

COVID-19 (Coronavirus) Client Resource Center

Lathrop GPM COVID-19 Client Response Team

We are committed to helping our clients navigate these uncertain times and have established a cross-disciplinary COVID-19 Client Response Team. The team members serve as subject matter authorities, focused on providing relevant, timely and solution-oriented input responding to clients' questions and needs, as well as providing proactive guidance on emerging issues.

As you face questions and new challenges, please feel free to reach out to your Lathrop GPM attorney, any of the COVID-19 team members noted below, or reach out through our **Contact Us** page.

Lathrop GPM COVID-19 Resources

- Tort, Insurance Recovery, and Public Affairs Information Sheet

Lathrop GPM COVID-19 Legal Updates

To help our clients stay up-to-date on developments related to the COVID-19 pandemic, below are links to alerts, articles and other resources that our attorneys have prepared. Note the list is in chronological order so the most recent is at the top.

- **Employment Alert:** OSHA Issues Long-Awaited COVID-19 Emergency Temporary Standard by Neil Goldsmith and Sarah Stevens
- **Employment Alert:** Federal Task Force Issues Guidance Regarding Federal Contractor and Subcontractor Vaccination Requirements by Megan L. Anderson, Dion Farganis and Dorraine A. Larison
- **Employment Alert:** Biden Announces Sweeping Vaccination Requirements With Wide-Ranging Implications For Employers by Dion Farganis and Dorraine A. Larison
- **Employment Alert:** New Covid-19 Vaccination and Mask Guidance has Employers Rethinking Safety Protocols, Rosalee McNamara

- **Litigation Alert:** States Increasingly Considering COVID-19 Liability Protections by Kurt Schaefer, Emily Cantwell, Patricia Lehtinen Silva and Shoshanah Shanes
- **Employment Alert:** COVID-19 Vaccinations and the Workplace: What You Need to Know Right Now by Mark Mathison, Neil Goldsmith and Dion Farganis
- **Litigation Alert:** Risks Abound: Shield Yourself From Liability for Your PPP Loan by Susan Gaertner and Thomas Pacheco
- **Insurance Recovery Alert:** Missouri Federal Court Opens Door to COVID-19 Business Interruption Claims by Alexander Brown
- **Litigation Alert:** Antitrust Division's Expedited Review of Business Conduct Related to COVID-19: What Have We Learned So Far? by Gregory Merz and Richard Landon
- **Health Alert:** COVID-19 Insurance Considerations for Healthcare Providers, Including Long-term Care Facilities - Tips for Identifying and Pursuing Coverage Claims by Rick Kubler
- **TELP Alert:** Transferring Your Family or Closely Held Business - Part 2 by Steven Kutscheid, Scott Malin, Meaghan Hunt and Timothy Hassett
- **IP Alert:** USPTO Announces Further Extensions of Patent Deadlines by Tucker Griffith
- **TELP Alert:** Transferring Your Family or Closely Held Business: Part 1 by Sally Stolen Grossman, Bennett Keller, Abbi Kirchner and Kerstine Kerner
- **IP Alert:** USPTO Implements COVID-19 Prioritized Examination Program for Trademarks and Service Marks by Tucker Griffith
- **Higher Ed Alert:** Higher Ed Alert: DOE Issues Additional Guidance and Interim Final Rule Regarding CARES Act Grants by Kathryn Nash and Katy Fodness
- **Franchise Alert:** Four Key Takeaways from the NASAA & Washington Commentaries on COVID-19 Disclosures by Hannah Holloran Fotsch and Mark Kirsch
- **IP Alert:** USPTO Proposes Trademark Fee Increases by Tucker Griffith
- **IP Alert:** USPTO Implements COVID-19 Prioritized Examination Program for Trademarks and Service Marks by Tucker Griffith
- **Benefits Alert:** More Participant-Friendly Guidance from IRS in Light of COVID - This Time, It's Cafeteria Plans by Virginia Schubert, John Nichols, Greg Kuhn and Garrett Pratt

