

Curtis H. Mistele

Curt Mistele has over twenty years experience in business transactions, corporate, employment and real estate law. Curt's practice is focused on representing, advising and counseling clients on a range of day-to-day business and employment-related issues. From start-up ventures to established corporations, and from family and closely held businesses to non-profit organizations, Curt provides general counsel services and effective business solutions to boards and management of companies regarding matters of state and federal law. His specialties include business contracts and leases, and assisting clients with their human resource and employment law needs.



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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. Contracts are thus not only fundamental to developing a successful business transaction, but are critical to the enablement of a business to do what it does best. Curt has vast experience in drafting and negotiating various complex business agreements and service contracts, joint venture and collaboration agreements, confidentiality and non-disclosure agreements, the prevention of unfair competition and trade secret misappropriation, mergers and acquisitions, and other documents and counseling critical to a successful business transaction.

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.

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. Managing employees is a challenge in and of its self, and employment laws can complicate or 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, preparation and review of employment handbooks and policy manuals, personnel files, internal investigations, negotiation of employment agreements and separation agreements, drafting non-compete agreements, confidentiality matters, FMLA, ADA, wage/hour compliance, exempt / non-exempt classifications, leaves of absence, and most other employment related matters and inquiries.

REAL ESTATE

Whether a business owns or leases property, or 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.

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