



Questions & Answers

Insight on commonly encountered legal matters



Business & Employment: 10 Commonly Asked Q&As



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Q1: Can I use AI-generated content in my business without legal risks?

Find out who owns the rights to AI-generated work and how to avoid copyright and contract issues when using tools like ChatGPT or DALL·E.



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Q2: Do I need to update my LLC or corporation information with the Ohio Secretary of State every year?

No, business entities in Ohio are not required to file an annual report. However, certain types of entities and registrations are required to file reports at different intervals.

Professional Associations and Limited Liability Partnerships are required to file biennial reports.



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Q3: What do I need to include in a client contract in 2025?

A solid contract covers names, contact information, scope, timelines, payment, IP rights, termination clause, confidentiality and dispute resolution.



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Q4: Can I be fired for what I post on social media?

Yes, social media posts can lead to disciplinary action or termination, Free speech protects you from government censorship, but not from job consequences. If your post creates reputational issues for your employer, they have the right to let you go.



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Q5: What counts as workplace harassment in a hybrid or remote setting?

Workplace harassment doesn't stop when employees leave the office. Legally, the same protections apply whether the behavior happens in person, on Zoom, in Slack, via email or during a team offsite.



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Q6: Do I need a business license to sell on Etsy, Shopify, or TikTok Shop?

Yes—online sellers still need to comply with local and state licensing rules, even for side hustles or creator-based income.



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Q7: Am I entitled to overtime if I'm salaried?

Possibly. New 2025 DOL rules raised the salary threshold for exemption—many previously exempt workers are now eligible for OT.



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Q8: What's a business operating agreement, and do I need one if I'm the only owner?

Yes, even single-member LLCs should have one. It outlines how your business is run and helps prove separation between personal and business assets in legal situations.



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Q9: Do I need written contracts with freelancers or independent contractors?

Yes, verbal agreements can be hard to enforce. A basic written contract helps clarify expectations, IP rights, deadlines and payment terms.



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Q10: Is it legal to use a competitor's name in a Google ad?

Not always. Comparative advertising is legal, but using a trademark in a way that causes confusion or looks like endorsement could be trademark infringement.



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