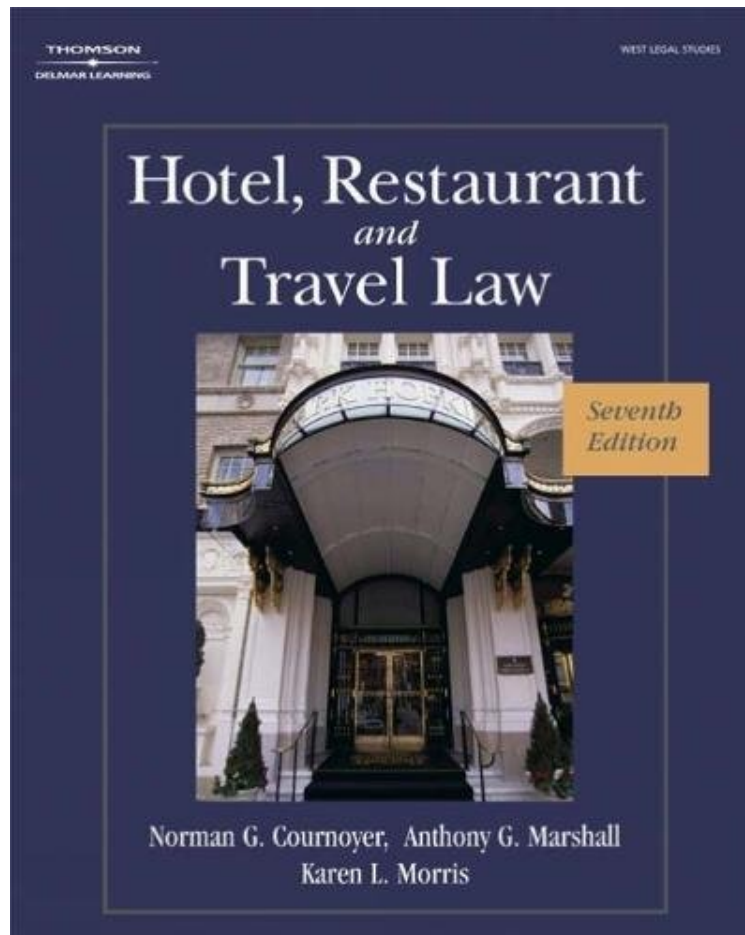


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About the Author
Karen L. Morris is a lawyer, judge, and professor of Law at Monroe Community College, in Rochester, New York where she teaches courses including Hospitality Law, Business Law, Constitutional Law, Criminal Law, and Law 101. As a town judge, she presides over criminal and civil cases, including lawsuits brought by and against hotels and restaurants. She has published an instructional software program and a case study book, as well as articles in various publications on topics of interest to the hospitality industry. Dr. Morris is the legal advisor to the New York State Restaurant Association, Rochester Chapter, and a past president of the Greater Rochester Association for Women Attorneys. She also has served as president of Alternatives for Battered Women, Inc., an organization that operates a shelter and administers support services. Her favorite volunteer activity is being a Big Sister in the Big Brother program. Before becoming a professor, Dr. Morris was in-house counsel for a corporation that operates department stores throughout the United States, and thereafter a criminal prosecutor. She has a Juris Doctor degree from St. John's University and a Masters of Law (LL.M.) in Trade Regulations from New York University.

Norman G. Cournoyer is a lawyer and Professor Emeritus at the University of Massachusetts, Amherst. A nationally recognized expert in hospitality law, zoning for service industries, labor management, computer applications, and econometrics for hospitality management, he has ten years experience owning and operating hotels and restaurants. A widely published writer, Dr. Cournoyer has authored several texts, references, and directories for the hospitality disciplines. He has contributed scholarly journals and has published numerous studies for the Massachusetts Department of Commerce and Development. Dr. Cournoyer is current president of Applied Econometrics and has served as consultant to Hilton Corporation, Sheraton Corporation, The US Army, and Canadian National Marine Services, Inc. Dr. Cournoyer holds a Juris Doctorate from American University, and an MBA in financial accounting and a PhD in econometrics from the University of Massachusetts. He resides in Amherst.

Anthony G. Marshall, Dean of the School of Hospitality Management at Florida International University in Miami, Florida, is a nationally recognized expert in Risk Management and Hospitality Law. He is well known by members of the hospitality industry through his speaking engagements and journal publications. Dr. Marshall serves as a board member of the Commission Scolaire of the Centre International de Glion, Switzerland; a board member of the Greater Miami Convention Visitors Bureau and vice chair of the Board of Trustees of the Educational Institute of the American Hotel and Motel Association. He is the recipient of the American Hotel and Motel Association's "Lamp of Knowledge" award. Dr. Marshall authors the column "At Your Risk" (21 issues per year in *Hotel and Motel Management* magazine. He is publisher and editorial board member of the *Florida International University Hospitality*, and a member of the editorial board of the *International Journal of Hospitality Management*. He earned a Juris Doctorate from the College of Law at Syracuse University and a Bachelor of science in Hotel Administration from University of New Hampshire. Dr. Marshall resides on Key Biscayne Florida.