

# Hospitality, Leisure & Tourism

Our hospitality team has served the restaurant, tavern and hotel industries for well over a decade. From convenience store to grocery store, hot dog stand to restaurant group, bed-and-breakfast to hotel chain, leaders in the industry rely on our team's ability to handle transactional and risk-related issues unique to hospitality.

Members of our team are frequently appointed to act as "outside" general counsel charged with managing clients' legal needs in the areas of corporate, real estate, labor and employment, intellectual property and litigation. The team is well versed in entity formation, private placement and finance, brand and liquor licensing, commercial leasing and zoning, insurance and franchising. They also routinely draft handbooks and training guides, and will counsel management, staff and security to minimize liability and prevent harassment and discrimination claims.

Our services include anti-harassment and discrimination in the workplace training, and drafting pertinent employment policies. Additionally, the hospitality team regularly collaborates with human resources and payroll to ensure compliance with local and federal laws, as well as personnel-related challenges. If litigation is inevitable, our attorneys have a proven track record and pragmatic approach with an eye toward early, cost-effective resolution.

## BUSINESS SERVICES

- Brand and liquor licensing
- Commercial leasing and zoning
- Corporate formation
- Discrimination and harassment agency charges and lawsuits
- Franchising
- Management agreements
- Non-compete agreements
- Private placement and finance
- Structuring of partnerships and joint ventures

## LITIGATION SERVICES

- Advertising injury
- Automobile liability

## PROFESSIONALS

Ryan B. Jacobson  
Partner

Heather A. Bailey  
Partner

Craig Cappas  
Partner

Luke A. Fedlam  
Partner

Eric M. Fogel  
Partner

Darren P. Grady  
Partner

Vic Peterson  
Partner

Danielle T. Reed  
Associate

Matthew Severinsen  
Associate

Danessa P. Watkins  
Partner

- Breach of contract
- Business interruption
- Catastrophic loss and wrongful death
- Class action litigation
- Construction negligence and defect claims
- Copyright, confidentiality, and trade secrets
- Dram shop liability
- Explosions and fires
- Fair labor standards act (FLSA)
- False arrest and malicious prosecution
- Food poisoning
- Food safety regulations
- Immigration
- Insufficient or aggressive security
- Insurance coverage disputes
- Labor, employment, and wage disputes
- Local code violations and compliance
- Personal injury
- Premises liability
- Product liability
- Third-party criminal acts
- Workers' compensation

### Experience

Provides Local Government and Lobbying counsel to a National Brewer  
Headquartered in Milwaukee

Led the Project Approval Team for a Major Expansion of a Specialty Brewery

Obtained Zoning and Related Approvals for a Live Music Venue Developer to  
Construct a \$50 Million Complex

Granted Summary Judgment for a Nightclub After a Plaintiff Patron Injured Her  
Knee

Represented a Restaurant Owner in a Shareholder Dispute

Defended a Hotel Chain Against a Guest's Claim that They had been Exposed to  
Toxic Chemicals during an Extended Stay

Defended a Restaurant Against Delivery Drivers' Claims of Misclassification and Unpaid Overtime

Serves as Litigation Counsel for a National Hotel Chain

Represented a Lender in a Historic Tax Credit Reconstruction Project of a Hotel

Obtained Swift Dismissal with Prejudice on Behalf of its Restaurant/Bar Client

## Firm News

Attorney Matthew Severinsen Joins Amundsen Davis Hospitality Service Group  
Firm News, July 28, 2025

Danielle Reed Joins Amundsen Davis's Hospitality, Leisure & Tourism Service Group

Firm News, May 28, 2024

77 Amundsen Davis Attorneys Recognized by Best Lawyers® in 2024 in America  
Firm News, August 17, 2023

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List

Firm News, *Amundsen Davis*, January 23, 2023

36 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023  
Firm News, August 18, 2022

Heather Bailey Recognized as a Top Author of 2021 by JD Supra for Employer Liability Issues

Firm News, *Automatic Merchandiser*, June 20, 2022

USLAW Releases 2021 Retail and Hospitality Compendium of Law  
Firm News, *USLAW*, April 2021

Amundsen Davis Promotes Two to Partner  
February 22, 2021

Amundsen Davis Promotes Four Attorneys to Partner  
February 26, 2019

Ryan Jacobson Joins 13th Annual "Dancing With The Giordano Stars" Benefit  
*Chicago Patch*, October 4, 2018

