

## Curtis H. Mistele

Curt Mistele has been practicing law over twenty-five years. His practice is focused on representing a wide range of closely held businesses, business owners and executives, their families, and other individuals in matters involving business transactions, corporate matters, employment, real estate, estate planning and trust administration.

### BUSINESS TRANSACTIONS

Business moves rapidly through a myriad of laws, regulations and other legal obstacles. The success or failure of a business transaction is largely dependent upon the intent and expectations of the parties, and how the transaction safely navigates the laws, regulations and legal obstacles. Curt represents individuals, businesses, and non-profit organizations in areas of business and transactional law, mergers and acquisitions, business and non-profit entities, corporate formation, governance, complex business agreements, contractual matters, confidentiality and non-disclosure agreements, and other documents and counseling critical to the operation of a successful business.

### CORPORATE

The vehicle upon which business moves is the corporate entity. Whether the entity is a corporation, a limited liability company, a partnership, or any other business entity, the long-term success of the business entity can depend entirely on how the entity is formed and how well it is maintained throughout its existence. Curt assists clients through entity formation, the drafting and maintaining of bylaws, partnership agreements, buy-sell agreements, documentations, shareholder issues, board of director minutes and counseling clients through governance issues.

Curt has been selected by his peers for inclusion in The Best Lawyers in America® 2023 & 2024 editions for Corporate Law.

### EMPLOYMENT

The success of a business enterprise is largely dependent upon its employees. Employees are the human resource upon which a business develops its products and services, and upon which the products and services are ultimately delivered to customers, clients, patients, and other consumers. The reputation of a business is in large part connected to the competence of its employees. Employment laws are often complex and can ensnare the unwary. A business not only has to address complex state and federal employment laws, but the laws often vary from state to state. Curt has extensive experience in counseling management, in small or local business, as well as national and international business, through routine and complex employment matters. Curt guides clients through employment practices, discipline and discharge of employees, employment handbooks and policy manuals, personnel files, negotiation of employment agreements and separation agreements, non-competition and non-solicitation matters,



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confidentiality, FMLA, ADA, wage/hour compliance, exempt / non-exempt classifications, leaves of absence, government inquiries, internal investigations, and most other employment related matters.

## **REAL ESTATE**

Whether a business owns or leases property, or an individual buys and sells real estate, Curt assists clients through numerous real estate and property matters as well as the financing instruments that often accompany real estate transactions.

## **ESTATE PLANNING**

Curt has an extensive estate planning practice that includes developing estate plans, creating wills, setting up trusts, working with clients to customize provisions to accomplish family-specific goals, implementing powers of attorney for finances and for healthcare/medical directives (living wills), and handling probate estates and trust administration matters.

Curt's broad business and employment background involves representing clients from a diverse range of industries including manufacturing, marketing, medical, insurance, and non-profit organizations. Curt also works closely with clients through various personal matters.

## **COMMUNITY & SOCIAL ACTIVITIES**

- Judson Center, Board of Trustees and Secretary

## **EDUCATION**

- Wheaton College, B.A.
- University of Detroit School of Law, J.D.

## **BAR ADMISSIONS**

- Michigan

## **COURT ADMISSIONS**

- All Michigan courts

## **PRACTICE AREAS**

- Business Law
- Employment and Labor Law
- Real Estate Development
- Estate Planning