



FP's Very Official Super Bowl LIX Predictions – And Some Workplace Guidance, Too

Insights

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This year's Super Bowl LIX will be watched by 120 million viewers, and that's not even counting the Taylor Swift fans. The Kansas City Chiefs will try to make history as the first team to win back-to-back Super Bowls, and the Philadelphia Eagles will try to spoil the party and get revenge for their Super Bowl loss two years ago. Undoubtedly, your employees will be among that number enjoying the commercials, the halftime show, and maybe even some football. They will certainly be excited and participating in festivities both prior to and after the event – but do you have a game plan in place? We have both offensive and defensive suggestions to help you win Super Bowl Sunday regardless of an Eagles or Chiefs win – and some official gameday predictions.

FP Predictions

Darian Doser (Kansas City): I think we're all really hoping Kendrick will bring Taylor out for a Bad Blood performance – and maybe a Reputation announcement?! Oh, and the Chiefs will win, 33-30.

Mitch Spencer (Kansas City): The Chiefs become the first NFL team to win three consecutive Super Bowls, winning 32-24. Patrick Mahomes will throw an early TD to Xavier Worthy and a late TD to Travis Kelce. The Chiefs have not allowed a 100-yard rusher in each of their last 18 playoff games and that streak will continue. Coach Spags will dial up an exotic blitz package for Chris Jones for a well-timed sack on the Eagles' final drive to ice the game! And the broadcast will cut to Taylor Swift seven times.

Scott Oberlander (Philadelphia): The Eagles avenge their heartbreaking Super Bowl loss to the Chiefs two years ago, winning 31-27. The Eagles will spend the bye week in the lab developing some "trade secret" play calls to unleash during the game, and because their opponent is the Chiefs and not the Patriots, there is no concern for misappropriation! Saquon Barkley will win MVP honors.

Leanne Coyle (Philadelphia): Scott really said it best – and whether the formal honor is bestowed or not, Saquon is the NFL's true MVP this year in every sense! Plus, it's his birthday on Super Bowl Sunday, so there's no doubt he's getting his birthday wish of an EAGLES WIN – 27-24.

GAME DAY PREDICTIONS



Leanne Coyle

27-24

EAGLES



Darian Doser

33-30

CHIEFS



Scott Oberlander

31-27

EAGLES



Mitch Spencer

32-24

CHIEFS

Employers' 3-Step Offensive Plan

You can make sure your workplace is ready for the days leading up to the big game by following this three-step offensive plan.

1. First Down: Anticipate Attacks on Productivity

With the Super Bowl on the horizon, you should anticipate a dip in productivity as employees check team stats, chat about game predictions, and possibly even engage in online betting. While having a clear policy on acceptable technology use in the workplace is a good practice, savvy employers recognize that workers can easily bypass restrictions by using personal devices.

Rather than focusing on strict prohibitions, the best approach is to reinforce productivity expectations – just as you would on any other workday. Many employers understand that some level of personal activity is inevitable during work hours, whether it's running an errand, making a personal call, or chatting with colleagues. The key is ensuring that employees continue to meet their job responsibilities without excessive distractions. In workplaces with primarily salaried employees, fostering a positive environment often leads to better engagement and output, making it more effective to focus on results rather than policing every minute of the day.

That said, certain roles – especially those held by hourly workers – require employees to remain fully engaged while on the clock. Regardless of your workplace structure, the most important thing is to apply policies and productivity standards consistently, ensuring fairness while keeping operations running smoothly.

2. Second Down: Communicate with your Team Regarding Dress Code Expectations

Especially if your offices are located in the Kansas City or Philadelphia areas, now is the time for employers to set clear expectations about workplace attire leading up to the game. If you plan to allow employees to wear team jerseys or other fan gear, be sure to communicate what is and isn't acceptable to maintain a professional environment.

Encourage employees to show team spirit while still dressing appropriately for the workplace. If your business has safety-related dress code requirements, remind employees that their game-day attire must still comply with those safety standards.

Additionally, if you have employees supporting rival teams, it's a good idea to remind them to keep the workplace banter professional. While friendly competition can boost morale, all workplace conduct policies remain in effect to ensure a respectful and inclusive environment for everyone.

