Host – Sam Rhoads, PIDC

Executive Vice President

Senior Vice President
Financial Services Group
PIDC
Technology in the Age of COVID-19

**ACH – Automatic Clearing House**
- Electronic payments directly into or from your checking account
- Can take a few days
- No human intervention needed

**Wire Transfers**
- Instant
- Performed by bank workers
- Usually a fee of $10 - $30 per wire
Driving growth to every corner of Philadelphia
Technology in the Age of COVID-19

On-line Commerce
- Accessible at any locations
- Saves time and money
- 24/7 Availability

Webinars
- Helps you deliver value
- Positions you as a subject matter expert
- Source to generate leads
Driving growth to every corner of Philadelphia

- Eye's on Buyers
- Sell over Globe
- Real time feedback
- Accessible/Easiness
- Reach new customers
- Stays 24*7*367
- Cost efficient
AGENDA

➢ Managing Reduced Revenue
➢ HR Issues Answered for Employers
➢ Disinfecting Your Workplace
➢ COVID-19 and Business Insurance Overview
Managing Reduced Revenue

- Make sure financial statements are current
- Identify all outstanding receivables
- Calculate typical monthly operating expenses
- Eliminate or place a moratorium on certain non-essential expenses
- Communicate with your banker for adjustments in loans including interest only payments, extensions, modifications.
- Work with your accountant to determine the cash reserves needed for at least 120 days.
PIDC and City – Joint Efforts

A. **Business Survey** - will help shape our responses. [https://www.surveymonkey.com/r/NHZR5JQ](https://www.surveymonkey.com/r/NHZR5JQ)

B. **Tiered Lending Program** – emergency funds for businesses with less than $5 million in annual revenues. Zero % interest. More details to follow.

C. **Existing PIDC Loan Products** – working capital, refinancing, contract receivables

D. **Business Relief Programs** - State (DCED) and Federal Government (SBA)

HR Issues Answered for Employers

Kate Cione
Director
Human Capital Practice
The O’Connor Group

kcione@tocgrp.com
484.325.5900
The O’Connor Group
Coronavirus Employer Recommendations
Coronavirus Work Culture Implications

• Remote Work Culture:
  • Remote Culture Tools: Use communication tools such as Slack, Zoom, UberConference and Microsoft Teams
  • Communication is KEY: “Over” communicate, think about daily 15-minute huddles
  • Productivity: Define productivity expectations with employees and follow up
  • Video: Strongly recommend using video tools instead of postponing meetings
  • Keep It Fun!
    • Share Virtual Resources: Virtual Museums, Free Opera Streaming
    • Contests and Virtual Happy Hours, create a sense of community

• If you are an essential business open for work:
  • Implement Strict Social Distancing Measures
  • Anyone who is sick, require a 14-day self quarantine
  • Consider implementing a two-week Coronavirus Leave

• If you are closed and unable to work remote:
  • Exempt versus Non-exempt Pay
  • Consider implementing Two Week Coronavirus Leave
Coronavirus Employee Resources

- **Communication is Key!**
- **Resources to Share with Employees:**
  - **Teledoc Resources:** Most benefits plans have Teledoc options
  - **Sign Up for Text Alerts:** Get the latest information
  - **Testing Locations:** Know where testing locations are
  - **Reinforce Social Distancing:** CDC Recommends 6 feet distance
  - **Suspect COVID-19 Patient Decision Flow Chart:**
  - **Philadelphia Resources:**
    - Greater Philadelphia Student Meal Pick Up Locations: Philadelphia Coronavirus Helpline: 1-800-722-7112
    - [https://www.phila.gov/2020-03-14-find-free-meals-and-safe-spaces-for-students-while-schools-are-closed/](https://www.phila.gov/2020-03-14-find-free-meals-and-safe-spaces-for-students-while-schools-are-closed/)
  - **PA Resources:**
    - PA Health Hotline: 1-877-PA-HEALTH
- **Human Resources Assistance with The O'Connor Group**
Family First Coronavirus Act

