



## María Eugenia Ríos Espinosa

Partner

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**Mexico City**

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María focuses her practice on corporate matters, joint venture transactions, mergers and acquisitions, with particular expertise in real estate development. She has negotiated with governmental and private parties and provided legal structuring and documentation on hotel acquisitions, hotel management agreements, the creation of real property ownership structures to be established for commercial, tourism and residential developments, megaresorts, self-sufficient residential and tourism resorts, commercial malls, outlets and infrastructure, and the marketing and sales to consumers of specialized real estate products and financial structures.

- Corporate
- Finance

English French Spanish

María is also legal counsel for Mexican and foreign companies dealing with employment matters. Her work involves (i) preparation of employment agreements, (ii) negotiation of collective bargaining agreements with unions, (iii) structuring the model for the hiring of labor force, (iv) negotiation and drafting of outsourcing agreements and (v) the negotiation and drafting of termination of employment relationships.

Before joining DLA Piper, María practiced with a prominent Mexican law firm, concentrating on corporate, foreign investment, financial and international law.

## LANGUAGES SPOKEN

- English
- French
- Spanish

## REPRESENTATIVE MATTERS

**Real Estate and M&A**

- Fairmont Hotels – in connection with the structuring, development, construction, financing and marketing of fractional ownership products in Mexico Marriott International – in connection with (i) the acquisition of JW Marriott in Polanco and Hotel Continental Plaza Aeropuerto formerly owned by Grupo Situr, (ii) the acquisition, management and operation of hotels in Mexico and the structuring of joint ventures to that effect, including the joint venture established with respect to the Casa Magna Hotels in Mexico, (iii) the public bid related to the purchase of Camino Real Hotels chain in Mexico, (iv) negotiation of hotel management agreements and branded restaurant leases
- Inmobiliaria Emar- in connection with hotel management agreements and refinancing of the Suites Sheraton Santa Fe
- PVPFO- owner of the Vallarta Gardens fractional in Puerto Vallarta, in connection with the negotiation of the management agreement and the restaurant operation agreement
- GICSA- in connection with the negotiation of a branded restaurant operation and lease in La Isla, Acapulco
- Finova Financial Corporation, in connection with the planning, negotiating, securing and closing of loans with respect to the timeshare developments and touristic resorts, such as the Regina resorts at Cancun, Los Cabos, Puerto Vallarta and Acapulco, and the Villas del Mar Condominium -Los Cabos, Baja California Sur
- Marriott Vacation Club International-in connection with the sales and marketing of timeshare in Mexico as well as the registration of timeshare services with the Federal Consumer Agency in Mexico
- Textron Financial Corporation – in connection with the granting of loans to developers of timeshare, fractional and touristic projects located in Mexico
- Sunterra Corporation - in connection with the acquisition of a resort in Los Cabos
- Four Seasons - in connection with the structuring of the Resort Club (fractionals) in Punta Mita
- The Kor Group - in connection with the structuring of condominium resorts (“Viceroy” and “The Tides”) in Maya Koba and Playa del Carmen, respectively
- The Related Group – in connection with the purchase of land and structure of condominium and fractional projects in Mexico
- Mayakoba Thai- in connection with the structuring of the Banyan Tree condominium resort in Maya Koba

#### Labor

- Jabil Circuit, Inc. – advice in connection with the substitution of employment and divestiture of employees in (i) the purchase of Seagate in Reynosa, Tamaulipas, (ii) the sale of the aftermarket service business as a consequence of the sale of business to iQor Holdings
- Illinois Tool Works, Inc. – in connection with the preparation of employment agreements of the employees of its subsidiaries in Mexico and termination of employment
- Promociones Marriott – advise in connection with the preparation and negotiation of the outsourcing model of sales force in Mexico
- Amadeus Mexico – Advise in connection with the termination of executives and negotiation of termination pay and benefits, including preparation of non-compete and confidential agreements

## CREDENTIALS

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### ADMISSIONS

- United Mexican States

### Prior Experience

Before joining DLA Piper, she was a partner in the law firm Gallástegui y Lozano, S.C. GyL combined with DLA Piper in February 2015. Earlier in her career, she practiced with a prominent Mexican law firm, concentrating on corporate, foreign investment, financial and international law.

### Recognitions

- Leading Attorney in Mergers and Acquisitions and Real Estate – *Best Lawyers*
- Included in the 2020 *Best Lawyers* in Latin America for Corporate and M&A Law, Real Estate Law in Mexico

## Education

- Law Degree (Licenciatura en Derecho), Escuela Libre de Derecho 1981

## INSIGHTS

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### Publications

#### The new US-Mexico-Canada trade agreement goes live today

1 July 2020

USMCA is the first treaty in which complaints of noncompliance by a Mexican facility may be reported to a US government agency for the purpose of investigation and, if appropriate, remediation.

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- Corporate reporting obligations in changes of shareholders of Mexican subsidiaries, 14 Dec 2018
- Mexico - Hotel Management Agreements, 20 Apr 2018
- Corporate reporting obligations in changes of shareholders of Mexican subsidiaries, December 14, 2018
- Mexico – Hotel Management Agreements, April 20, 2018

### Events

#### Previous

##### LatAm employment challenges in 2022

March 22, 2022 | 10:00 - 11:00 am ET  
Webinar

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##### Hybrid and remote work in LatAm jurisdictions: Addressing the challenges

28 October 2021 | 1:00 - 2:00 EST  
Webinar

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##### The US-Mexico-Canada Agreement (USMCA) becomes effective July 1, 2020

24 June 2020 | 10:00 - 11:00 PT  
Webinar

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##### Investment trends and the political climate across Latin America

20 May 2020 | 8:00 - 9:00 CDT  
Webinar

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## NEWS

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### **DLA Piper advises Vorwerk & Co. in US\$255 million sale of JAFRA's US and Mexico operations to Betterware**

13 April 2022

DLA Piper represented Vorwerk & Co. Eins GmbH, JAFRA's German parent company, in its sale of cosmetics company JAFRA's operations in Mexico and the United States to household appliance retailer Betterware for US\$255 million. The transaction closed on April 7, 2022.

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