

Madigan, Dahl & Harlan, P.A.

A NATIONAL BUSINESS LAW FIRM

Madigan, Dahl & Harlan Named by U.S. News as a "Best Law Firm" for 2018



Madigan, Dahl & Harlan is pleased to announce it has yet again been named to U.S. News and World Report's "Best Law Firms" list for 2018 in the area of Franchise law. The U.S. News "Best Law Firms" rankings are based on a rigorous evaluation process that utilizes client and lawyer evaluations, peer review from leading attorneys in the specific field and practice, and information provided during a formal selection process. To be eligible for the ranking, a law firm must have at least one lawyer who is currently recognized in Best Lawyers.

Mike Madigan Selected for The Best Lawyers in America

Madigan, Dahl & Harlan is excited to announce that partner, Mike Madigan, has been selected by his peers for inclusion in the 24th Edition of The Best Lawyers in America in the area of

Franchise Law. This is the fifth year in a row that Mike has been selected for this publication. Best Lawyers' core mission is to highlight the top legal talent in America. Recognition by Best Lawyers is based entirely on a tried and tested peer review process which is designed to capture, as accurately as possible, the consensus opinion of leading lawyers about the professional abilities of their colleagues within the same geographical and legal practice area. Please join us in congratulating Mike for this honor.



Brandt Erwin Promoted to Partner at Madigan, Dahl & Harlan

On January 1, 2018, Brandt Erwin was promoted to Partner and Shareholder in the firm. Brandt has been practicing with Madigan, Dahl & Harlan since 2012 and focuses his practice on the areas of alcoholic beverage regulations and litigation, as well as commercial and business litigation. In addition to his role with the firm, Brandt currently serves as the Vice President for the Minnesota Beer Wholesalers

Association.

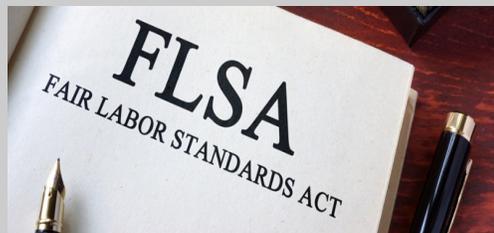
Madigan, Dahl & Harlan Assists with the Purchase of the Schmidt Brewery Rathskeller Building



Madigan, Dahl & Harlan attorneys Tom Harlan and Brandt Erwin recently assisted with the acquisition of the historic Rathskeller Building located on the premises of the old Schmidt Brewery on West 7th Street in St. Paul. Originally owned by the Fort Road Federation, a neighborhood-based non-profit development company, the Rathskeller was purchased by an entity managed by Rathskeller Renaissance, LLC, and its managing partner Craig Cohen. Mr. Cohen has significant experience renovating property in the area, having been involved in the acquisition and redevelopment of the old Schmidt Brewery Keg House, which has been redeveloped into the Keg and Case Market.

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FLSA Overtime Rule Update



On August 31, 2017, U.S. District Court Judge Amos Mazzant officially concluded that the Fair Labor Standard Act's new overtime regulation is invalid. This decision stemmed from a lawsuit brought forth in 2016 which resulted in a nationwide injunction against the implementation of the U.S. Department of Labor ("DOL") new exemption regulation, which was intended to take effect on December 1, 2016.

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Cybersecurity Tips for Small Businesses

With 2017 seeing an enormous number of data breaches, businesses should be looking at their cybersecurity processes and planning how to

effectively monitor their network security this year. About half of all small businesses will experience a cyber attack. Use these tips to improve your cybersecurity and better defend your business in 2018:

1. Protect against viruses, spyware and other malicious code with antivirus software and antispyware and update it regularly.
2. Safeguard your Internet connection by using a firewall and encrypting information.
3. Secure your Wi-Fi network making sure it is secure, encrypted and hidden.
4. Make backup copies of important business data and information.
5. Establish basic security practices and policies and train your employees.
6. Control physical access to your computers and create user accounts for each employee.
7. Require employees to use strong passwords and to change them often.
8. Limit employee access to data and information and limit employee authority to install software.
9. Employ best practices on payment cards.
10. Create a mobile device action plan.



Minnesota Politics in 2018

2017 was a year in politics that many Minnesotans won't soon forget. To list a few highlights: Republicans took control of the Legislature; the Governor vetoed funding for the House and Senate leading to a historic Supreme Court case over the governor's constitutional powers; a U.S. Senator resigned over sexual harassment allegations, as did two state legislators; and the Governor appointed his Lieutenant Governor to fill the vacancy in the U.S. Senate, kicking off a chain of succession that has ended up in court. 2018 is postured to have many of its own milestones in politics.

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FOR THE KID IN ALL OF US

According to Maria Montessori, "Play is the work of the child." Keeping the wonder and hope of a child alive is the goal of any great society. Our firm loved being able to help children at the Greater Minneapolis Crisis Nursery continue to "work" by donating toys for various ages to the Crisis Nursery. If you would like to learn more about the Greater Minneapolis Crisis Nursery, go to: <https://www.crisisnursery.org/>. Madigan, Dahl & Harlan is committed to improving the lives of clients and our community.



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