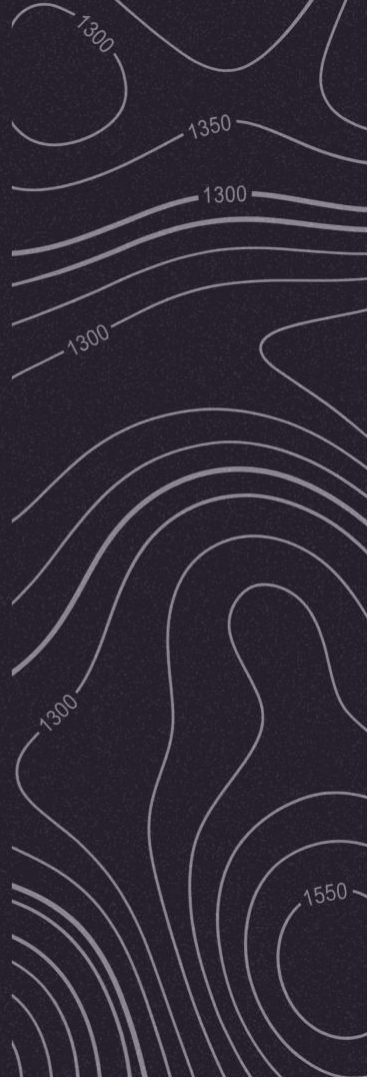




COMPLIANCE CAMP

LEGAL HORROR STORIES

Common Pitfalls & Misconceptions That
Haunt HR Teams



MEET THE PANEL

LEGAL HORROR STORIES: COMPLIANCE PITFALLS THAT HAUNT HR TEAMS

COMPLIANCE CAMP



MATT MARGOLIS

Managing Partner, Margolis PLLC



ALEX CASTRO

Of Counsel, Margolis PLLC



RYAN PARKER

Chief Legal Officer, SixFifty

AGENDA FOR TODAY

1 Common pitfalls during job interviews

2 Errors during FMLA leave

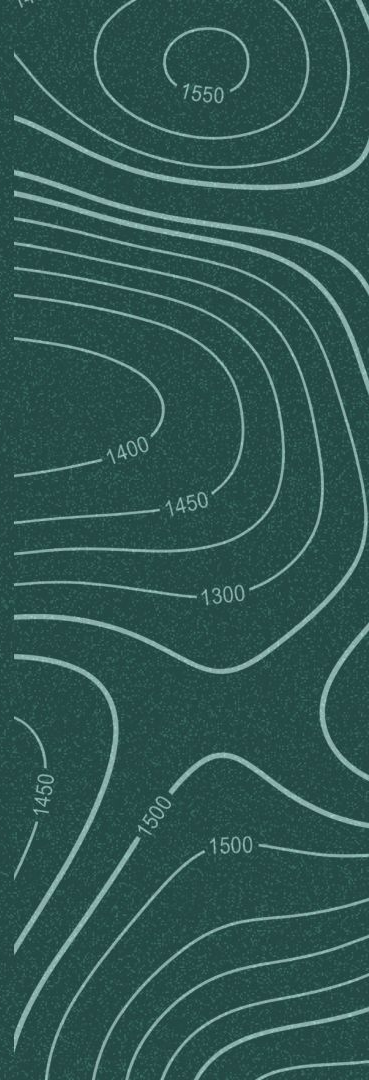
3 Red flags during separation

4 Compliance landmines when using AI



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INTERVIEWING & HIRING



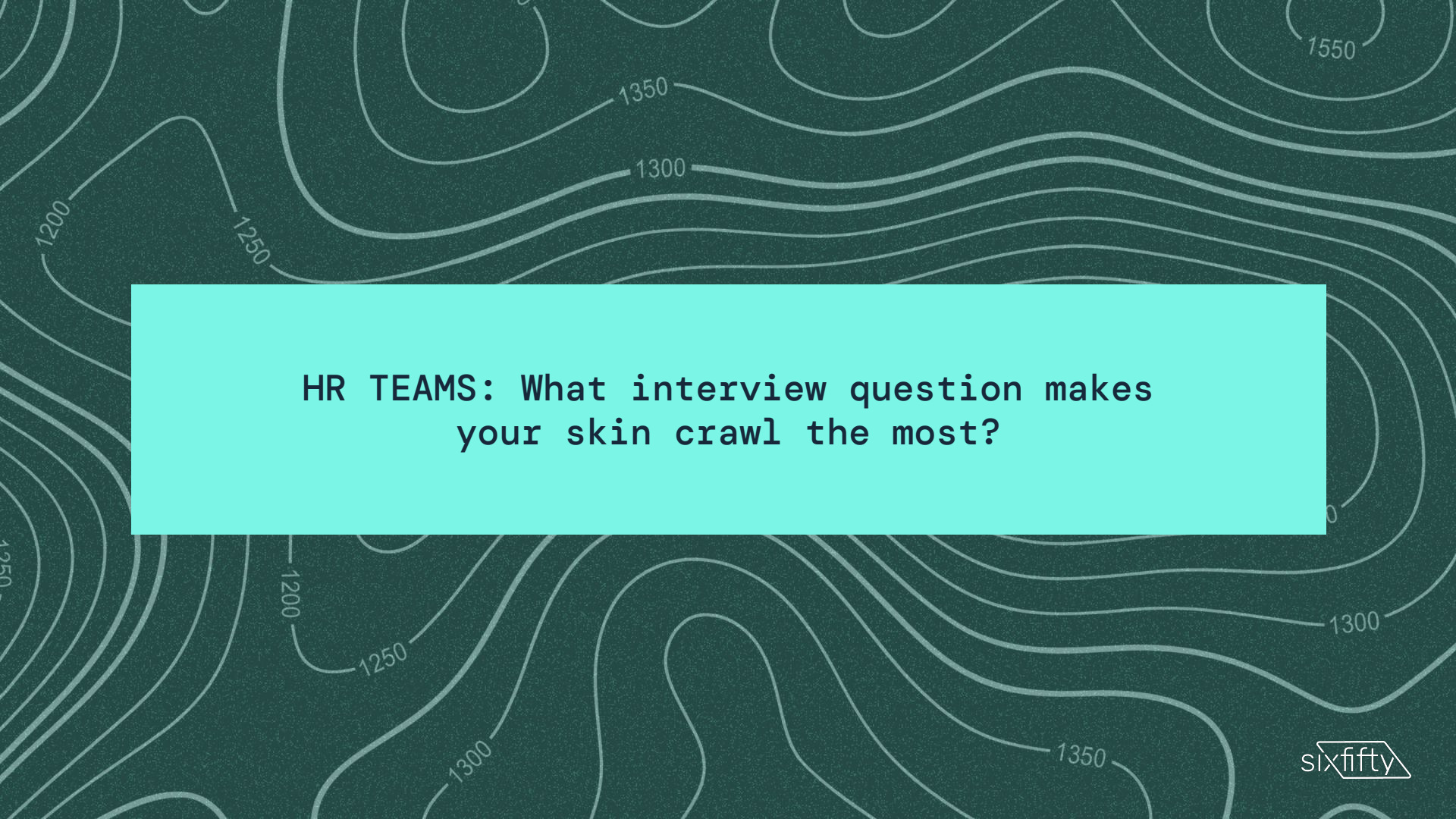
The hiring highwire act

- Compared to every other area of employment law, HR teams said that hiring compliance **increased the most in complexity** year-over-year in 2025
- **Only 10% of HR teams** said that hiring compliance got easier to manage in 2025 compared to the year before



DISCUSSION

- What seemingly innocent interview questions create legal risk?
- When does interview inconsistency create discrimination risk?
- What controls can HR use to help keep hiring managers on-script during interviews?
- How should interviewers handle protected information that's disclosed voluntarily?



HR TEAMS: What interview question makes
your skin crawl the most?



