



Christine A. Samsel

Shareholder

csamsel@bhfs.com

303.223.1133

Denver, Colorado Los Angeles, California

Christine Samsel is a highly respected labor and employment attorney with a comprehensive, coast-to-coast practice. Christine advises employers on virtually every aspect of employment law, from advice and counseling, training and contract negotiation to litigation.

She conducts due diligence for companies and investors with respect to labor and employment issues in corporate transactions and financial restructuring. Christine regularly negotiates and drafts high-level executive employment agreements and ancillary documents. She assists companies in establishing employment policies, conducting employee/management training, negotiating severance agreements, conducting internal investigations and audits, and implementing reductions in force.

Throughout her extensive career, Christine has handled a wide variety of federal, state and local administrative proceedings before agencies such as the Equal Employment Opportunity Commission, the U.S. Department of Labor, the U.S. Department of Homeland Security, the U.S. Office of Federal Contract Compliance Programs and comparable state and local agencies, representing clients in affirmative action, wage-and-hour, immigration compliance and employment policy audits.

Previous Experience

Christine Samsel is a "very practical and business oriented" employment lawyer with "great customer relationship skills." She handles a broad range of employment law matters, including employment aspects of corporate transactions. - Chambers USA, 2017

Practices

Corporate & Business, Employment, Litigation, Class Action Litigation, Employment

Industries

Banking, Investment, Finance & Money Management, Energy & Mining, Gaming, Hospitality, Professional Service

Advice & Counseling

Looked to as a leading resource on current labor and employment issues, Christine frequently advises, counsels on, and conducts in-house training and audits for clients on a wide variety of topics, including harassment and discrimination prevention, conducting internal investigations, employee classification issues, recent legal developments, and employee leave and accommodation matters.

Litigation

Possessing extensive trial and arbitration experience in employment-related matters, Christine has defended countless companies and management in litigation and administrative proceedings. She regularly prosecutes and defends unfair competition and trade secret claims. She also has significant appellate experience in the employment area and the general civil litigation context.

Transactional

Christine oversees the employment law aspects of corporate transactions, identifying potential liabilities and ensuring the seamless transfer of employees from company to company. She has assisted Vail Resorts with employment issues in numerous transactions, including the acquisition of an online retailer and a \$63-million resort acquisition, and represented KSL Capital Partners on employment issues in connection with the sale of five resort properties. Christine regularly collaborates with board of directors and top-level management to negotiate and draft high-level executive employment agreements, severance agreements and related documents in connection with corporate transactions and ordinary business operations.

Representative Matters

- Represented Bow River Capital Partners with respect to employment issues arising in connection with its acquisition of and acquisition financing for Midstate Energy, L.L.C. Midstate Energy is an independent provider of comprehensive development, design and engineering services relating to infrastructure upgrades and energy efficient, asset sustainability solutions.
- Represented Pico Digital, Inc. in its sale to ATX Networks, a portfolio company of H.I.G. Capital, LLC, with respect to employment issues, including contract negotiation.
- Represented Clarion Capital Partners, LLC in its acquisition of and acquisition financing for Madison Logic, Inc. from an employment standpoint, including conducting due diligence on employment issues and preparing employment agreements.
- Represented KSL Capital Partners with respect to employment and related issues in the sale of five iconic resort properties to TRT Holdings, owner of Omni Hotels & Resorts, in a series of five related transactions. Transferred properties include Barton Creek Resort & Spa in Austin, Texas; La Costa Resort & Spa in Carlsbad, California; Rancho Las Palmas Resort & Spa in Rancho Mirage, California; Grove Park Inn in Asheville, North Carolina; and The Homestead Resort in Hot Springs, Virginia. Brownstein acted as lead counsel on the transaction, facilitating the buyer's due diligence review of the properties and resorts, the negotiation of five separate purchase agreements, the transition of employees, and completion of all closing conditions.
- Represented client in connection with class action employment claims brought before the OFCCP and the EEOC and in federal district court and obtained dismissal of these claims in all venues.
- Represented client company and employees in connection with trade secret and unfair competition claims. Successfully compelled arbitration of virtually all claims and obtained stay of entire action. Forced arbitration in more favorable jurisdiction for our clients. Secured settlement with no monetary payout by our clients and favorable covenants in favor of our clients.
- Assisted Vail Resorts, Inc. and its subsidiary Specialty Sports Ventures, LLC with employment and ERISA issues associated with the acquisition of Outdoor Outlet, LLC, a Wisconsin-based company that owns and operates O2GearShop.com, an online retailer of outdoor/snow sport goods and equipment, including high-level executive employment agreements and related documents.
- Provided employment advice in connection with Vail Resorts, Inc.'s \$63 million acquisition of Northstar-at-Tahoe Resort in California.
- Represented Vail Resorts, Inc. in its acquisition of Mountain News Corporation (MNC), which operates the world's most visited online snow sports portal, OnTheSnow.com. Mountain News Corporation is the top provider of snow reports to more than 1,200 web sites throughout the world, including approximately 400 news media websites.

