

# In Brief

HAMBURG, RUBIN, MULLIN, MAXWELL & LUPIN

FALL 2019 NEWS

## News You Can Use

### Selling your business? Resolve these major issues early in the process!

The letter of intent often kicks the can down the road with respect to key terms that will be negotiated in the formal purchase...

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### Thinking of offering your home as an Airbnb? Some issues to consider!

Over the past decade, innovative short-term rental platforms such as Airbnb, Home Away and FlipKey have revolutionized the way we travel...

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### New Law Enacted in Pennsylvania to Give Telephone Customers Protection Against Robocalls

Starting on December 3, 2019, based on a new law Governor Wolf signed in October, you will be given an option to permanently opt-out of receiving robocalls.

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## Team Talks

Our lawyers really enjoy providing free talks on legal subjects aimed at both businesses and individuals. Below is a list of recent presentations and speakers. If

you missed one of these and would like a presentation done at your place of business, or if you would like copies of the handouts, please contact Joan Wean at [jwean@hrmml.com](mailto:jwean@hrmml.com).



**Merle Ochrah:**  
**Planning on Borrowing/ Borrower Guidance from Beginning to End**

This talk covers commercial lending from the borrower's perspective, including the impact on your new or existing loans with the phase out of LIBOR interest rates, how to speak to your lender about financing, commitment letter, term sheets, due diligence and more!



**Andrew Grau:**  
**Choosing Your Type of Legal Entity**

Are you a corporation, partnership or LLC? Learn how this choice affects your tax status, liability protection and more. Pennsylvania has made it easier to change your form of business entity.



**Ethan O'Shea:**  
**Will Your Business Be Compliant with Employee Compensation Laws Going Into Effect January 1, 2020?**

On January 1, 2020, the Department of Labor's Final Overtime Rule will go into effect. This talk covers what HR Managers and small business owners responsible for employee compensation need to know to be in compliance with the law. Updates will also be provided on "tip credit" pitfalls and employee classification issues.



**Susan Piette:**  
**There is no Place Like Home. Caregiver Agreements, Home Healthcare and Reverse Mortgages**

Is it your hope and desire that you or a family member is able to remain safe and secure at home as long as medically and financially possible? If so, then this program—to be held at our offices on November 19th at 6:30pm is for you, your family and friends. All are welcome.

## In the News

**John F. Walko** and **Nathan M. Murawsky** recently presented to the **Police Chiefs Association** of Montgomery County on the topic of Police Officer Social Media and Electronic Device Usage. John, an attorney in the firm's municipal department, discussed how to properly address and establish departmental policies related to officers' social media usage and how to best address record requests made under the Pennsylvania Right to Know Law. Nate, a civil litigator, spoke to the lengths to which courts will allow litigants to discover and investigate social media, and thereafter, the admissibility of social media in various legal settings.





[\*\*Steven A. Hann\*\*](#) spoke recently at the 2019 [\*\*Pennsylvania Municipal Authorities Association's\*\*](#) ("PMAA") 77<sup>th</sup> Annual Conference and Trade Show in Pocono Manor, Pennsylvania. PMAA is the statewide organization representing the interests of municipal authorities in the Commonwealth. Steve spoke on various topics, including Chesapeake Bay-related issues, an update on recent legislation, regulations and judicial decisions relevant to Pennsylvania municipal authorities, and an overview of privatization issues affecting water and wastewater authorities in Pennsylvania. Steve is the East Region Solicitor for PMAA, covering the eastern half of Pennsylvania, and is a frequent speaker at PMAA conferences, seminars and webinars.



[\*\*William Roark\*\*](#), Chair of our Medical Marijuana Practice was quoted in *The Philadelphia Inquirer*'s story entitled "Feds announce new hemp regulations to the relief of local hemp farmers, attorneys". Bill serves as Co-chair of the Pennsylvania Bar Association Medical Marijuana and Hemp Committee and speaks around the state to lawyers, judges and students on all aspects of this new industry. Our firm has represented over half of the permitted entities in Pennsylvania, and Bill is currently serving as local regulatory counsel for one of the largest operators in the Country.

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**The  
Philadelphia  
Inquirer**

Four of our senior partners were recognized in the recently released 2020 Best Lawyers in America. Congratulations to Managing Partner [\*\*Steven Lupin\*\*](#), Co-chairs of our Real Estate Department [\*\*Carl Weiner\*\*](#) and [\*\*J. Edmund Mullin\*\*](#) and Chair of our Litigation and Family Law Departments [\*\*Douglas Zeiders\*\*](#). In addition, the firm was just recently named again in *U.S. News World Report Best Law Firms* for 2020. "Firms included in the 2020 Edition of *U.S. News – Best Lawyers* "Best Law Firms" are recognized for professional excellence with consistently impressive ratings from clients and peers. To be eligible for a ranking, a firm must first have a lawyer recognized in *The Best Lawyers in America*®, which recognizes the top 5% of private practicing lawyers in the United States. Achieving a tiered ranking signals a unique combination of quality law practice and breadth of legal expertise."