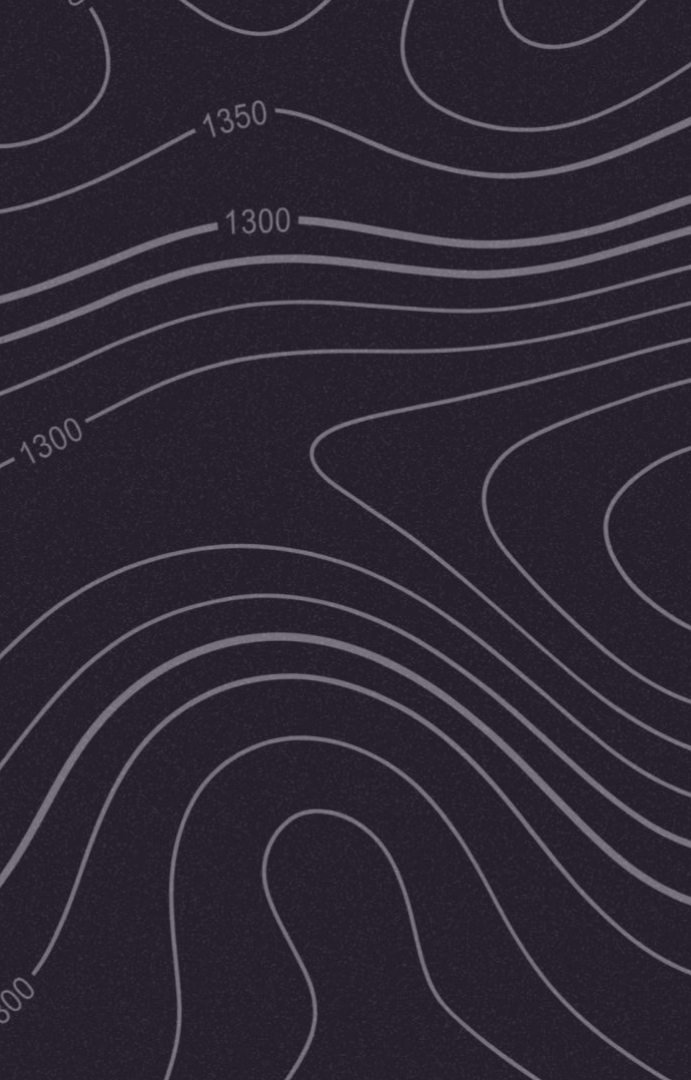
LEGAL HORROR STORIES

MANAGING LEAVE



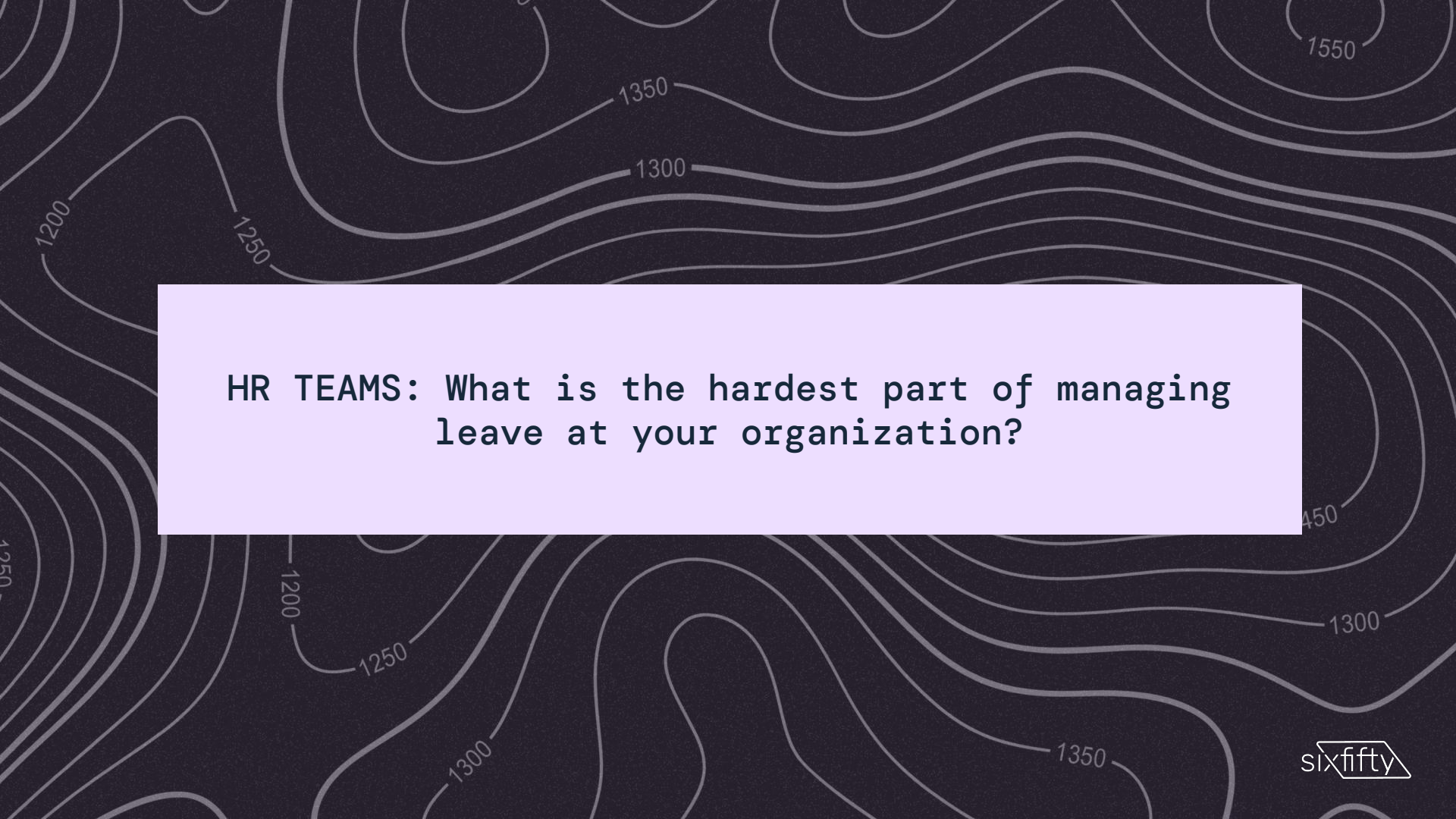
How leave gets mismanaged

- HR teams rated **leave management** as the 2nd-most complex area of employment law to manage
- 1 in 5 companies were subject to an employment lawsuit in 2025—and successful suits and enforcement action (for leave mistakes and other issues) **cost offending companies an average of \$180,700**



DISCUSSION

- Where do employers most often get FMLA compliance wrong?
- When should HR recognize a potential leave issue?
