing Environment Bill Sipple - HVS Jonathan Falik - JF Capital Investments	Non-U.S. Hotel & Restaurant Legal Considerations Daniel Marinberg & Philippe Phaneuf - Greenberg Taurig	A Hospitality Insurance Update: What's the Right Price for the Wrong Coverage? Doug Douthit - Petra Risk Solutions
10:00-11:00AM	Analyzing the Deal Rachel Roginsky & Karen Johnson - Pinnacle Advisory Group Emily Smith - RLJ Lodging Trust	Risk Management: Building a Defensible Claim with the Help of Your Employees Bruno Katz & Jennifer Arledge - Wilson Elser	Hotel Group Pays \$365,000 to Settle a Harassment Lawsuit - Are You Covered? David DeMoss & Sharyn Maldonado - Petra Risk Solutions
11:00AM-12:00PM	Hotel Acquisitions Suzanne Amaducci-Adams - Bilzin Sumberg Steen Petri - HEI Hotels & Resorts	Hotel & Restaurant Relationships Greg Duff & Ruth Walters - Garvey Schubert & Barer	Top 10 ADA Issues at Hotels, Restaurants & Spas Mark Tudor - ADA Compliance Pros
12:00-1:15PM Luncheon & Presentation - Sponsored By Petra Risk Solutions and Alvarez & Marsal			
1:30-2:30PM	Hotel Development Anthony Campanelli - Deloitte Matt Walker - Lowe Destination Development Maria Whiteman - Hyatt	Survey of Management Agreement Litigation Bryan Couch - Clyde & Co William Bosch - Steptoe & Johnson	Defending the Alcohol Claim from Incident to Trial David Denney - Law Firm of David T. Denney
2:30-3:00PM Catered Break - Sponsored By Holland & Knight			
3:00-4:00PM	Special Topics Jamie Crolle - P.A. Chip Ohlsson - Starwood Hotels Richard Sprecher - Aimbridge Hospitality Jonathan Falik - JF Capital Investments	Mechanics of Unwinding the Owner-Management Relationship Cliff Risman - Gardere Wynne	Preparing for and Responding to the EEOC's Strategic Enforcement Plan Andria Ryan - Fisher & Phillips
4:00-5:00PM	Mixed-Use Projects Chuck Bedsole - Alvarez & Marsal Cliff Risman - Gardere Wynne Andrew Robins - Akerman	Branded Vs. Unbranded Carla Moreland - Wyndham SanSan Lee - Law Offices of Sansan Lee Tye Turman - Marriott Alex Cabanas - Benchmark Hospitality	Emerging Trends Roundtables Jerry Hamilton, James Eiler, Greg Duff, Angela de Cespedes, Bryan Couch

5:00-6:00PM Cocktail Reception, Exhibitor Showcase and Prize Drawing for \$500 AMEX Gift Card

Tuesday, February 11, 2014 - Hospitality Law Conference

7:15AM

Registration Opens

7:15-8:00AM

Meet & Mingle Continental Breakfast - Sponsored By Deloitte

GENERAL SESSIONS

8:00-9:00AM Food & Beverage Litigation Update - Elizabeth DeConti - Gray Robinson

9:00-10:00AM Operating in a Global Environment - Bhavana Boggs - Ritz Carlton & Banks Brown - McDermott Will & Emery

10:00-10:15AM Catered Break - Sponsored By Gray Robinson

Food & Beverage Track

Human Resources & Labor Relations Track

Lodging Track

CONCURRENT BREAKOUT SESSIONS

10:15-11:15AM

Hot Topics in the Food & Beverage Industry
Elizabeth DeConti - Gray Robinson
David Denney - Law Firm of David T. Denney
John Merkin - IHOP

I-9 Verification Process and Compliance
Michelle Jacobson - Fragomen, Del Rey,
Bernsen & Loewy, LLP
Daniel Ramirez - Monty & Ramirez LLP

Anatomy of a Large Property/Business
Interruption Claim
Jared Zola - Dickstein Shapiro
Jacob Parsons - Balfour Beatty Construction