News & Events

- Brownstein Hyatt Farber Schreck Well Represented In 2017 Chambers Rankings
- Twenty-seven Brownstein attorneys were included in 5280's Top Lawyers List
- Christine Samsel Named President-Elect of the FFA Board

- Brownstein Hyatt Farber Schreck Well Represented In 2016 Chambers Rankings
- Brownstein's Christine Samsel Joins Faculty Of Federal Advocates Board
- Midyear California Employment Law Update
- Planning For and Taking Effective Depositions – Part One
- Top Ten Traps for Colorado Employers Operating in California
- Brownstein Hyatt Farber Schreck Practices and Attorneys Well Represented In 2015 Chambers Rankings
- Brownstein Attorney Christine Samsel Appointed to Rocky Mountain Children's Law Center Board
- Christine Samsel Appointed to Colorado Women's Bar Association Board of Directors
- Employment Agreements
- Employment Law 101
- Leading Labor & Employment Attorney Christine Samsel Joins Brownstein Hyatt Farber Schreck

Publications & Presentations

- Nevada Redefines Non-Compete Standards; Employers Should Promptly Review Their Agreements, *Brownstein Client Alert*, July 7, 2017
- Department of Labor Withdraws Controversial Independent Contractor and Joint Employer Guidance, Co-author, *Brownstein Client Alert*, June 7, 2017
- Seasonal Hiring: Tips and Traps for Summer Employees, Co-author, *ColoradoBIZ*, June 5, 2017
- What Employers Should Know About Proposed Paid Leave Bill, Co-author, *Law360*, May 1, 2017
- Marijuana: Its Effect on the Hotel Industry, Panelist, BD West Conference, April 5, 2017
- City of Los Angeles Absolutely, Positively Bans the Box, Even for Non-Resident Employers, *Brownstein Client Alert*, December 16, 2016
- New Form I-9 Means More Immigration-Related Change In 2017, *Brownstein Client Alert*, December 7, 2016
- Texas Judge Blocks Implementation of U.S. DOL's Impending Salary Threshold Increase for Exempt Employees, *Brownstein Client Alert*, November 30, 2016
- Wage and Hour Law Compliance Training for Employers, Presentation, Wage and Hour Law Compliance Training for Employers, Denver, CO, November 11, 2016
- An Employer's Guide To Surviving A Heated Election Season, Co-Author, *Law360*, October 3, 2016

Education

- J.D., 1990, University of Virginia School of Law
- B.A., 1986, Smith College

Admissions

- California
- Colorado
- Virginia
- District of Columbia
- U.S. District Court, Eastern District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Central District of California
- U.S. District Court, Southern District of California
- U.S. District Court, District of Colorado

- U.S. District Court, District of Columbia
- U.S. District Court, District of Maryland
- U.S. District Court, Eastern District of Virginia
- U.S. District Court, Western District of Virginia
- U.S. Court of Appeals, Third Circuit
- U.S. Court of Appeals, Fourth Circuit
- U.S. Court of Appeals, Ninth Circuit
- U.S. Court of Appeals, Tenth Circuit
- U.S. Supreme Court

Recognition

5280 Top Lawyers, Labor and Employment: Defense, 2017

Chambers USA, 2016-2017

Top Rated Lawyer in Labor & Employment, *American Lawyer Media* and *Martindale-Hubbell™*, 2013

AV® Preeminent™, *Martindale-Hubbell* Peer Review Rating (2002-present)

Certified California Appellate Law Specialist (2002-2007)

Memberships

President-Elect, Faculty of Federal Advocates (2016); Board Member, Fellowship Program Committee, Membership Committee, and New Lawyers CLE Program Committee (2016); Trial Advocacy Committee (2015-present)

Board Member, Rocky Mountain Children's Law Center and External Affairs Committee, and Chair of Events Committee and annual dinner (2013-2015)

Board Member and Co-Chair, Programs and Convention Committees, Colorado Women's Bar Association (2012-2014)

American Bar Association

California Bar Association

Colorado Bar Association

District of Columbia Bar Association

Los Angeles County Bar Association

Virginia Bar Association

Labor & Employment Section, District of Columbia Bar Association

Labor & Employment Section, Los Angeles County Bar Association

Labor & Employment Section, American Bar Association

Council of Appellate Lawyers

Society for Human Resource Management (SHRM)