

COVID WEBINAR #5

Expert Panelist: Christina Hooper, Sparkitive

Questions & Answers

What are your recommendations for the best way to keep your employees & company up to date on new information

Resources are listed below to stay up to date on information and developments. The more information you provide employees, the better. Keeping them informed will ensure they have accurate information and will ease anxieties, fears, and unknowns. Use various methods to communicate including email, text alerts, in-person updates, and letters home.

I thought I had heard that the forgivable loans were for businesses with no more than 500 employees. Now we are hearing that large businesses received loans. What is the criteria?

The Paycheck Protection Program (PPP) and the Emergency Economic Injury Disaster Loan (EIDL) programs are only available to employers with less than 500 employees.

PANELIST - CHRISTINA HOOPER - SPARKITIVE WEBSITE

<https://sparkitive.com/>

How often should I look at my social media to see what customers are saying?

Regularly, but no less than once-per-day. People expect responses

How to set up Facebook Business Alerts

<https://www.facebook.com/business/help/316961542501313>

How to set up Glassdoor Alerts

<https://www.glassdoor.com/employers/blog/what-you-can-measure-on-glassdoor/>

Should I expect my employees to do the same amount of work if they are working remotely?

If employees are still receiving full pay, you can certainly expect a full day's work, provided they have the access, tools, and ability to perform what's needed remotely. Try to be flexible with work hours, if possible, and focus on their outcomes. Employees may not need to complete all work during "normal office hours."

What can you ask or not ask job applicants about their health as it relates to COVID?

Questions about COVID symptoms as well as a medical exam, including taking temperatures, can be conducted after making an offer of employment.

If applicants are coming into the office for interviews, they can be asked if they have any symptoms, and temperatures can be taken, as long as you are doing this consistently with all visitors.

You cannot ask questions about other medical conditions that are not related to COVID symptoms. For instance, you cannot ask if they are diabetic, have a compromised immune system, have asthma, etc. which are conditions that may

create a higher risk of COVID. These are also conditions that are covered under ADA and may result in discriminatory hiring decisions.

Resources for COVID-related information and updates:

www.CDC.gov for regular health-related updates

Tennessee Governor Bill Lee and Georgia Governor Brian Kemp have daily videos and updates on Facebook that can be watched live or recorded versions.

Tennessee also has Daily Governor update bulletin:

<https://www.tn.gov/governor/covid-19/covid-19-daily-bulletin.html>

Website with extensive Q&As on FFCRA, CARES, HIPAA & ADA Guidance:

<https://www.fisherphillips.com/faqs>

<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

What is the best resource for getting information regarding the stimulus check distribution?

The following website provides a timeline for depositing and mailing stimulus checks:

<https://heavy.com/news/2020/04/covid-19-stimulus-check-tracker-status/>

Resource for Extensive FFCRA Q&A on Department of Labor website

<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

Additional Small BusinessResources

<https://smallbusiness.yahoo.com/advisor/resource-center/covid-19-small-business-resource-center/>

- *Paypal* waives fees
- *Verizon* Small Business Recovery Fund
- State and Local Relief Funds
- Industry specific support programs
- *Square* will be refunding all software subscription fees for the month of April.
- Reach out to your lenders to negotiate short-term relief. This could either be in the form of deferred payments or extended credit lines.
- *Honeycomb Crowdfunded Small Business Relief Loan*

Google My Business

Claim your business on Google

<https://www.google.com/business/>