11:15-12:15PM

Food Safety Issues
Barry Parsons - Robson Forensic
Sam Stanovich - National Restaurant
Association

Pop Culture Employment Law
Kylie Tenbrook - Best Western International

Due Diligence in an Open Market
Anthony Campanelli - Deloitte

12:15-1:45PM Awards Luncheon & Presentation: TBD

1:45-2:45PM

Late Breaking Beverage Alcohol
Regulatory News
Vince O'Brien - Nixon Peabody

Top 10 Employment Law Risks in the
Hospitality Industry
Spencer Hamer - Michelman & Robinson

The Future of Hotel Food & Beverage
Operations
Tom Posey - Faegre Baker Daniels LLP

2:45-3:45PM

Airport Leases for Food & Beverage
Operations
Phil Colicchio - Taylor, Colicchio & Silverman
Richard Heller - Legal Seafood

Vexing Issues in FLSA Claims
Bruno Katz - Wilson Elser

13 Strategies for Improving Safety
Edwin Foulke - Fisher & Phillips LLP

3:45-4:00PM Catered Break - Sponsored By Michelman & Robinson

GENERAL SESSIONS

4:00-5:00PM

A Survey of Franchise Litigation Developments - Arthur Pressman & Robert Salkowski

5:00-6:00PM

Wine Tasting - Sponsored By Fisher & Phillips & The Claro Group

Wednesday, February 12, 2014 - Hospitality Law Conference

7:45-8:15AM Meet & Mingle Continental Breakfast

GENERAL SESSIONS

8:15-9:15AM

Top Topics (Rate Parity, Patent Trolling & Hour Class Actions) - Panel Discussion

9:15-10:15AM

E-Discovery/Legal Holds - Megan Ferraro - Hyatt Hotels & Karen Hourigan - Redgrave LLP

10:15-10:30AM Catered Break - Sponsored By Buchalter Nemer

GENERAL SESSIONS

10:30-11:30AM

CCTV's - Panel Discussion

11:30-12:30PM

Top 100 Cases - Karen Morris - Monroe Community College & Diana Barber - Georgia State University

12:30-12:45PM Closing Remarks & Prize Drawing for \$500 AMEX Gift Card

Hotel Development & Finance • Management Agreements

7:30 AM

Registration Desk Opens

8:15 AM - 8:45 AM

Meet & Mingle Continental Breakfast

Sponsored by: Garvey Schubert & Barer

8:45 AM - 9:00 AM

Welcome

9:00 AM - 10:00 AM

The Financing Environment

Presented by: Bill Sipple - HVS

Jonathan Falik - JF Capital Investments

After an introduction explaining what is currently available/achievable in both the debt and equity markets, learn: (a) how rising interest rates impact financing and transactions, (b) which markets are easy for financing and which are challenging, (c) the details of EB-5 financing, and (d) the return of the CMBS market.

Fundamentals of Management Agreements: Essential Clauses, Key Business Terms & Key Legal Challenges

Presented by: Albert Pucciarelli - McElroy, Deutsch, Mulvaney & Carpenter, LLP

Maria Whiteman - Hyatt

This session tackles key business points and how they evolve in the negotiation process between the hotel owner and the management company.

The interactive session will deal with twelve issues that are typically the focus of negotiation. We will set out each side's likely opening position and discuss a typical and reasonable negotiated outcome for each issue based upon experience with modern management agreements, both branded and unbranded.

The session is useful for development personnel engaged in deal-making at the "LOI" stage and the lawyers who will negotiate the "definitive agreements".

A Hospitality Insurance Update: What's the Right Price for the Wrong Coverage?

