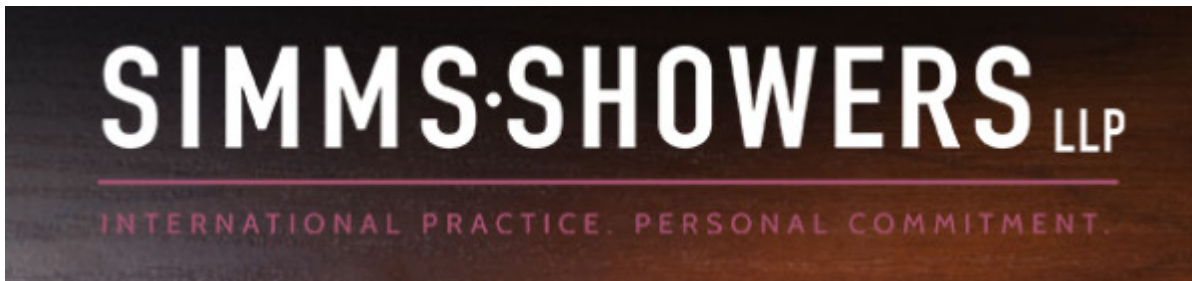


Showers Quarterly focuses on emerging legal issues affecting churches, nonprofits, and businesses.

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The Showers Quarterly

See below our third and fourth quarters recap highlighting recent articles written and published by our firm. All articles are published on our website at SimmsShowersLaw.com. We hope these articles help your organization begin the conversation on how to best protect your business or ministry and lead you to the best resources.



Direct 2020 and will impact churches, nonprofits and business

By H. Robert Showers, Esq.

On September 24, 2019, the US Department of Labor announced the [final version](#) of its rule. The major change is that the “standard salary level” is \$684 per week, or \$35,568 per year which is nearly 50% increase from the current threshold. The US Department of Labor (DOL) is proposing to update and revise the regulations issued under the Fair Labor Standards Act (FLSA) implementing the “white collar” exemption from minimum wage and overtime pay requirements for executive, administrative, professional employees which is set to take effect January 1, 2020.

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Letters of Intent: How to Avoid Added Cost and Headaches in Buying or Selling a Business

By Kyle D. Winey, Esq. and H. Robert Showers, Esq.

Imagine you want to buy or sell a business. Excitement is high and patience is low. That's why you want to execute something quickly. After all, you don't want to let this deal slip away. As a result, you call an attorney to draft an agreement.

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Tips for your Organization's Next Construction Project

By J. Caleb Jones, Esq. and H. Robert Showers, Esq.

The building your church or non-profit organization occupies is essential for your organization to fulfill its purpose. In any thriving organization, the construction, renovation, or repair of your facility should be expected. Unfortunately, even when thriving organizations adequately plan to meet their ministry's facility needs, the negligence of others can bring it to a standstill. Poor construction, poor materials, and contractor negligence can debilitate a healthy organization.

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