- How can HR address performance issues without risking retaliation?
- When do informal manager accommodations become a compliance problem?

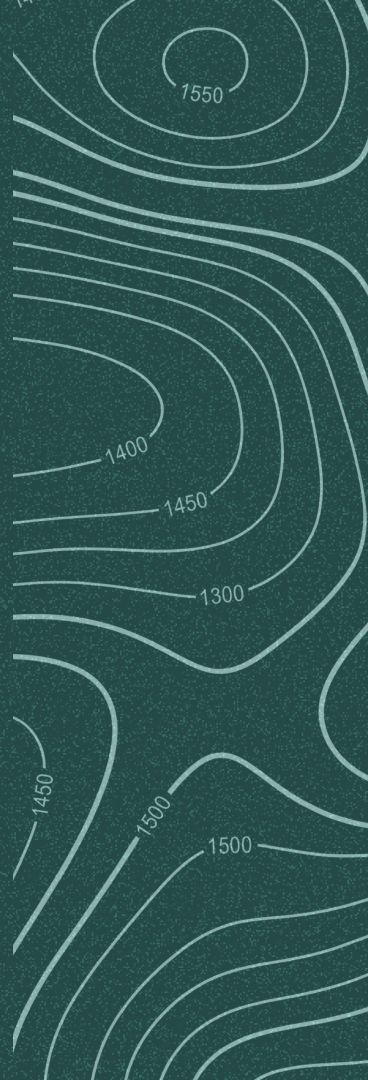


HR TEAMS: What is the hardest part of managing
leave at your organization?



LEGAL HORROR STORIES

SEPARATION



Don't end on the wrong note

- 42% of HR professionals said **they aren't satisfied** with the rate at which they review and refresh agreements (such as separation agreements)
- 1 in 5 HR teams **have gone 3+ years** without reviewing the language in their agreements