Presented by: Doug Douthit - Petra Risk Solutions

Description Coming Soon

10:00 AM - 11:00 AM

Analyzing the Deal

Presented by: Rachel Roginsky - Pinnacle Advisory Group

Karen Johnson - Pinnacle Advisory Group

Emily Smith - RLJ Lodging Trust

Karen Johnson, MAI, CRE (Director of Pinnacle's west coast office) will join Rachel Roginsky, ISHC (Owner - Pinnacle Advisory Group) and Emily Smith (Associate Director- RLJ Lodging Trust) to discuss hotel valuation concepts. Hotel appraisals can be used for real estate transactions, loan documentation, and Tax Purposes. Hotel appraisals can also be the central component in hotel litigation (valuing a management contract for potential termination, bankruptcies). These experts will

explain the different types of appraisals, how hotels are valued, and what types of appraisal reports are available.

Deciphering Government Regulations & Their Impact on Management Agreements

Presented by: Daniel R. Salemi - Franczek & Radelet P.C.

Andrew Robins - Akerman

Kara Maciel - Epstein Becker

This session will cover the Affordable Care Act's employer mandate (also known as "pay or play" penalties) in the management-owner context. It will include a discussion of the ACA's controlled-group rules and how they apply to management and owners who may or may not be considered to be an employer. It will also include a discussion of how management companies and owners can protect themselves from surprises under the ACA, including employer liability for pay or play penalties, liability for new ACA fees, and responsibility for new reporting of health coverage information.

Hotel Group Pays \$365,000 to Settle a Harassment Lawsuit - Are You Covered?

Presented by: David DeMoss - Petra Risk Solutions

Sharyn Maldonado - Petra Risk Solutions

Description Coming Soon

11:00 AM - 12:00 PM

Hotel Acquisitions

Presented by: Suzanne Amaducci-Adams - Bilzin Sumberg

Steen Petri - HEI Hotels & Resorts

Against the backdrop of a primer on the current acquisitions landscape, learn about: (a) types of hotels being acquired and the forecast for future acquisitions, (b) how legal issues and the current financing market are impacting acquisitions, (c) equity requirements for different assets, and (d) how branding impacts the acquisitions decision, financial returns, and the sales price of properties.

Sticky Issues: Subordination, Non-Disturbance & Attornment, Cash Management Agreements, Comfort Letters, Mixed-Use Projects & Management Agreements

Presented by: Joseph Guay - Holland & Knight

Aliza Johnson - Marriott

The presentation will explore some of the unique issues that arise in negotiating SNDAs, Cash Management Agreements, Comfort Letters and Deposit Account Control Agreements from the brand's perspective and how to balance the needs of the brands with the requirements of the lenders. This presentation will also address the interplay between the aforementioned agreements and those that govern the relationship of manager and owner in a mixed-use hotel project, such as hotel management agreements and marketing and license agreements. We will cover which accounts should be pledged, whether or not the manager should attorn to a mezzanine leader, and which rights--if any--a lender should be granted under a residential marketing and license agreement.

Top ADA Issues at Hotels, Restaurants & Spas

Presented by: Mark Tudor - ADA Compliance Pros

Everybody has heard about these drive-by litigants who file ADA access lawsuits against unsuspecting businesses. Well, you're a target and you could be spending

Pre-Conference Workshops • Hospitality Insurance & Loss Prevention Summit

your valuable time, energy and money defending yourself. Let's talk about ways to stay out of trouble and also enhance your guest experience.

12:00 PM - 1:15 PM

Luncheon and Presentation

Sponsored by: Alvarez & Marsal and Petra Risk Solutions

Presented by: Smith Travel Research

Description Coming Soon

1:30 PM - 2:30 PM

Hotel Development

Presented by: Anthony Campanelli - Deloitte

Matt Walker - Lowe Destination Development

Maria Whiteman - Hyatt

Focusing on: (a) which markets are experiencing increased development activity and which are suffering from limited activity, (b) which returns developers are targeting, and (c) who the investors are in development deals.