# Welcome to Our Newest Lawyers



## Noah Marlier

Noah is a member of the firm's Municipal Law Team. He serves as solicitor to the Montgomery County Clerk of Courts and the Upper Merion Transportation and General Authorities and has just been elected Prothonotary of Montgomery County. He has many years' experience working on township and water and sewer authority matters and has strong experience in litigation matters. Noah enjoys municipal law because he feels that he is working for the good of the entire community. He especially appreciates that his work affects people in a very real way, and he enjoys helping his clients fully understand the legal issues that they face and the potential impact of their decisions. After graduating from James Madison University in 2002, Noah worked as a public school teacher before serving as a Peace Corps volunteer in Malawi, Africa. Noah always had a strong sense of justice, but serving in an impoverished country crystallized his understanding of fairness and called him towards the practice of law. He graduated *cum laude* from the Rutgers Camden School of Law in 2010. Upon graduation, Noah served for over three years as an Assistant District Attorney in the Montgomery County DA's Office where he was a member of the Economic Crimes Unit.



## Daniel L. Maschi

Dan is a member of the firm's Real Estate, Municipal and Business departments. The focus of his practice is real estate, land use, zoning, and municipal law. Dan received his bachelor's degree from West Chester University of Pennsylvania (B.A. 2015), where he graduated *cum laude*, with a major in political science and a minor in philosophy. He went on to obtain his Juris Doctorate from the Villanova University Charles Widger School of Law (J.D. 2019), where he was a published author in the *Moorad Sports Law Journal*, and subsequently served as the *Journal's* Managing Editor of Student Works. During his time at Villanova, Dan was also Vice President of the Real Estate Law Society, served as a Judicial Extern for the Honorable Thomas C. Branca of the Montgomery County Court of Common Pleas, and worked as a law clerk for two private firms. Prior to attending law school, Dan was a licensed Real Estate Agent in Pennsylvania, and assisted individuals in residential real estate transactions. Outside of his practice, for the past ten years, Dan has trained in Muay Thai kickboxing, which he coaches in his spare time.

**55+ Years Young Educational Seminar Series Continues!**



### Come one and all!

You are invited to bring friends, family and more to our offices for some plain-talk advice from our Elder Law Partner [Susan Piette](#) on many issues facing seniors. Susan's presentations are extremely popular, educational and enjoyable. Calendar these dates and join us! All programs begin at 6:30pm at our offices and light refreshments will be available.

- **November 19, 2019** There is no Place like Home. Caregiver Agreement, Home Healthcare and Reverse Mortgages.
- **December 17, 2019** Estate Planning 101: Wills, Durable General Powers of Attorney and Medical Powers of Attorney / Advanced Healthcare Directive. Do I Need Any or All of Them?
- **January 21, 2020** Estate Planning 102: After a death of spouse, after a divorce, for 2nd Marriage Blended Families and how to handle the Family Vacation Home.
- **February 18, 2020** Can They Take My House? Medicaid for Skilled Nursing Care — What I should know now so that I can plan for what is best for me and my family?
- **March 24, 2020** To Probate or Not to Probate? What you need to know to do (and what not to do) when a love one dies. Steps to reduce fees and inheritance taxes.
- **April 21, 2020** I Can No Longer Stay at Home: Senior Housing Options and Easy Transitions.
- **May 19, 2020** How Large Should My Nest Egg Be to allow for a Comfortable Retirement?

RSVP to [COrgantini@HRMML.com](mailto:COrgantini@HRMML.com)



***And we asked before the holiday season gets into high gear...  
When is the Best Time to Send Out an Email to have it Opened?***

According to an article in *Forbes*:

"A CoSchedule analysis of 14 studies found that the best days to send emails were Tuesday, Thursday and Wednesday. The best times were 6 a.m., 10 a.m., 2 p.m., 8 p.m., 10 p.m., and 12 midnight. But ideally, you should run your own A/B test to see when your recipients are most responsive."

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ATTORNEYS AT LAW



375 Morris Road, P.O. Box 1479, Lansdale, PA 19446-0773 | 215.661.0400  
[www.HRMML.com](http://www.HRMML.com)