3. Third Down: Prepare to Navigate Sports Gambling

From traditional “buy-a-square” pools to more elaborate wagers, it’s not uncommon for employees—or even management—to organize friendly office bets. But is it legal?

At the federal level, several laws restrict sports betting, particularly when wagers cross state lines. That said, enforcement against small, low-stakes office pools is unlikely. State laws vary, with many permitting social gambling under certain conditions, such as ensuring the organizer doesn’t take a cut, limiting participation to known individuals, and keeping buy-ins at modest levels.

Missouri recently passed a sports betting law in November, marking a significant shift in legal gambling in the state. However, the infrastructure for regulated sports betting has yet to be established, meaning employees in Missouri do not yet have legal access to online sportsbooks within state lines. Employers should remain aware of these ongoing changes, particularly if employees attempt to place bets in ways that may not yet be legally sanctioned. Pennsylvania, on the other hand, legalized sports betting in 2017 and has had online market access since 2019. Also, Kansas legalized sports betting in 2022. Check your local jurisdiction to make sure you know the rules governing your workplace.

Regardless of legality, you should focus on the workplace risks associated with gambling. Large sums of cash circulating in the office can create security concerns. Employees may also feel pressured to participate despite financial constraints or personal objections. Additionally, gambling can lead to workplace tension, particularly if employees react poorly to losing money to colleagues.

To mitigate these risks, you should have a clear workplace gambling policy and enforce it consistently. If your company already has one in place, now is a great time to send a reminder. Given the rise of legal online betting, consider whether your employees are permitted to access gambling sites or apps on company devices – especially from a data security standpoint.

For a low-risk alternative that still captures the excitement of the game, consider organizing a free-to-enter office pool with company-sponsored prizes. This approach can maintain workplace camaraderie without the potential downsides of financial gambling.

Defensive Plan for the Monday After

You should expect to be on defense long after the clock runs out on Sunday. Monday morning will inevitably bring unapproved absences and workers arriving late. Surveys show that as many as 20 million employees should be expected to take the Monday after the big game off, with *only half* of those being a pre-approved absence. Employers in Chiefs Kingdom and Eagles Nation should certainly be prepared – and keep in mind that it will likely be an issue again for the winning city when it comes time to host the championship parade.

While employers may not have Chris Jones or Jalen Carter on their defensive line, the key to your defense against attendance issues that result from Super Bowl LIX is enforcing your policies fairly and consistently. Also keep in mind that while you may believe an absence is the result of the brown

bottle flu rather than the actual flu, keep in mind any state or federal leave laws that might protect absent workers or add administrative requirements before you can take disciplinary action. If allowed under applicable law, and if it is consistent with your policy and practice, you can consider requiring “sick” employees to provide medical certification documenting the reasons for their absence – which may dissuade workers from being dishonest about their absence. If you operate in a state with a paid sick leave law, you should consult your state’s law to ensure that it does not restrict such a request. Most important to an employer’s approach is being consistent across the board, whether the employee is a fan of the Eagles, Chiefs, Taylor Swift, or just events that center around beer and hot wings.

You may not be out of the woods even if your employees make it to the office on Monday morning (or log on remotely). Productivity will take a hit thanks to the onslaught of post-game content, Taylor and Travis updates, and winning fans claiming their bragging rights. It will be difficult for employees not to rehash the big moments of the game or discuss their favorite commercials.

You should enforce your productivity standards in the same way you did prior to the game, by maintaining realistic expectations and an understanding approach while prioritizing consistency across the board. Importantly, employers with a workforce performing safety-related job duties should be sure that none of the diminished focus reaches levels of unsafety.

Conclusion

By keeping the above game plan in mind, employers are sure to emerge victorious. We will continue to monitor developments related to all aspects of workplace law. Make sure you are subscribed to [Fisher Phillips’ Insight system](#) to get the most up-to-date information. If you have questions, contact your Fisher Phillips attorney, the authors of this Insight, or any member of our [Sports Industry Practice Group](#).

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