DISCUSSION

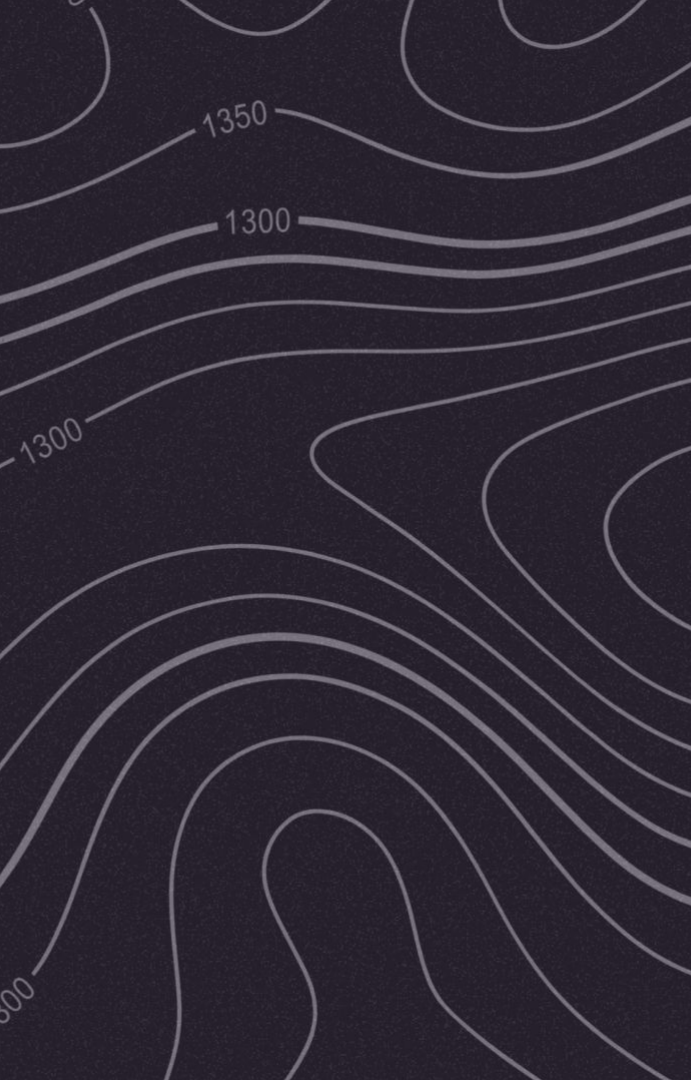
- What termination red flags should prompt HR to call counsel?
- What does good vs. bad termination documentation look like?
- What would an employee's attorney look for first when evaluating a termination claim?



LEGAL HORROR STORIES

AI USAGE





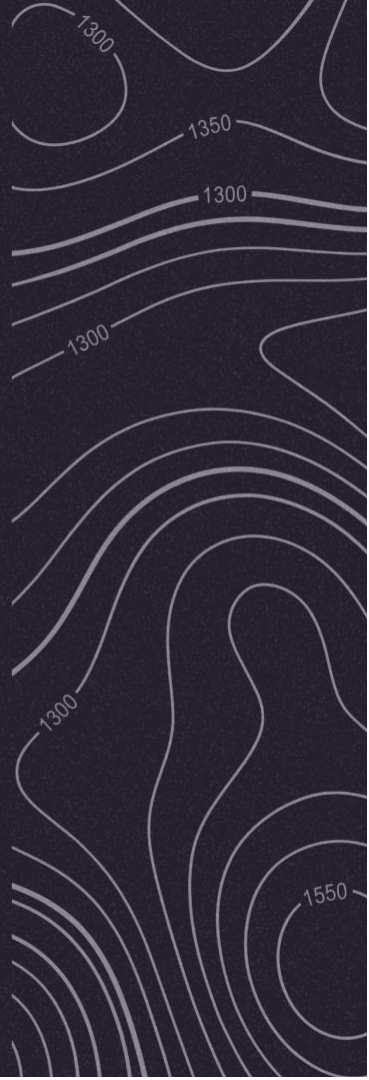
DISCUSSION

46% of HR teams planned to use generative AI as a formal compliance resource **for the first time** in 2026.

- What is the easiest path to compliance risk when HR teams use AI?
- What's an AI use case that should trigger extra human or legal review?



Learn more about
SixFifty



Q&A TIME!

WHAT QUESTIONS
DO YOU HAVE?

COMPLIANCE CAMP

Connect with the
panelists



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UPCOMING COMPLIANCE CAMP SESSIONS

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AUG

25

Documenting the Employee
Journey: Recordkeeping Rules &
Best Practices

AUG

27

Leave Policy Design: Compliance
Obstacles to Navigate When
Combining PTO

SEP

01

Getting HR and Non-HR Teams
Aligned on Compliance

An aerial photograph of a dense green forest. A light-colored, winding road or path curves through the trees. A river with a milky, turquoise-white water flows through the center of the forest. The word "sixfifty" is overlaid in the center in a white, sans-serif font, enclosed within a white geometric outline that resembles a stylized speech bubble or a parallelogram with a diagonal cut.

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