Survey of Management Agreement Litigation

Presented by: Bryan Couch - Clyde & Co

William Bosch - Steptoe & Johnson

Description Coming Soon

The Latest Hospitality Guest and Employee Trends and Solutions for Dealing with Them

Presented by: Todd Seiders - Petra Risk Solutions

Scott Joslove - Texas Hotel & Lodging Association

Description Coming Soon

2:30 PM - 3:00 PM

Catered Break

Sponsored by: Holland & Knight

3:00 PM - 4:00 PM

Special Topics

Presented by: Jamie Crolle - Private Attorney

Chip Ohlsson - Starwood Hotels

Richard Sprecher - Aimbridge Hospitality

Jonathan Falik - JF Capital Investments

After an introduction explaining the apparent decline of condo hotels, learn about: (a) the difference between brand-managed hotels and independently-managed hotels from ownership, transaction, and financing perspectives, (b) the impact of union labor agreements on hotel development, acquisitions, and finance, and (c) the developing situation with hotel company IPOs.

Mechanics of Unwinding the Owner-Management Relationship

Presented by: Cliff Risman - Gardere Wynne Sewell

The presentation will focus on the practical and mechanical aspects of unwinding management and branding relationships. This will include topics such as terminating and rehiring employees; the removal of signage and trademarked items; preparing a final accounting and reserving for claims; turning over and/or destroying books and records and confidential information; guest records; inventories; vendor and guest issues; and systems and software issues. The presentation will address these areas in a balanced fashion discussing ownership, operator and brand views on all matters.

Lessons from Losses

Presented by: Steve Dieg - Liberty Mutual

Stanford Brubaker - Liberty Mutual

4:00 PM - 5:00 PM

Mixed-Use Projects

Presented by: Cliff Risman - Gardere Wynne Sewell

Andy Robins - Akerman

Moderated by: Embree "Chuck" Bedsole - Alvarez & Marsal

Given the recent popularity of mixed use projects, learn how: (a) residential, retail, and commercial uses impact project feasibility, (b) hotel branding impacts these projects, (d) mixed-use components impact overall project returns, and (e) these projects impact both construction and permanent financing.

Branded Vs. Unbranded

Presented by: Carla Moreland - Wyndham

San San Lee - Law Offices of San San Lee

Tye Turman - Marriott

Alex Cabanas - Benchmark Hospitality

The panelists have extensive experience and expertise in negotiating "branded" (chain-affiliated), "unbranded" (independent), and third party management contracts from both a manager's perspective and an owner's perspective. They will share their insights on (a) considerations of an owner in determining whether its hotel should be chain-affiliated or independent, (b) characteristics and personalities of owners and projects that fit a chain-affiliated or independent profile, and (c) if chain-affiliated, whether to go with a chain or a third party management company. Panelists also will share their approach on negotiating management contracts and working with owners to optimize owner/manager relationship.

Business Continuity - How To Plan for Surviving a Traumatic Event

Presented by: Steve Dieg - Liberty Mutual

Stanford Brubaker - Liberty Mutual

Description Coming Soon

5:00 PM - 6:00 PM

Cocktail Reception

Restaurant & Hotel Corporate Counsel Only

7:30 AM

Registration Desk Opens

8:15 AM - 8:45 AM

Meet & Mingle Continental Breakfast

Sponsored by: Garvey Schubert & Barer

8:45 AM - 9:00 AM

Welcome

9:00 AM - 10:00 AM

Non-U.S. Hotel & Restaurant Legal Considerations

Presented by: Daniel Marinberg - Greenberg Taurig
Philippe Phaneuf - Greenberg Taurig

Interactive discussion of the various issues and considerations facing owners and operators of hotels and resorts outside of the United States, including acquisition and diligence processes for owners, management agreement considerations for owners and operators, and common pitfalls of non-U.S. jurisdictions. Daniel Marinberg, Shareholder with Greenberg Taurig's Miami office, will highlight structuring, employment, SNDA, governmental concessions, taxation, land ownership, and other issues critical to navigating foreign jurisdictions, and will offer a guide to the right questions to ask your local counsel.

10:00 AM - 11:00 AM

Risk Management: Building a Defensible Claim with the Help of Your Employees

Presented by: Bruno Katz - Wilson Elser
Jennifer Arledge - Wilson Elser

This presentation will examine how training employees to properly investigate, document, and retain evidence is the first step towards the best defense. No matter what their title, the words, actions and mistakes of employees can bind your company. Learn from real-life examples that preserving evidence in the right way will reduce your risk and help manage your bottom line.

