

Madigan, Dahl & Harlan, P.A.

A NATIONAL BUSINESS LAW FIRM

When Can Criminal Histories be used in Making Employment Related Decisions?



Many employers routinely use criminal history information as a crucial tool when making employment related decisions

involving hiring, supervising, and firing employees. However, over the course of the last two decades, the Equal Opportunity Commission (EEOC) and various state agencies such as the Minnesota Department of Human Rights (MDHR) have limited an employer's use of criminal history information in the employment process through the issuance of regulatory guidelines, litigation, and legislation. [Read More...](#)

Recent Changes to Minnesota Gift and Estate Taxes

Beginning July 1, 2013, all gifts over a \$1 million dollar lifetime exemption will be subject to Minnesota's 10% gift tax. The gift tax will apply regardless of whether the gift is real property, tangible personal property, or intangible personal property. Similar to federal regulations, the gift tax also includes a \$14,000

Michael Madigan
Super Lawyer for 14th
Consecutive Year!

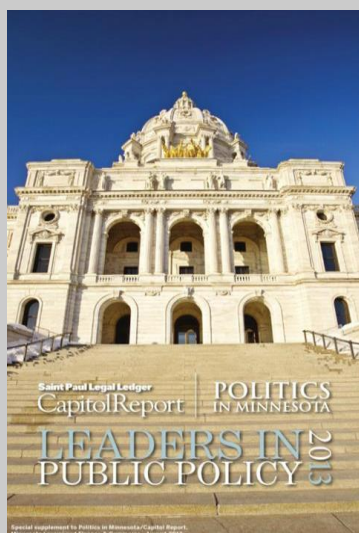


Super Lawyers
2013

Once again, Mike Madigan was named a "Super Lawyer" by his peers in the August 2013 edition of Minneapolis/St. Paul Magazine, and Minnesota Law and Politics. Fewer than five percent of all lawyers in the state receive this honor. This is Mike's fourteenth consecutive year of being a Super Lawyer. Mike's practice consists of general business law and commercial

per recipient annual exclusion. Therefore, only amounts above and beyond the \$14,000 per recipient threshold will be considered towards the \$1 million dollar lifetime exemption. Furthermore, gifts to spouses and charities remain exempt from the gift tax. [Read More...](#)

Congratulations Minnesota Beer Wholesalers!



The Minnesota Beer Wholesalers Association was recently selected by *Politics in Minnesota* and the *St. Paul Legal Ledger Capitol Report* as one of three organizations that have made significant contributions toward Minnesota's political, public policy or civic environment during the state's current fiscal year or 2013 legislative session. [Read More...](#)

litigation. His litigation practice includes business, construction, employment, franchise, liquor and general commercial litigation.



Super Lawyers

RISING STARS 2013

Congratulations to Madigan, Dahl & Harlan, P.A. attorney Jon Steckler for being named a 2013 Minnesota Rising Star.

Check out our new website!

www.mdh-law.com



Governor Dayton Visits MDH Office

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