

September 2020

Spotlight

Burr Continues Growth with the Addition of Two Attorneys in Greenville and Atlanta

Burr & Forman announces the addition of Greenville-based associate [Jake Rea](#) and Atlanta-based associate [Bailey Green](#). Rea joins the firm's Corporate and Tax practice group and Green joins the firm's General Commercial Litigation practice group.

Rea's practice focuses on estate planning, transactional matters, and business and tax planning. His background includes experience in preparing wills, powers of attorney, trust agreements, and decanting documents.

Prior to joining Burr & Forman, Green served as a Law Clerk for Judge Junius P. Fulton, III, and Judge Everett A. Martin, Jr. for the Fourth Judicial Circuit of Virginia in Norfolk, VA.

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Resources

SBA Issues New PPP Rules for Owner-Employees and Related

Party Rents

The Small Business Administration ("SBA") recently issued a new interim final rule clarifying whether paycheck protection program ("PPP") loan proceeds may be used for certain payroll and non-payroll costs and remain eligible for forgiveness, notwithstanding earlier guidance or uncertainty. Generally, PPP loans may be forgiven so long as used for a borrower's payroll costs (generally, all compensation, capped at \$100,000 on an annual basis, plus benefits) and certain mortgage interest, rent and utility expenses.

This article was authored by [Jennifer Leaphart](#).

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More FINRA Cybersecurity Warnings

On August 20, FINRA warned member firms about a rash of imposter websites, using registered representative's names, pictures, CRD numbers, and other information to gull investors into providing personally-identifying information to fraudsters.

This article was authored by [Tom Potter](#).

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Navigating the Minefield of Legal Challenges as Employees Return to Work

Employers face a host of potential legal pitfalls as businesses that were closed in response to the COVID-19 pandemic reopen and new virus hotspots continue to emerge across the country. As guidance from state and federal agencies continues to evolve, it is important for employers to develop a plan to address both the legal and practical considerations for safely returning employees to work.

This article was authored by [Amy Jordan Wilkes](#).

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Economic Effect of COVID-19 Shutdowns and Paycheck Protection Program Relief

Closing in on five months after the initial COVID-19 shutdown, it is apparent that most, if not all, industries have been affected by shutdowns, restrictions, and quickly changing guidelines and best practices. Physician practices and other health care providers were among the hardest hit, effectively closing in most states for seven weeks (or more), coupled with elective procedures at a virtual standstill. As restrictions have lifted and companies have made appropriate health and safety-related changes to policies and procedures, many people are back to work, but most would probably agree that things look and feel different, and the financial impact of the crisis still remains.

This article was authored by [Callie Whatley](#).

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Burr Launches Labor & Employment Podcast Series

The Labor & Employment Podcast Series was developed from all the webinars and articles the L&E lawyers at Burr have created over the past few months.

In Episode 1, [Bryance Metheny](#) and [Jim Gilliam](#) give the listeners some useful information and practical ideas to consider when navigating the challenges that 2020 has created for us all.

In Episode 2, [Matthew Scully](#) and [Carlton Hilson](#) join us to talk about the "New Normal" as it relates to how companies are handling COVID-19 exposure. They discuss the safety protocols, how to deal with positive cases, and how they're maneuvering through the laws and regulatory statutes.

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"A Guide to the New FMLA Forms," SHRM Online

[Jim Gilliam](#) discussed the recently revised Family and Medical Leave Act (FMLA) forms from the Department of Labor (DOL) in an August 17, 2020 [article](#) for the Society of Human Resource Management (SHRM).

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Take 5 Immigration Podcast Series: Updates on Land Border Crossings Between U.S.-Canada and U.S.-Mexico and USDOS Clarifies Visa Entry Ban

Episode 8 of the Take 5 Immigration Podcast Series provides updates on two issues we have discussed before. The first issue is land border crossings between U.S.-Canada and U.S.-Mexico, and the second issue is an update regarding the U.S. Department of State providing clarification on visa entry ban (H, L, and J visas).

The podcast is hosted by Burr partner [Melissa Azallion](#), from the firm's Hilton Head Island office.

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What Does the "New Normal" Look Like for Dealerships?

Burr's [Callie Whatley](#) and Loyd Rawls with [The Rawls Group](#) share what they believe the new normal looks like for dealerships in their [video](#), "What Does the New Normal Look Like for Dealerships?"

Four of Burr's Female Partners Featured in *B-Metro's* 2020 Top Women Attorneys List

Birmingham Partners [Ginger Busby](#), [Rachel Friedman](#), [Angie Smith](#), and [India Vincent](#) have been recognized as Top Women Attorneys by *B-Metro*. The feature identifies women across the Birmingham metro area who have successful legal careers and who also demonstrate a commitment to their community and the law. The list was announced in the magazine's August issue.

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The Association of Fundraising Professionals of Alabama Recognizes Burr & Forman as "Outstanding Corporate Citizen"

Burr & Forman has been recognized by the Alabama Chapter of the Association of Fundraising Professionals (AFP) in the Outstanding Corporate Citizen Award category. AFP recognizes key contributors to the local nonprofit and philanthropic community. The firm was nominated by Girls Inc. of Central Alabama for the 2020 award.

Award winners will be honored during a live-streamed event on November 13th. Those honored during the event will consist of donors, volunteers, fundraising executives, and professionals that have impacted the success of local nonprofits by donating time, expertise, and resources throughout the past year.

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Headlines

[Congress Considering Paycheck Protection Program Loan Forgiveness](#)

(Source: *MassLive.com*, 2020-08-06)

[Big Companies Resuming M&A Activity Despite Pandemic](#)

(Source: *Los Angeles Times*, 2020-08-09)

[NYSE Moves to Change IPO Rules to Offer Alternative Route](#)

(Source: *CNBC*, 2020-08-27)

[Research Finds Corporate Bankruptcies on Par for 10-Year High](#)

(Source: *ICLG.com*, 2020-08-26)

[Pandemic Raising D&O Insurance Premiums, Retention](#)

(Source: *Insurance Business*, 2020-08-13)

['Diversity Riders' to Be Included in V.C. Firms' Term Sheets](#)

(Source: *Axios*, 2020-08-26)

[Companies Urged to Appoint COVID-19 Experts to Board of Directors](#)

(Source: *PYMNTS.com*, 2020-08-16)

Burr & Forman Coronavirus ("COVID-19") Resource Center



Burr & Forman is dedicated to serving as your trusted business partner to advise and address the unique challenges your industries are now faced with. Whether related to business operations, your employees, or potential legal implications, our team can help provide solutions and counsel with perspective from a wide range of legal service areas from food and beverage, health care, and cybersecurity to immigration, labor and employment and insurance coverage. We have created this [Coronavirus Resource Center](#) to update you on the latest legal issues surrounding the evolving COVID-19 crisis.



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