- **Real Estate Alert:** Opening Your Office for Business: A Tenant's Perspective by Bradley Hintze and Brad Heitzinger
- **IP Alert:** USPTO Launches the COVID-19 Response Resource Center to Boost Innovation by Tucker Griffith
- **Employee Benefits Alert:** Latest IRS Guidance on CARES Act Retirement Plan Provisions by Greg Kuhn, John Nichols, Virginia Schubert and Garrett Pratt
- **IP Alert:** USPTO Announces Further Extensions of Deadlines Under the Coronavirus Aid, Relief, and Economic Security Act by Tucker Griffith
- **Corporate Alert:** M&A Deals in the Middle Market After COVID-19 by John Brower
- **Privacy Alert:** CCPA Enforcement Remains on Track Despite COVID-19 Pandemic by Tedrick Housh, Michael Cohen, Amanda McAllister and Reid Day
- **Business Alert:** Guidelines to Open Minnesota Restaurants, Bars, Personal Care Services and Outdoor Recreation Businesses; What Business Operators Need to Know by Brian Carr
- **Small Business Alert:** Paycheck Protection Program (PPP) update, with our own "Frequently Asked Questions" by Daryn McBeth and Luke Greiner
- **Restaurant Alert:** Guidance for Reopening Restaurants by Thomas Pacheco and Samuel Butler
- **Employee Benefits Alert:** Navigating the COBRA Rules Under the Latest DOL and IRS COVID-19 Relief by John Nichols, Virginia Schubert and Greg Kuhn
- **Employment Alert:** Opening for Business? Issues for Employers by Brian Woolley and Megan Anderson
- **Litigation Alert:** More Money More Problems? The Sequel: Should My Company Return The Money It Received from the CARES Act? by Susan Gaertner, Jackson Hobbs and Daryn McBeth
- **Litigation Alert:** Long-Term Care Providers in the Crosshairs: Minimizing Risk of Liability Under the False Claims Act in the COVID-19 World by Gregory R. Merz and Susan Gaertner
- **Higher Ed Alert:** DOE Releases Institutional Portion of CARES Act Funding to Higher Education Institutions, Publishes New FAQ for Student Grants Funding by Katy Fodness, Megan Anderson, Catherine Bitzan Amundsen and Kathryn Nash
- **Nonprofit Alert:** Borrowing from the Future? Tapping Restricted and Endowment Funds in a Down Economy by Wade Hauser,

Sheryl Morrison and Greg Larson

- **Litigation Alert:** COVID-19 Leads to New Class Actions by Brian Fries and Richard Bien
- **Litigation Alert:** No Choice in the Matter - Recent Victory for Lathrop GPM Client to Have Significant Impact on Government Disclosure of Coronavirus-Related Data by Bernard Rhodes, Danielle Twait, Taryn Nash and Brooke Wheelwright
- **Trusts, Estates & Legacy Planning Alert:** Legacy & Tax Planning in a Pandemic by Phil Johnson, Sheryl Morrison, Erik Rome and Justin Whitney
- **White Collar Alert:** More Money More Whistleblowers? False Claims Act Risks in the Aftermath of the COVID-19 Pandemic by Susan Gaertner and Amy Erickson
- **Financial Services Update:** Extension of Farmer-Lender Mediation Period by Jeffrey Peterson
- **IP Alert:** Copyright and Distance Learning in the COVID-19 Environment by Jennifer Debrow, Kathryn Nash and Hannah Lutz
- **White Collar Alert:** The New Crime Wave: State Efforts to Investigate COVID-19 Related Crimes by Susan Gaertner and Alana McMullin
- **Employee Benefits Alert:** CARES Act Retirement Plan Provisions by Greg Kuhn, John Nichols and Virginia Schubert
- **Higher Ed Alert:** First Wave of CARES Act Funding to Higher Education Institutions is Announced by Megan Anderson, Catie Bitzan Amundsen and Kathryn Nash
- **Trust and Estate Litigation Alert:** Minnesota Enacts "Harmless Error" Rule Relaxing Formalities That Govern the Execution of Wills by Brian Dillon and Amy Erickson
- **Corporate Alert:** Main Street Lending Program Comments Due April 16 by Luke Greiner and David Morehouse
- **Environmental Alert:** EPA Response Actions: Interim Guidance on Site Field Work Decisions Due to Impacts of COVID-19 by Bill Ford and Sara Oishi
- **Health Alert:** HHS Pays Out \$30 Billion of Relief Funds Based on Medicare Revenue, Indicates Future Distributions will be Based on Medicaid and Other Factors by Jesse Berg and Tony Fricano
- **White Collar Alert:** More Money More Problems? CARES Act Stimulus Comes with Potential for Broad Oversight Investigations, Audits, and Enforcement by Susan Gaertner and Jackson Hobbs