Heather Bailey and her Team Raise Nearly \$16,000 for the 2017 Chicago Polar Plunge Benefitting the Special Olympics Chicago  
*Chicago Tribune; Chicago Sun Times*, March 5, 2017

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### In the Media

Ryan Jacobson's Work Highlighted in *Chicago-Kent Magazine*  
Media Mention, *Chicago-Kent Magazine*, Spring 2024

USLAW Releases 2018 Retail and Hospitality Compendium of Law  
Media Mention, *USLAW*, May 2018

Chicago Sun Times Quotes Ryan Jacobson Regarding Pending Lawsuit Against a  
Chinatown Lounge  
Media Mention, *Chicago Sun Times*, June 7, 2017

### Alerts

Responding to Negative Online Posts about Your Business  
*Amundsen Davis Hospitality Alert*, November 3, 2020

Fake Reservations, Real Damages: Chicago Restaurants Left Holding the Bill After  
OpenTable Employee Sabotages Its Competitor  
*Amundsen Davis Hospitality Alert*, March 8, 2018

In Commercial Litigation, Home-Field Advantage Can Help You Win  
*Amundsen Davis Commercial Litigation Alert*, February 27, 2017

### Events

How to Build and Manage a Better Workforce  
Speaking Engagement, National Automatic Merchandising Association; Las  
Vegas, NV, November 15, 2022

Lawsuit-Proofing Your Business  
Speaking Engagement, The Hatchery Chicago; Webcast, July 28, 2022

How a Properly Worded Waiver & the Right Insurance Can Protect Your Business  
Speaking Engagement, WaiverSign, Webcast, June 2, 2022

Your Business's Response to Bad "Press" and Negative Social Media Posts  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 23,  
2022

Deconstructing Cancel Culture: A New Look at Crisis Management  
Better Business Bureau, Webcast, May 11, 2021

Cancelling Cancel Culture: How to Safeguard Your Reputation from Bad Publicity  
Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 6, 2021

USLAW Network Virtual Worldwide Retreat: 2021 and Beyond  
USLAW Network, Webcast, September 30, 2020 - October 9, 2020

Assault and Battery – Emerging Trends in from the Hospitality Industry  
2020 CLM Workers Compensation and Retail, Restaurant & Hospitality  
Conference, Webcast, June 18, 2020

Accessing and Troubleshooting Restaurant and 1099 Relief Programs in Cook  
County

Speaking Engagement, IRA and Amundsen Davis, Webcast, April 22, 2020

"Up in Smoke!" Adult-Use Cannabis and How It Can Impact the Restaurant  
Workplace Webinar

Illinois Restaurant Association, Webinar, December 4, 2019

Restaurant & Bar Owners: Are You Prepared For Your Mandatory Sexual  
Harassment Prevention Responsibilities?

Illinois Chamber of Commerce; Webinar, November 14, 2019

Restaurant & Bar Owners: Are You Prepared For Your Mandatory Sexual  
Harassment Prevent Responsibilities?

Illinois Chamber of Commerce, Webinar, November 14, 2019

Restaurant Industry Leadership Roundtable

Amundsen Davis, The Horton Group; Chicago, IL, January 23, 2018

Sexual Harassment and Scandal Beyond Hollywood: A Primer for Hospitality  
Industry Employers

Illinois Restaurant Association; Webinar, January 16, 2018

Is Your Workplace Café Socially Savvy?

NAMA Coffee, Tea and Water Conference; Grapevine, Texas, November 6, 2017

Changes in Cook County Laws and How to Protect Yourself

Illinois Restaurant Association; Chicago, IL, May 31, 2017

Your Business and Public Accommodation Laws: An LGBT Focus

Speaking Engagement, Crowne Plaza Milwaukee Airport; Milwaukee, WI, May 24,  
2017

National Autonomous University of Mexico Visits Our Chicago Office

Amundsen Davis, Chicago, IL, July 12, 2016

Heather Bailey to Present at the National Automatic Merchandising Association  
OneShow 2016

National Automatic Merchandising Association, Chicago, IL, April 13, 2016

## Published Works

Controlled Catastrophe: Profit Through Risk Planning  
*Club Solutions Magazine*, April 6, 2021

A Guide to Being Media Savvy – Best Practices to Safeguard Your Public Image  
*Better Business Magazine*, Summer 2020

Combating Negative Publicity: Pitfalls & Best Practices  
*The Illinois Manufacturer*, July 2020

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