

Welcome to Today's Webinar

From Risk to Resilience: Legal and Compliance Strategies for Staffing Firms



Thursday, Sept. 18, 2025, 2 p.m. Eastern time

Please note that the audio will be streamed through your computer—there is no dial-in number. Please make sure to have your computer speakers turned on or your headphones handy.



American Staffing Association

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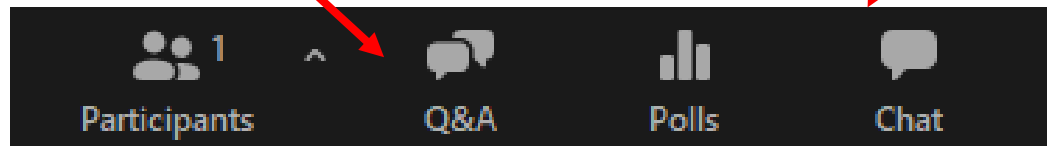
Ask a Question, Engage With Other Attendees

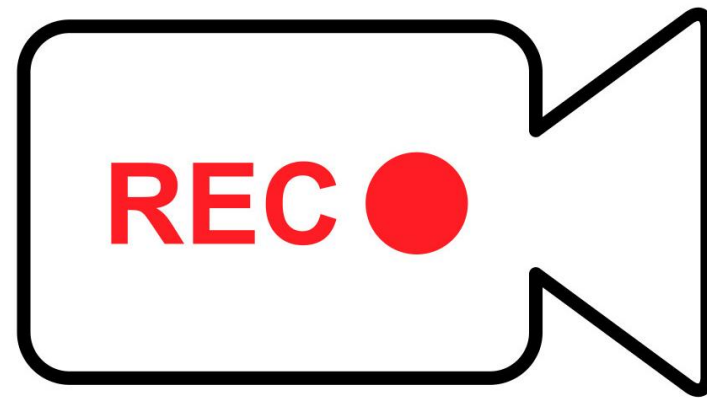
Q&A

Type your questions for the panel into the Q&A box

Chat

Start a conversation—say hello. Engage with panelists and other attendees.





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- Activity ID: 25-CT5AG**





Joanna Monroe
co-managing partner
Staffing GC



5 Smart Moves to Future-Proof Risk

BUILDING RESILIENCE IN TODAY'S STAFFING INDUSTRY

JOANNA MONROE, ESQ.

STAFFING GC

The High-Risk Landscape

Shifting regulations

Aggressive enforcement

Skyrocketing litigation

“Not if a crisis will hit, but when.”



From Reactive to Resilient

**Shift mindset → Build
resilience**

**Poll: “Do you spend
more time reacting or
preventing?”**





Smart Move #1: Arbitration & Class- Action Waivers

Technical errors = class
actions

Arbitration = control risk

Must be updated & defensible

**Poll: “Does your firm use
arbitration agreements?”**



Smart Move #2: Contracts that Protect

First line of defense

Watch indemnification traps

Say no to client's risks

**Chat question “Worst clause
you’ve seen?”**

Smart Move #3: Insurance Strategy

Not a renewal
checklist

Coverage must
match operations

Choose right, not
expensive



Smart Move #4: Prioritize Material Risks



Focus on high-dollar, high-likelihood



Wage/hour, IC classification, biometrics in IL



Assign ownership & escalation



Poll: “#1 risk today?”

Smart Move #5: Crisis Team



CRISES ESCALATE
FAST



ROLES DEFINED
IN ADVANCE



TABLETOP DRILLS
ESSENTIAL



**CHAT: “DO YOU
HAVE A CRISIS
PLAN?”**

The 5 Smart Moves Recap

Arbitration

Contracts

Insurance

Prioritization

Crisis Team



The Payoff

“The firms that invest in readiness today will lead tomorrow.”



Call to Action & Q&A

Prompt: “What is the one step you can take this week to build resilience?”

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Angie Bastian

Keynote Speaker



Michelle Poler

Keynote Speaker



ASA THRIVE LIVE

OCT. 5-6, 2025 | ORLANDO, FL

Katie Ledecy: Going for Gold



Staffing Strategies for the AI Revolution



Jason Leverant, CSP

Facilitator

President and chief operating officer, AtWork Group



Don Sloan

CIO, Prolink



Alan Stukalsky

Chief digital officer, Randstad NA



Michael Whitmer

Chief risk and compliance officer, RGF Staffing

Carla Harris

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to a brief survey**