

Mike Madigan Named Best Lawyer in Franchise Law

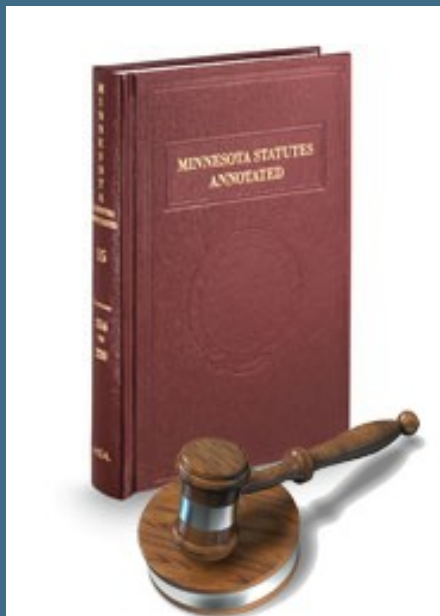


Madigan, Dahl & Harlan, P.A. is proud to announce Mike Madigan has once again been selected for inclusion in The Best Lawyers in America ("Best Lawyers") for 2017. Mike was peer-selected for his work in the area of franchise law. Best Lawyers is the oldest and most highly respected legal profession peer review guide worldwide. Nominees undergo a peer review process, analysis and eligibility check before the final results are reached. Please join us in congratulating Mike on this accomplishment!

Congratulations to Maud Borup, Inc.

Madigan, Dahl & Harlan congratulates its client, Maud Borup Inc.'s President, Christine Lantinen, on being named a Wonder Woman by TWIN CITIES BUSINESS magazine. The award was given to "trailblazing business leaders who are also mentors, community stewards and more." Ms. Lantinen is featured in the February 2017 issue of TWIN CITIES

BUSINESS magazine. Cheers to Ms. Lantinen on this well-deserved award and on Maud Borup's continued business success.



The New Limited Liability Company Act (322C) Goes into Effect in One Year

As you are aware from prior newsletters, Governor Dayton, in 2014, signed into law a revised Uniform Limited Liability Company Act, which is found under Minnesota Statutes Chapter 322C. This Act became fully effective in August 2015. For all limited liability companies formed after that effective date, those will be subject to 322C. Starting on January 1, 2018, all limited liability companies, regardless of when formed or what election made (322B or 322C) will be governed by 322C.



The 21st Century Cures Act Creates Qualifying HRAs for Small Employers

As it relates to health insurance, one of the concerns among small businesses and other small employers, as well as their employees, was that the Affordable Care Act ("ACA") would eliminate an option that they had grown accustomed to: health reimbursement arrangements ("HRAs"), which allows employees to be reimbursed for out-of-pocket medical expenses. That concern may now be quelled as President Obama signed the 21st Century Cures Act ("Cures Act").

Minneapolis Target Market Program Began January 1, 2017

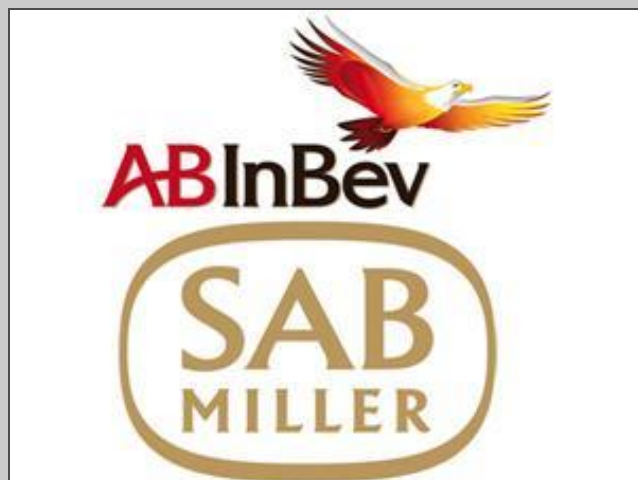


On January 1, 2017, the new Target Market Program approved by the City of Minneapolis went into effect. The program is aimed at expanding opportunities for historically underutilized small businesses and stimulating the local economy through increased economic opportunities in Minneapolis' marketplace. The program creates new opportunities for small, metro-area businesses to bid against one another for City contracts up to \$100,000 instead of competing against larger, more established companies. The program is a race and gender neutral tool designed to expand opportunities for, and develop the capacity of, small and local businesses.

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Court Issues Nationwide Injunction against New FLSA Regulations



ABI/DOJ United State District Court Action

On November 22, 2016, the U.S. District Court in the Eastern District of Texas issued a nationwide injunction against the implementation of the U.S. Department of Labor's ("DOL") new Fair Labor Standards Act ("FLSA") regulations which were to go into effect on December 1, 2016.

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Last year, Anheuser Busch InBev (ABI), the World's largest brewer, entered into an agreement to purchase SAB Miller, the World's second largest brewer. Together, those two companies sell over 30% of all beer consumed on the planet. The proposed acquisition triggered antitrust scrutiny in many countries, including a review by the U.S. Department of Justice ("DOJ") under the Hart-Scott Rodino Antitrust Improvements Act ("HSR").

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Volunteering with the American Cancer Society's Hope Lodge

Madigan, Dahl & Harlan's latest Community Service Event benefited patients and their families staying at the American Cancer Society's Hope Lodge. Our firm assembled "grab-n-go" snack bags that patients and their families can use when they go to chemotherapy/radiation treatments, doctor's appointments or, any other outing. We had the pleasure of having Keely Schaust, corporate relations for the American Cancer Society, come to our firm and share information on the great work the Hope Lodge is doing for cancer patients who need a place to stay while receiving treatment. Madigan, Dahl & Harlan's willingness to partner with the Hope Lodge in providing the grab-n-go bags enables patients with already full schedules to devote more time and energy to healing.

Madigan, Dahl & Harlan is committed to improving the lives of clients and our community.



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