

# McNees Esports Practice Group

Esports, or competitive video gaming, is the successful outgrowth of the video game industry and has become a on par with “traditional” sports, featuring an official network of professional gamers, gaming tournaments and leagues. As esports continues to experience booming growth, the number and complexity of legal issues will increase, as will the need for reliable legal representation.

The blend of experience at McNees, a full-service law firm, enables the firm to comprehensively advise clients on many issues that arise within esports. Our collaborative team of cross-practice attorneys leverages its collective experience in public finance, labor and employment, trademark, intellectual property, commercial litigation, mergers and acquisitions, real estate, data protection and gaming law to provide our clients with focused problem solving and specialized attention. Our firm’s size, ability to cross-serve and established connections with esports industry coalitions and leaders help our clients achieve their goals, navigate challenges and proactively identify opportunities as the esports industry continues to expand.

## Our experience enables us to routinely advise clients on issues such as:

- Intellectual property protection including licensing, copyrights, trademark registration, and patents
- Esports Gambling
- Advertising, promotions and sponsorships
- Labor, Employment, & Fair Labor Standards Act
- Merchandise manufacturing and agreements
- Acquisition of sports properties
- Public financing and zoning compliance for esports facilities
- Compliance with FTC endorsement guidelines
- Communications, media rights, and broadcasting
- E-commerce and internet law
- Compliance with international privacy and data security regulations and data breach response
- International Business Transactions

The world of sports is on the brink of major changes and esports and gambling are going to be drivers of those changes. McNees is the go-to firm for esports and is prepared to support your needs in this unique and exciting industry.





**LANGDON T. RAMSBURG, CHAIR**  
717.237.5402 / lramsburg@mcneeslaw.com

Langdon counsels employers on a variety of labor and employment law issues and represents employers before federal and state courts, as well as administrative agencies. Langdon also represents employers with

respect to labor relations, including collective bargaining, contract administration, and labor arbitrations.



**DEVIN J. CHWASTYK, CIPP/US**  
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Devin is the Chair of the Privacy & Data Security group of McNees. He counsels clients on policies and procedures to limit the risk of data exposure events, including developing of data security policies, privacy disclosures,

breach response plans, and associated training programs. He regularly advises clients on compliance with federal, state, and international privacy laws, including the EU GDPR.



**EMILY DOAN**  
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Emily's practice includes domestic and international trademark and copyright counseling and litigation. She reviews, drafts, and negotiates franchise, licensing, and

technology agreements. She also counsels clients on a wide variety of advertising and marketing issues.



**BRIAN F. JACKSON**  
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Brian has been a member of the Labor & Employment Group since 1994, and served as Chair and Co-Chair of the Group from 2002-2017. Brian currently serves as a member of the firm's Management Committee. Brian

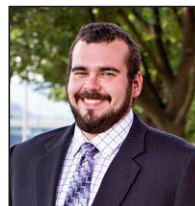
represents management and employers exclusively, and provides representation and counseling to employers in all aspects of labor and employment law.



**THOMAS S. MARKEY**  
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Tom counsels businesses and educational institutions on privacy and cybersecurity issues including compliance with the EU General Data Protection Regulation and responding to data security incidents. A

member of the Pennsylvania Bar Association's Cybersecurity & Data Privacy Committee, Tom continuously monitors changes in regulations governing the collection and use of personal information.



**DAVID A. NOLL**  
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David's practice focuses on corporate and transactional matters. David's experience includes assisting clients in the purchase and sale of companies across a number of industries the formation and maintenance

of virtual currency operations and the negotiation of service and management agreements.



**ALEXANDRA E. SACAVAGE**  
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Alexandra "Sasha" focuses her practice on litigation matters and currently serves as legal counsel to the Pennsylvania Esports Coalition. Prior to joining McNees, she served as Legal Counsel to the Pennsylvania House

of Representatives Democratic Caucus, Legal Counsel to the Pennsylvania Liquor Control Board, and Enforcement Counsel to the Pennsylvania Gaming Control Board in Harrisburg.



**ADAM L. SANTUCCI**  
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Adam is Chair of the McNees Public Sector Group. He provides proactive advice and counsel to employers with respect to labor and employment law matters. Adam helps employers solve the difficult problems that

arise in today's workplace, and he zealously represents employers facing lawsuits or other claims by employees or former employees.