11:00 AM - 12:00 PM

Hotel & Restaurant Relationships

Presented by: Greg Duff - Garvey Schubert & Barer
Ruth Walters - Garvey Schubert & Barer

Description Coming Soon

12:00 PM - 1:15 PM

Luncheon and Presentation

Sponsored by: Alvarez & Marsal and Petra Risk Solutions
Presented by: Smith Travel Research

Description Coming Soon

1:30 PM - 2:30 PM

Defending the Alcohol Claim from Incident to Trial

Presented by: David Denney - The Law Firm of David T. Denney

Even the most vigilant food and beverage operation can come under fire from alcohol liability claims. Whether from a state licensing agency or someone's next-of-kin, alcohol litigation is a very real danger to members of the hospitality industry. Training on proper policies and procedures is the first line of defense against claims, but occasionally incidents occur. Steps taken immediately following an alcohol-related incident, such as the collection and preservation of physical evidence, recording employee statements, and public relations readiness, can make the difference between winning and losing a claim.

David's session will discuss policies and procedures critical to ensure safe service, and focus on what businesses serving alcohol can do to protect themselves between learning of an incident and the beginning of a court proceeding.

2:30 PM - 3:00 PM

Catered Break

Sponsored by: Holland & Knight

3:00 PM - 4:00 PM

Preparing for and Responding to the EEOC's Strategic Enforcement Plan

Presented by: Andria Ryan - Fisher & Phillips

In December 2012, the Equal Employment Opportunity Commission approved its four year Strategic Enforcement Plan intended "to focus and coordinate the EEOC's programs" by adopting "national priorities." The EEOC identified six priority areas— Eliminating Barriers in Recruitment and Hiring; Protecting Immigrant, Migrant and Other Vulnerable Workers, Addressing Emerging and Developing Issues, Enforcing Equal Pay Laws, Preserving Access to the Legal System, and Preventing Harassment Through Systemic Enforcement and Targeted Outreach. Through what it calls a "targeted approach," the EEOC has indicated that charges of discrimination involving one or more of these priority areas will receive "first and highest priority" and "a greater share of agency time and resources." This session will identify and explore the EEOC's national priorities and guide hospitality employers and general counsel on how to reduce their risks and stay off the EEOC's radar.

4:00 PM - 5:00 PM

Emerging Trends Roundtables

Presented by: Jerry Hamilton - Hamilton Miller & Birthisel
James Eiler - Kaiser Swindell & Eiler
Greg Duff - Garvey Schubert & Barer
Angela C. de Cespedes Wenke - Akerman
Bryan Couch - Clyde & Co

5:00 PM - 6:00 PM

Cocktail Reception

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General Sessions • Food & Beverage • Human

7:15 AM

Registration Desk Opens

7:15 AM - 8:00 AM

Meet & Mingle Continental Breakfast

Sponsored by: Deloitte

8:00 AM - 9:00 AM

Food & Beverage Litigation Update

Presented by: Elizabeth DeConti - Gray Robinson

This annual presentation will provide highlights of the past year's most notable litigation cases arising from the sale and service of alcoholic beverages and food. Among other issues, we will address dram shop and licensing-related issues on the alcohol side, and negligence, strict liability, and failure to warn on the food side. The presentation will identify litigation trends and defense strategies. In addition, we will look at the fact patterns from instructive cases and use them as teaching tools to discuss compliance and best practices for avoiding liability.

9:00 AM - 10:00 AM

Operating in a Global Environment

Presented by: Bhavana Boggs - Ritz Carlton
Banks Brown - McDermott Will & Emery

This panel discussion addresses challenges facing global hospitality companies. The discussion will cover topics such as owner/manager relations, protecting your brand, compliance (FCPA, UK Bribery Act, anti-trust) with U.S. and local laws, and employment laws and practices.