- The Families First Coronavirus Response Act would provide:
  - Free coronavirus testing
  - FMLA Amendments:
    - FMLA has been extended to cover the inability to work due to care of a child. FMLA covers 12 weeks of leave.
    - The first 10 days of the emergency leave may consist of unpaid leave but included 2/3 pay for the remainder up to 12 weeks.
    - The bill provides that the amount not exceed $200 per day and $10,000 “in the aggregate”.
    - The bill also allows the Secretary of Labor to exempt employers with 50 employees from the emergency FMLA leave requirement, “when the imposition of such requirements would jeopardize the viability of the business as a going concern”.
  - The bill mandates that employers with fewer than 500 employees provide paid sick time to workers. This applies if the worker is sick with or has been quarantined due to COVID-19, is experiencing symptoms of the disease and seeking medical attention or is caring for a child in the event of a school closure.
    - Full-time employees are entitled to 80 hours of such leave, while part-time employees are entitled to time equal to the number of hours they work on average over a two-week period. The leave does not carry over.
- Philadelphia: Promoting Healthy Families and Workplaces Act:
  - Has been expanded so that covered workers can use their paid sick leave for COVID-19 related business closures, quarantine, and to stay home with their children during school closures.
Disinfecting Your Workplace

Donna L. Allie, PhD.
President & CEO
Team Clean
dallie@Team-clean.com
267.514.8326
Team Clean Summary

- Janitorial and Maintenance Company
- Certified by the American Bio-Recovery Association
- Industries we serve *(all industries affected by COVID-19)*
  - K-12 (public & private schools)
  - Colleges and Universities
  - Event Venues
  - Healthcare Facilities
  - Retailers
  - Post-Construction Clean-up
Important to Know

❖ What is cleaning?
❖ What is disinfecting?
❖ What is the difference?
❖ What is important for your cleaning contractor to know?
❖ Approved Disinfectants
High Grade Disinfectant Used by Team Clean

- Clorox Pro Total 360™ System
- Electrostatic Sprayer
  - Uses 65% less solution/cost efficient
  - Works up to 75% faster
  - Covers up to 18,000 feet per hour
Recommendations for Business Owners

❖ Clean Environment
❖ Clean Hands
❖ Post signage in **Prominent Places** within the Company
❖ Use EPA/CDC **Approved Germicides**
❖ Read the labels on bottles for the correct **Dwell Time**
❖ **Steam** can be a helpful tactic to kill viruses
❖ Sanitizers must be at least **60% Alcohol**
COVID-19 and Business Insurance Overview

Jon D. Bonnett
Vice President
C.H. Bonnett & Company

jdb@chbonnett.com
610.771.0900
COVID-19 and Business Insurance Overview

presented by C.H. Bonnett & Company, Business Insurance

Major COVID-19 Exposures

1) Loss of Income (Business Interruption)

2) Workers Compensation (Work Related Injury)

3) General Liability (Bodily Injury)
Loss of Income
(Business Interruption)

- What is Business Interruption Insurance?
- Physical Damage to Property is Typically a Threshold Requirement
- Civil Authority Coverage
- Contingent Business Interruption Coverage
- Business Income Extension for Essential Personnel
- Viruses and Communicable Diseases
Workers Compensation
(Work Related Injury)

- Losses must arise from course of employment
- Lost wages and Medical claims may be difficult to establish in the event of a virus outbreak.
Business entities that interact with the public could face claims if customers believe they can link their illnesses with staff illnesses.

As with Workers Compensation claims, proof of causation will be a major hurdle for plaintiffs.

Right now, the insurance industry is debating whether bodily injury as a result of the spread of COVID-19 is an “occurrence” under the standard General Liability policy form. Is causing people to contract COVID-19 an accident?

It’s a matter that the courts will likely ultimately decide when a case is presented, and then it will only be decided for the particulars of that case.
Webinar Contacts:

Sam Rhoads
srhoads@PIDCphila.com
215.496.8020

Kate Cione
kcione@tocgrp.com
484.325.5900

Donna Allie
dallie@Team-clean.com
267.514.8326 (TEAM)

Jon Bonnett
jdb@chbonnet.com
610.771.0900