



ENO MARTIN DONAHUE LLP

PRACTICAL EXPERIENCE REALISTIC EXPECTATIONS CREATIVE SOLUTIONS

With changes to the tax code, health care requirements, and pending changes to immigration laws, 2018 may be the year to add an experienced business lawyer to your team. With the economy improving, it's never been more important to plan your growth and success. Now's the time to be aware of opportunities to improve your business and avoid unnecessary "perils and pitfalls" that are out there. Here are seven issues your business should be thinking about in 2018:

- 1 Review and assess your current legal entity. Does it work for you and is it in compliance? Are you a sole proprietorship, a LLC, a corporation? For compliance purposes, have you revised your Operating Agreement or filed your annual reports with the Commonwealth of Massachusetts and/or the State of New Hampshire? There are numerous other options that will save you money in 2018, especially with the tax code changes. A good business lawyer can help!
- 2 Who are your employees and are they impacted by immigration changes? It's important to know which countries are subject to Temporary Protected Status (TPS).
- 3 Update your Sexual Harassment policy. Put your new policy in writing, publish it to your organization, and have training sessions on the law specifically tailored to "hostile work environments." Revise your employee manual to raise awareness of sexual harassment and make your workplace safe and inviting for all.
- 4 Prepare for new investing opportunities. Corporations, LLCs, and pass-through entities should pay attention to certain business sectors including Real Estate. There are big investing opportunities for you that will require strategizing with legal and tax professionals.
- 5 Conduct a review of your legal requirements. Reaching your financial goals will require you to be in compliance with legal requirements and satisfy government regulators. Don't get complacent if there are laws on the books that have not been enforced in the past, they may be now! Audit the legal requirements in your industry sector with your legal team and technical consultants.
- 6 Improve your financial relationships. If you anticipate any changes to your loans, talk with your lenders. Now's the time to also review warranties and indemnifications provisions.
- 7 Review your insurance policies. The big freeze of 2017 and 2018, as well as persistent chronic weather events, may require you to evaluate your coverages. You should be reviewing your limits annually with your trusted insurance advisor.

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