- **Employment Alert:** Litigation Pitfalls for Employers in a COVID-19 World by Laura Reathafor and Bill Cross
- **Franchise Resource:** Franchise Registration States Make Accommodations to Filing Deadlines Because of the COVID-19 Pandemic
- **Charitable Giving Alert:** Philanthropy in the COVID-19 World: What Gives? by Sheryl Morrison, Ann Burns and Jim Lamm
- **Tax Alert:** CARES Act Tax Relief for Businesses by Nick Anderson, John Mueller and Colin Halpin
- **Tax Alert:** Federal Tax CARES Act Provisions by Nick Anderson, John Mueller and Colin Halpin
- **Immigration Resource:** LCA Notice for Employers - H-1B, H-1B1 and E-3 Workers and Remote Work - Employer Action Item Matrix
- **Employment Alert:** Employer Documentation Required to Support New Paid Leaves, and Related Tax Credits, Detailed by DOL and IRS by Brian Woolley, Megan Anderson and Garrett Pratt
- **Insurance Recovery Alert:** Will Business Interruption Losses From COVID-19 Be Covered By My Insurance? by Kim Winter and Noah Nash
- **Small Business/Nonprofit Alert:** Local Kansas City Funding for Small Businesses and Nonprofit Organizations by Dale Werts and Harry Wigner
- **E-Business Alert:** Using E-Commerce to Survive COVID-19 by Michael Cohen
- **Litigation Alert:** COVID 19 - Restrictive Covenants and Trade Secret Protection During the "New Normal" by Kate O'Hara Gasper and Jennifer Hannah
- **Health Law Alert:** CARES Act Includes Funding Opportunities and Additional Flexibilities for Providers; CMS Makes Accelerated Payment Program Available to All Providers by Jesse Berg and Tony Fricano
- **Litigation Alert:** The Invisible Customer - What Owners Should Consider If a Customer Later Tests Positive for COVID-19 by Danielle Twait and Patricia Lehtinen Silva
- **Food Alert:** FDA Eases Enforcement of Nutrition Labeling Rules for the Restaurant Industry by Julia Dayton Klein
- **Small Business Alert:** COVID-19 Economic Stimulus - State of Minnesota by Luke Greiner and David Morehouse

- **COVID-19 Reference:** Top 10 Checklist for Businesses by Justin Vaughn
- **Environmental Alert:** EPA's Temporary Policy - COVID-19 Implications for EPA's Enforcement and Compliance Assurance Program by Bill Ford and Sara Oishi
- **Health Law Alert:** HHS Grants Midwest States Waiver Requests; CMS Issues Guidance on Stark Law Waivers by Denise Bloch, Jesse Berg and Julia Reiland
- **Small Business Update:** COVID-19 - Local Funding for Small Businesses by Matthew Jacober, Dale Werts, Colleen McNitt Ruiz and Alicia Goedde
- **Health Law Alert:** COVID-19 Survival Tips for Physician Practices by Jennifer Reedstrom Bishop and Julia Reiland
- **CARES Act Update:** COVID-19 Federal Loan Assistance Programs by Andrew Hogenson
- **CARES Act Reference:** Overview of SBA Loan Programs Under the 2020 CARES Act
- **Nonprofit Alert:** CARES Act Provides Relief for Nonprofits by Sarah Duniway and Wade Hauser
- **Immigration Alert:** DHS Suspends In-Person Inspection Requirement for Form I-9 and Extends Response Time for Notices of Inspection by Gizie Hirsh
- **Health Law Alert:** Federal Agencies Relax Rules with Goal of Aiding Health Care Providers in Delivering Care Remotely by Denise Bloch and Jesse Berg
- **Employment Update:** DOL Issues Q&A on Families First Coronavirus Response Act, Setting April 1 Effective Date for Paid Leave Provisions by Brian Woolley and Megan Anderson
- **Essential Business Update:** Executive Orders Requiring Stay-At-Home/Shelter-In-Place With Exceptions for 'Essential Businesses' by Nicholas Anderson and David Morehouse
- **Essential Business Reference:** State by State Table for Determining 'Essential Businesses' During Shelter-In-Place by Nicholas Anderson and David Morehouse
- **Technology Update:** Cybersecurity for a Remote Workforce by Tedrick Housh and Michael Cohen
- **Nonprofit Update:** Frequently Asked Questions about Nonprofits Providing Disaster Relief by Greg Larson and Wade Hauser