10:00 AM - 10:15 AM

Catered Break

Sponsored by: Gray Robinson

10:15 AM - 11:15 AM

Hot Topics in the Food & Beverage Industry

Presented by: Elizabeth DeConti - Gray Robinson
David Denney - Law Firm of David T. Denney
John Merkin - IHOP

Description Coming Soon

I-9 Verification Process & Compliance

Presented by: Michelle Jacobson- Fragomen, Del Rey, Bersen & Loewy, LLP
Dniel Ramirez - Monry & Ramirez LLP

With comprehensive immigration reform on the horizon, employers will need to address the potential impact of these changes to their workforce. Employers in the hospitality industry are especially vulnerable as work site enforcement is expected to increase and additional measures to implement

mandatory E-Verify persist. In light of this heightened climate of enforcement, employers should understand the I-9 verification process and implement compliance programs to effectively manage the hiring and verification process. Likewise, employers must balance the use of verification systems against potential discrimination claims. This program will provide practical guidance to employers to ensure I-9 compliance, effectively handle I-9 inspections, and follow best practices to promote compliance. The program will also address proposed immigration reform measures as they would impact the hospitality industry.

Anatomy of a Large Property/Business Interruption Claim

Presented by: Jared Zola - Dickstein Shapiro
Jacob Parsons - Balfour Beatty Construction

This interactive panel will examine the progression of a claim from the first days following a catastrophic event to the ultimate recovery of insurance proceeds. The panel will discuss key steps and decision points, explain choices and recommended action, and draw on lessons learned from recent experience following hurricanes, Thai floods, and the Japanese tsunami.

11:15 AM - 12:15 PM

Food Safety Issues

Presented by: Barry Parsons - Robson Forensic
Stan Stanovich - National Restaurant Association

Description Coming Soon

Pop Culture Employment Law

Presented by: Anthony Campanelli - Deloitte

Come learn how Lady Gaga violated the Fair Labor Standards Act, what Victoria's Secret has to offer on religious accommodation, what Donald Trump should be doing in light of recent EEOC guidance, and much, much more. This will be a fun and interactive session, where we will discuss various current news stories, the employment laws implicated in those stories, and how those employment laws apply to your business.

Due Diligence in an Open Market

Presented by: Tom Posey - Faegre Baker Daniels LLP

Description Coming Soon

12:15 PM - 1:45 PM

Awards Luncheon and Presentation

Description Coming Soon

1:45 PM - 2:45 PM

Late Breaking Beverage Alcohol Regulatory News

Presented by: Vince O'Brien

Resources & Labor Relations • Lodging

Description Coming Soon

Top 10 Employment Law Risks in the Hospitality Industry

Presented by: Spencer Hamer - Michelman & Robinson

Description Coming Soon

The Future of Hotel Food & Beverage Operations

Presented by: Tom Posey - Faegre Baker Daniels LLP

The combined effects of rising labor costs, nationally-focused union bargaining strategies, heightened restrictions on subcontracting and expanded successorship obligations have had a dramatic impact on hotels' food and beverage department operations throughout the country. The new collective bargaining agreements implemented in major markets in 2013 have also limited, and in some cases eliminated, hotels' ability to allow outside restaurants to operate in their facilities. This session will address the future of hotel F&B/restaurant operations in light of all these changes, with an emphasis on analyzing successful operational and contract bargaining strategies from various markets.

2:45 PM - 3:45 PM

Airport Leases for Food & Beverage Operations

**Presented by: Phil Collichio - Taylor, Collichio & Silverman
Richard Heller - Legal Seafood**

Description Coming Soon

Vexing Issues in FLSA Claims

Presented by: Bruno Katz - Wilson Elser

The vexing thing about human behavior is that when we say we know we should do something, we really and truly do know it." -Jeff Kluger

The truly vexing issue is putting into practice what we know. Also even when one acts in good faith, new regulations or requirements occur. This presentation will address some of the unique and vexing aspects of the FLSA for hospitality and how to take steps to protect your company when audits, claims or complaints arise. Through the use of case law and scenarios, this presentation will address how hospitality can be less of a target for claims and foster and build a preventative strategy to avoid and defend against FLSA claims.

