

## **HOSPITALITY AND TOURISM LAW PANEL**

Hoteliers and tourism professionals are faced with a myriad of problems day in and day out. Handling and dealing with these problems correctly can save thousands of dollars in costly litigation. At this super session, a panel of attorneys specializing in hospitality and tourism law issues will answer the most common questions posed by operators in the industry. In addition, the panel will welcome questions from the audience. You won't want to miss this outstanding opportunity to hear from these experts.

### **ANDRIA L. RYAN**



Ms. Ryan is a partner in the law firm of Fisher & Phillips LLP which represents employers exclusively in the areas of labor, employment, civil rights, employee benefits and immigration law. The firm has offices in Atlanta, Charlotte, Chicago, Columbia, S.C., Dallas, Fort Lauderdale, Houston, Irvine, Kansas City, Las Vegas, New Jersey, New Orleans, Orlando, Philadelphia, Portland, San Diego, San Francisco and Tampa.

Ms. Ryan joined the law firm in 1988 and works in the firm's Atlanta office. Ms. Ryan received her bachelor's degree from American University in Washington, D.C. in 1985. She received her law degree from Catholic University in 1988. In 2005 Ms. Ryan served as Chair of the State Bar of Georgia's Labor and Employment Law Section. Ms. Ryan is an AV rated lawyer and represents numerous employers throughout the United States in various phases of labor and employment law. She also represents a number of employers in the hospitality industry and co-chairs the firm's Hospitality Practice Group. A significant portion of her practice is spent working with clients in implementing preventive employee relations programs which include management and supervisor training and the development and administration of lawful employment policies and practices. Ms. Ryan is a frequent speaker to hospitality industry groups on numerous topics including union avoidance, staffing and immigration challenges, prevention of employee theft of trade secrets, avoiding discrimination, harassment and wrongful discharge claims, and wage and hour compliance.

### **THOMAS S. THORNTON, III**



Thomas S. Thornton, III is a shareholder with Carr Allison and practices in its Birmingham, Alabama office. Carr Alison also has offices in Mobile (Daphne), Florence, and Dothan, Alabama; as well as offices in Gulfport, Mississippi and Tallahassee, Florida. Mr. Thornton is a member of the Birmingham and Alabama State Bar Associations, as well as

the Defense Research Institute. He has spoken on a wide range of topics from workers compensation, premises liability, retaliatory discharge, ADA, and FMLA for the Alabama State Bar, Lorman Institute, SEAK, The Alabama Governor's Safety and Health Conference, Louisiana Claims Conference, Alabama Self Insured Association, National Restaurant Association and the Florida Workers Compensation Conference.

Mr. Thornton has focused his litigation practice in the defense of workers compensation, premise liability, transportation, retaliatory discharge and general liability claims. His national retail clients include O'Charleys, Arby's/RTM, Captain D's, La Quinta Inn, Ace Hardware, Dollar General, Office Depot, Belk, Red Lobster/Darden Restaurants, Brinker International, Autozone Stores, The Longhorn Steakhouse, Church's Chicken/Cajun Operating Co., Denny's, Ted's Montana Grill, Texas Roadhouse Restaurants, Buffets, The Pantry, MAPCO Express; in addition to other nationally recognized insurance and third party administrators.

## **K. BRYANCE METHENY**



Bryance is a partner in the law firm of Burr & Foreman LLP. He practices in the firm's Labor & Employment group. His practice includes representing employers in litigation in both state and federal courts and before state and federal agencies, including EEOC, OSHA, NLRB and the Department of Industrial Relations. Bryance also advises employers in dealings with employees and developing employment policies and procedures. He is a member of the American Bar Association, the Alabama State Bar, the State Bar of Georgia, the State Bar of Tennessee and the Birmingham Bar Association. Bryance is admitted to practice before all U.S. District Courts of Alabama and Tennessee, and the U.S. Court of Appeals for the Eleventh Circuit.

Bryance received his B.A. in Political Science from the University of Alabama at Birmingham and his JD, from Cumberland School of Law. During law school, he received the Scholar of Merit Award for Complex Litigation in 1996. He also served as Senior Associate Editor of *The American Journal of Trial Advocacy* and was a Cordell Hull Teaching Fellow of Legal Research and Writing.

### **FEDERAL GOVERNMENT AFFAIRS UPDATE**

The pendulum has swung in Washington D.C. and it is calling for entirely new advocacy by the industry. Since the sweeping takeover of Congress by the Democrats, several key pieces of legislation have been introduced or passed that have far-reaching effects on the hospitality and tourism industry. Minimum wage, immigration, labor issues and more have or will change the way we do business. Marlene Carlucci, Executive Vice President for Public Policy for the American

Hotel & Lodging Association, will cover these issues and more in an informative look at the past, present and future picture in Washington D.C. You won't want to miss this overview and learn what you can do to help prevent passage of legislation that is so detrimental to the industry.

### **Marlene M. Colucci**



Marlene M. Colucci serves as executive vice president of public policy for the American Hotel & Lodging Association (AH&LA). Ms. Colucci is responsible for setting the policy agenda and implementing the lobbying efforts of the association, providing guidance on all legislative and regulatory matters impacting AH&LA members, and directing the association's political activity. In addition, she works directly with Members of Congress and the Administration to promote travel and tourism as an industry.

Ms. Colucci brings strong credentials and expertise to AH&LA. Before coming to the association, Colucci served as a special assistant to President George W. Bush in the Office of Domestic Policy. In that capacity, she coordinated all labor, transportation and postal reform policy initiatives for the White House. Prior to that, she was appointed by the President to serve at the U.S. Department of Labor in Washington, D.C., as both the deputy assistant secretary in the Office of Congressional and Intergovernmental Affairs and as counsel to the Deputy Secretary of Labor. From 1990 to 2002, Colucci served as senior counsel to the law firm of Akin, Gump, Strauss, Hauer & Feld, LLP in Washington, D.C., where she advised clients on a wide range of policy matters and frequently spoke to groups regarding the importance of grass roots advocacy.

A native of California, Ms. Colucci holds a bachelor's degree from the University of California, Los Angeles (UCLA); and a law degree from the Georgetown University Law Center in Washington, D.C. She is a member of the California and the District of Columbia Bar Associations. Ms. Colucci enjoys art, music, and travel. She also spends time working with an organization she founded to promote women in public policy.