- **Tax Update:** What Employers and Self-Employed Individuals Need to Know About the Coronavirus Response Act Tax Credits for Emergency Paid Leave by Thomas McMahon, David Bahls, Kyle Hertel and Garrett Pratt
- **Health Update:** Minnesota Approves \$200 Million in COVID-19 Emergency Funds for Providers - Emergency Fund Application Deadline Wednesday March 25 by Jennifer Reedstrom Bishop and Tony Fricano
- **Nonprofit Update:** Small Business Loans Announced for COVID-19 by Jennifer Reedstrom Bishop
- **Health Update:** OCR Issues Guidance to Assist Health Care Providers in the Age of the Coronavirus by Denise Bloch and Jesse Berg
- **Employment Update:** Coronavirus Response Act Provides for Paid Sick Leave and Paid FMLA Leave by Brian Woolley and Megan Anderson
- **Employment Blog Post:** OSHA Issues Additional Guidance for Employers in Responding to COVID-19 by Katy Fodness in The Modern Workplace
- **Litigation Update:** COVID-19, Contracts and *Force Majeure* by Patricia Lehtinen Silva and Matthew Jacober
- **Franchise Update:** Franchisor's Response to the Coronavirus Threat by Michael Gray
- **Employment Update:** Coronavirus and the Workplace by Brian Woolley and Megan Anderson
- **Insurance Recovery Blog Post:** Coverage for Coronavirus Claims by Alexandra Roje in The Road to Insurance Recovery

Lathrop GPM Attorneys In The News

Our COVID-19 Client Response Team members have also served as subject matter authorities for various publications and media outlets. Below are links to the recent articles and interviews quoting our attorneys. Note the list is in chronological with the most current first.

- "Navigating the New Normal for Corporate Practice," **Minnesota Lawyer** article featuring Kate O'Hara Gasper
- "Defending Against Pandemic-Related Lawsuits," **Ingram's Magazine** article by Mara Cohara and Eric Swan

- "M&A Opportunities In The COVID-19 Era," **CEO World** article featuring Mark Williamson
- "Business Interruption? - Plan for the Future - Ask The Expert," **Business Class News** segment featuring Alexandra Roje
- "CorePower Yoga Lawsuit One to Watch for Failed M&A Deals During COVID-19," **Franchise Times** article featuring Mark Williamson
- "San Diego Salon Owners Say Government Money Comes With Impossible Strings," **The San Diego Union-Tribune** article featuring Daryn McBeth
- "Caution Slows M&A Activity," **Twin Cities Business** article featuring Mark Williamson
- "Business Owners - Be Prepared, or It Could Be Costly," **Business Class News** segment featuring Mara Cohara and Eric Swan
- "Do Food & Beverage Firms Need a Liability Shield to Protect Them Against a Torrent of COVID-19 Related Litigation?" **FoodNavigator-USA** article featuring Eric Swan
- "Workplace Protections Still Apply When You Work From Home," **MPR** interview featuring Megan Anderson
- "COVID BI Coverage Dispute Lawsuit Arises Over 'Civil Authority' Order Clause," **Canadian Underwriter** article featuring Kim Winter
- "Bank Guidance for Executive Order 20-50 on Garnishments," **ICBM.org** article by Andrew Steil
- "KCMO Slowly Reopens, Some Establishments Aren't Rushing," **KSHB-TV 41** article featuring Brian Woolley
- "How to Exclude Business Interruption During Pandemic," **Canadian Underwriter** article featuring Kim Winter
- "Businesses Must Prepare to Meet Employees' Needs," **Finance & Commerce** article featuring Brian Woolley
- "Navigating a New Normal for Corporate Practice," **Finance & Commerce** article featuring Kate O'Hara Gasper
- "Texas Labor Advocates Call for Extension of Unemployment Benefits to Those Affected by Coronavirus," **Dallas Morning News** article featuring Mara Cohara
- "CFOs Cautioned on Post-Lockdown Tort Risk," **CFO Dive** article featuring Mara Cohara
- "When Americans Come Back to Work, We Could See a 'Spike in Litigation' Over Coronavirus," **Yahoo Finance** article featuring Eric Swan