13 Strategies for Improving Safety

Presented by: Edwin Foulke - Fisher & Phillips LLP

If OSHA has fallen off your radar screen, it is time to put it back on. OSHA has adopted a more aggressive enforcement approach against all employers, no matter their size. Almost every week, OSHA announces a new regulation, policy change or enforcement initiative. At the same time, OSHA adds more inspectors, increasing the likelihood of an employer being inspected in a push for more citations and higher penalties. In addition, there is a continued shift away from OSHA's emphasis on cooperative efforts.

In this session, Edwin G. Foulke, Jr. a partner with Fisher & Phillips' and

former Assistant Secretary of Labor for OSHA, will provide the most current information on new OSHA enforcement-focused regulatory initiatives as well as an enhanced focus on whistleblower complaints. The program will review the essential elements of OSHA compliance and a cost-effective workplace safety and health program, with an eye toward preparing for increased civil and criminal enforcement, as well as the use of safety issues by unions and a growing group of whistleblowers. The webinar will explain how, when used properly, safety compliance can be a "profit center" and not another administrative cost while at the same time protecting your company's brand/reputation.

3:45 PM - 4:00 PM

Catered Break

Sponsored by: Michelman & Robinson

4:00 PM - 5:00 PM

A Survey of Franchise Litigation Developments

**Presented by: Arthur Pressman - Nixon Peabody
Robert Salkowski - Zarco Einhorn Salkowski & Brito**

Description Coming Soon

5:00 PM - 6:00 PM

Wine Tasting Reception

Sponsored by: Fisher & Phillips and The Claro Group

7:30 AM

Registration Desk Opens

7:45 AM - 8:15 AM

Meet & Mingle Continental Breakfast

8:15 AM - 9:15 AM

Top Topics (Rate Parity, Patent Trolling and Wage & Hour Class Actions)

Presented by: Michael Wachtell - Buchalter Nemer
Imran Hayat - Michelman & Robinson
Arthur Chinski - Buchalter Nemer

Description Coming Soon

9:15 AM - 10:15 AM

E-Discovery/Legal Holds

Presented by: Megan Ferraro - Hyatt Hotels
Karen Hourigan - Redgrave LLP

We will discuss how employees react to receiving a legal hold notification and how implementing standard practices can ease the fear of companies and employees with regard to compliance.

10:15 AM - 10:30 AM

Catered Break

Sponsored by: Buchalter Nemer

10:30 AM - 1:30 AM

CCTVs

Presented by: Cameron Shirley - Starwood Hotels & Resorts
Jerry Hamilton - Hamilton Miller & Birthisel
David Bender - Anderson Kill

Description Coming Soon

1:30 PM - 2:30 PM

Top 100 Cases

Presented by: Karen Morris - Monroe Community College
Diana Barber - Georgia State University

The presentation will include brief summaries of the top 100+ legal cases that impacted the hospitality industry in year 2013. The presentation will highlight the most interesting ones, as time will allow, with the usual format of one presentation and alternating between two speakers.

2:30 PM

Closing Remarks

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VISIT BUCHALTER NEMER AT BOOTH A

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HospitalityLawyer.com's mission is to create a worldwide network of attorneys that focus on hospitality, travel and tourism issues; to be a marketing conduit that allows suppliers of legal, safety and security solutions to reach hospitality developers and operators in need of those solutions; and to mitigate critical incidents, injuries, litigation and liability within the hospitality industry, in the U.S., and abroad by facilitating the creation, collection, and dissemination of legal, safety and security information, products and services.

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Hospitality Safety & Security Services has the experience and knowledge to identify risks that can adversely affect the performance and profitability of your hospitality business. Mike Cazell, the principal of the organization, has nearly 40 years of experience in criminal justice, safety, security & OSHA Compliance with over 25 years dedicated solely to hotel clients. Most recently, Mike served as the Vice President for a major hospitality safety and security consulting firm. Hospitality Safety & Security Services was assembled to provide the hospitality industry with a comprehensive and effective approach to the safety, security, and OSHA concerns that could affect your organization.

