

Holiday Reminders



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This is the time of year that brings people together in so many ways. Friends, family, co-workers, everyone wants to celebrate the season with parties, holiday luncheons or dinners. However, with all this good cheer, there are responsibilities to consider.

As an employer, you need to remember that holiday parties have risks. Be careful about serving alcohol at your events. Drinking and driving can indirectly come back to haunt you. The same holds true for any host that does not keep a careful eye on everyone at their party.

Also, with alcohol involved, people can sometimes act inappropriately. If any employee makes a claim of inappropriate behavior, follow your sexual harassment policy or other company procedures.

Some suggestions to reduce your exposure: suggest no pictures on social media, do not allow guests to pour their own drinks, invite spouses so it doesn't seem like a work event. Keep in mind that if it is a mandatory event, you could be required to pay your employee to attend. And, if you have employees helping with the event outside of regular work hours, they could make a claim to be compensated for that time.

Enjoy the holidays, but remember to be a little more vigilant in keeping everyone safe, including yourself.



As we approach the end of the year, remember that charitable contributions help reduce your income tax liability. If you have appreciated stock, it may make more sense to contribute that to the charity as opposed to cash. If done correctly, you receive a fair market value charitable deduction and do not have to recognize the gain for income tax purposes.



While everyone is gathered for the holidays, it seems like such a convenient time to take care of a little family business. Please think carefully of how to best approach and pursue any conversations regarding family business, wealth or other serious matters.

Discussions about selling the family home, transition or management of the family business, or something as simple as who should receive Grandma's china, can be very emotional topics. Do not take these conversations lightly, as they can ruin the holidays for everyone and lead to hurt feelings and lasting anger.

If it is anticipated that the family gathering will involve such conversations, let everyone know about it ahead of time. Specifically plan a time for the conversation with a timeline and do not involve alcohol. If planned correctly, such conversations can go well, or at least civilly, and be very beneficial.

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