- "Local Businesses Join Virus Insurance Fight," **Minnesota Lawyer** article featuring Ryan Palmer
- "As States Loosen Alcohol Laws to Help Struggling Restaurants, Some Want the Changes to Be Permanent," **The Counter** article featuring Ryan Palmer
- "With Most People Working Remotely, How Are You Protecting Your Confidential Information?" **Kansas City Business Journal** article featuring Kate O'Hara Gasper
- "Top Legal Issues for 2020," **Franchising World** article by Thomas Pacheco
- "St. Louis Expert on the Do's and Don'ts to Make Sure Your PPP Loan Is 'Forgiven,'" **St. Louis Business Journal** article featuring Andrew Hogenson
- "More States Introduce COVID-19 Business-Interruption Bills," **Claims Journal** article featuring Alexandra Roje
- "4 Key Legal, Operational Insights for 'Survival Mode,'" **Franchise Times** article featuring Ryan Palmer
- "Attorneys Find New Work as Insurers Deny COVID-19 Coverage," **Missouri Lawyers Media** article featuring Alexandra Roje
- "EPA Delaying Some Superfund Work to Limit Coronavirus Spread," **Bloomberg Law** article featuring Bill Ford
- "How to Fight Denials of Business Interruption Claims," **Franchise Times** article featuring Nancy Sher Cohen
- "The Advice Some Lawyers Give Commercial Clients Over Pandemic BI Coverage," **Canadian Underwriter** article featuring Kim Winter
- "COVID-19 Summit: Restaurant Owners Need to Act on the Paycheck Protection Program Now," **The Spoon** article featuring Ryan Palmer
- "Revisiting Franchise Agreements In Light Of COVID-19," **Law360** article featuring Michael Gray
- "Coronavirus Business Loss Bills Face Constitutional Hurdles," **Law360** article featuring Alexandra Roje
- "How To Support Restaurants Without Putting Food Delivery Workers At Risk," **HuffPost** article featuring Ryan Palmer
- "Breaking the Ice: Restaurant Clients Seek Advice During Pandemic," **Minnesota Lawyer** article featuring Ryan Palmer
- "Virus Fight Insurers Thought They'd Dodged Is Looming Anyway," **Bloomberg News/Washington Post** article featuring Alexandra

Roje

- "Employers and Employees Alike Consider How Coronavirus Affects Job, Pay," **St. Cloud Times** article featuring Dorraine Larison
- "Nancy Sher Cohen's Insurance Team Is Reviewing Policies and Advising Businesses in the Wake of the COVID-19 Pandemic," **Super Lawyers** article featuring Nancy Sher Cohen
- "Proposed N.J. Bill Would Require Insurers to Pay COVID-19 Business Interruption Claims," **Insurance Journal** article featuring Alexandra Roje
- "Restaurant Expert Q&A: COVID-19 Bigger than Great Recession," **Food on Demand** article featuring Ryan Palmer
- "With Events Cancelled by Coronavirus, It's Time to File Claims -- and Brace for Lawsuits," **Northstar Meetings Group** article featuring Alexandra Roje
- "Franchise System Responses to the Coronavirus," **International Franchise Association** (IFA) article by Michael Sturm
- "10 Suggestions for Franchise Systems on How They Can Respond to the Coronavirus Crisis," **Global Franchise** article by Michael Sturm
- "4 Key Coronavirus Insurance Coverage Battlegrounds," **Law360** article featuring Alexandra Roje
- "Insurance Will Not Cover SXSW Cancellation Costs," **CNBC** interview with Alexandra Roje

Lathrop GPM COVID-19 Webinar Presentations

- State of Intellectual Property
- Guidance for Employers on Reopening and Returning to Work
- Trustee Duties and Diligence - Tips for Driving Defensively in the Current Climate
- Legacy and Tax Planning Opportunities in a Pandemic
- Detangling the Web: How Providers can Mitigate the Economic Impact of the COVID-19 Outbreak
- Insurance Recovery 101 for Franchisors: Maximizing Your Coverage (Including COVID-19 Related Losses)
- Insurance Coverage for Coronavirus Losses
- What You Need to Know About the CARES Act
- COVID-19 Webinar: The Employer's Perspective

Lathrop GPM COVID-19 Client Response Team Roster

The Lathrop GPM COVID-19 Client Response Team is committed to meeting client needs and responding to questions and concerns by providing relevant, timely and solution-oriented input. As you face challenges, please connect with any of the below team members:

Business Interruption, Insurance Recovery & Counseling

- Brian Holland
- Jeff Peterson
- Alexandra Roje
- Kim Winter

CARES Act

- Andrew Hogenson
- Randy Schultz

Contract Considerations

- David Morehouse

Employment & Labor

- Megan Anderson
- Rosalee McNamara
- Laura Reathaford
- Bridget Romero
- Brian Woolley

Essential Business

- Nicholas Anderson

Franchise, Distribution & Supply Chain (domestic and international)

- Liz Dillon
- Mike Gray

- Gaylen Knack
- Ryan Palmer
- Michael Sturm

Global Privacy, Cybersecurity & Data Protection

- Tedrick Housh

Government Relations

- Daryn McBeth
- Kurt Schaefer

Health Care & Nonprofit

- Jennifer Reedstrom Bishop
- Jesse Berg
- Sarah Duniway

Higher Education

- Kathryn Nash
- Megan Anderson

Immigration

- Gizie Hirsh

Litigation & Dispute Resolution

- Matthew Jacober, Chair
- Richard Bien
- Danielle Twait

Real Estate Matters

- Wade Anderson
- Brad Heitzinger
- Bradley Hintze

Tort and Environmental Litigation

- Mara Cohara
- Patricia Lehtinen Silva