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The hotel will release all unused rooms on the CUTOFF DATE set out above. You must make your reservations before this date in order to get the conference rate. When contacting the hotel for reservations, please identify yourself as a participant with the **Hospitality Law Conference** in order to obtain a room from the reserved block. Please do not send payment for accommodations to HospitalityLawyer.com.

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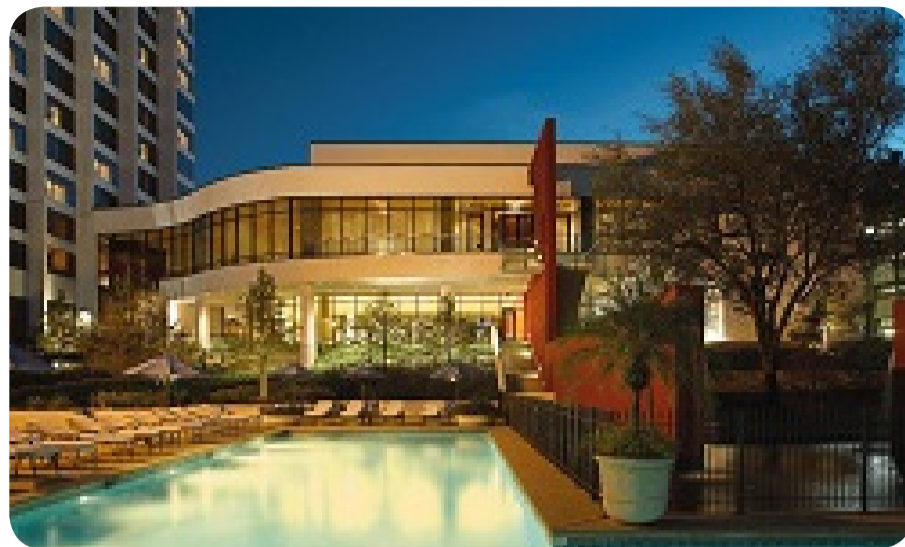
Parking

The Omni Houston Hotel features the following parking options:

Valet parking (Daily: \$15; Overnight: \$26)

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Includes Pre-Conference Workshops and Hospitality Law Conference presentations, Continental Breakfasts, Catered Breaks, Awards Luncheon, Wine Tasting Reception, and Cocktail Reception

- Student: \$399
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- Association/Educator: \$449
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Includes Hospitality Law Conference presentations, Continental Breakfasts, Catered Breaks, Awards Luncheon, and Cocktail Reception

- Association/Educator: \$649
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SPECIAL PACKAGES

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(Monday, February 10 and Tuesday, February 11, 2014)

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- Association/Educator: \$749
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One-Day Hospitality Law Conference Registration (Tuesday, February 11th, 2014)

Includes Hospitality Law Conference presentations, Continental Breakfast, Catered Break, Awards Luncheon, and Cocktail Reception.

- Association/Educator: \$549
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Comprehensive Package Group Rate (February 10-12, 2014)- 2 1/2 days

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- A group consists of three or more people. 20% discount off the regular registration rates is applied to the third registrant and any additional registrants.

REGISTRATION

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Fax completed forms to (832)-383-6770 or e-mail jessica@hospitalitylawyer.com
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Monday, Feb. 10, 2014

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- Early Registration (By 1/14/2014)
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- Regular Registration (After 1/14/2014)
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Tuesday, Feb. 11 - Wednesday, Feb. 12, 2014

- Association/Educator
\$649
- Early Registration (By 1/14/2014)
\$699
- Regular Registration (After 1/14/2014)
\$799

Comprehensive Package

Monday Feb. 10 - Wednesday Feb. 12, 2014

- Association/Educator
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Pre-Conference Workshops (Please indicate the primary Workshop you plan to attend. You may attend more than one Workshop at the conference).

- The Hospitality Insurance & Loss Prevention Summit Hotel & Restaurant Corporate Counsel (Corporate Counsel only) Hospitality Development Management Agreements

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- Food & Beverage Lodging Human Resources & Labor Relations

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