



# BEST PRACTICES AND DECISION POINTS FOR RE-OPENING YOUR BUSINESS

FREE webinar for manufacturers on the unique issues they face when re-opening their businesses during the COVID-19 pandemic.



## Employee Safety

We'll review the latest guidelines from OSHA and the CDC



## Recalling Employees

The "do's" and 'don'ts" of calling back your furloughed employees



## PPP Loans

Issues unique to those businesses that received a PPP Loan



## Employment Laws

These take effect on July 1st: what does that mean for you?

**JOIN US FOR THIS FREE WEBINAR!**

**Tuesday, May 19, 2020 at 10:00 AM**

Register at [https://vccs.zoom.us/meeting/register/tJMkcuCtqTgpG9UGUCcLqyHtREttC2sn\\_gA3](https://vccs.zoom.us/meeting/register/tJMkcuCtqTgpG9UGUCcLqyHtREttC2sn_gA3)

## PRESENTERS:

**James K. Cowan Jr.** is Chairman and attorney with CowanPerry PC, a practice in Blacksburg and Roanoke, Virginia that focuses on labor and employment counsel, complex business litigation, land use issues, and commercial real estate projects. He represents a number of employers in the mid-Atlantic region, ranging from high-tech start-ups to large manufacturers. Cowan has over twenty-five years litigation experience in federal and state courts across Virginia defending wrongful discharge claims, claims for relief under the Family Medical Leave Act and Fair Labor Standards Act, disability discrimination claims under the Americans with Disabilities Act, age discrimination claims under the Age Discrimination in Employment Act, and claims of sexual harassment, and race and gender discrimination under Title VII of the Civil Rights Act of 1964.

As a partner in CowanPerry, PC, **Eric D. Chapman**'s practice focuses on outside general counsel services, including employment law compliance and business litigation. Chapman represents clients with offices and employees across the country and around the world. Licensed to practice in Virginia and North Carolina. He is a member of the Virginia State Bar and North Carolina State Bar, an Executive Committee Member of the ed Dalton American Inns of Court, Board Member of the Community Foundation of the New River Valley, and New River Valley Society for Human Resources Management (SHRM).

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