



HR LEARNING SERIES

Navigating Workforce Compliance

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Who Is Taking Care of HR? Establishing Boundaries



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C2HR Webinar

Navigating Workforce Compliance in 2025 and Beyond

This information is for educational use only, please consult with your legal counsel or business policy for any key topics discussed.

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What topic are you most interested in learning about today?

- A. Federal Compliance Updates
- B. Executive Orders
- C. Immigration and Work Authorization Trends & E-Verify
- D. Pay Transparency & Minimum Wage Laws
- E. Artificial Intelligence in Employment and Legal Landscape

Agenda

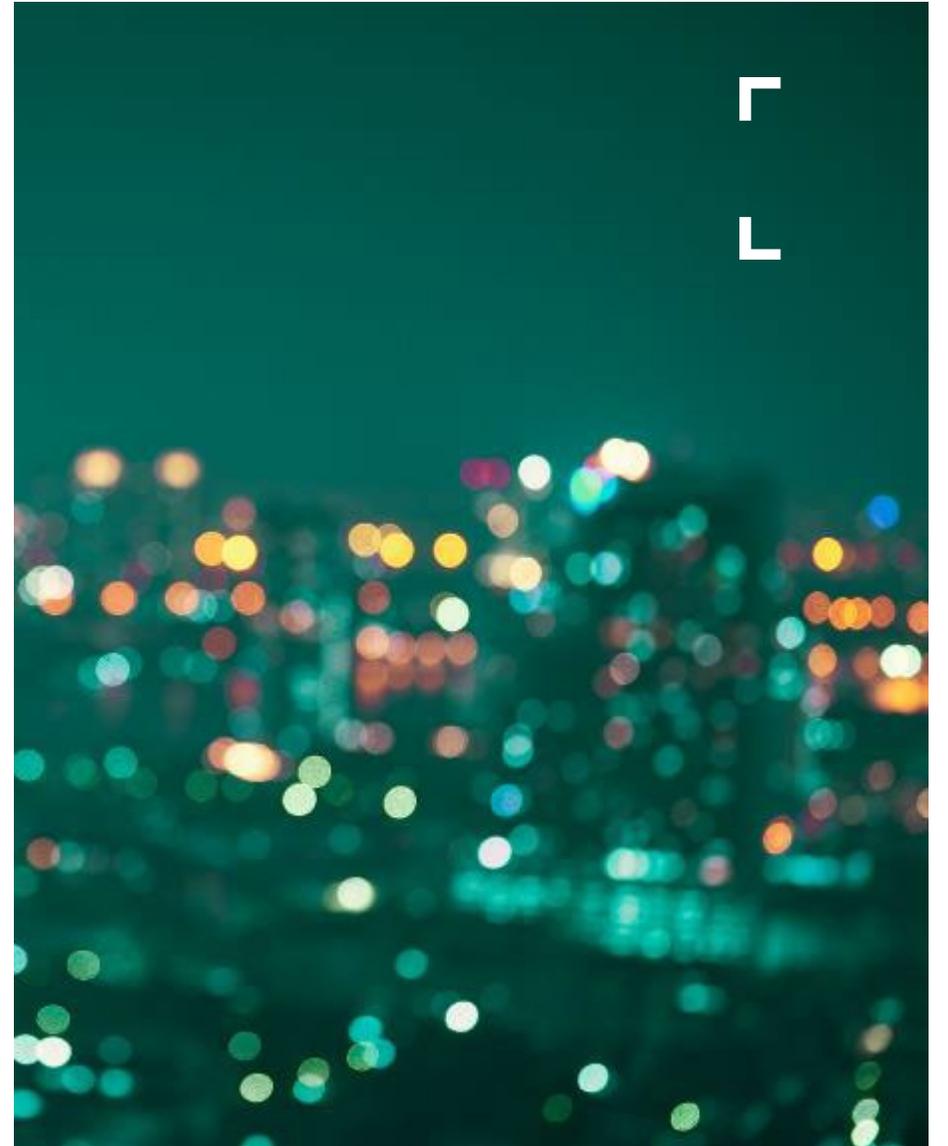
- 1** Federal Compliance Updates
- 2** Executive Orders
- 3** Immigration and Work Authorization Trends & E-Verify
- 4** Pay Transparency & Minimum Wage Laws
- 5** Artificial Intelligence in Employment and Legal Landscape
- 6** HR Checklist

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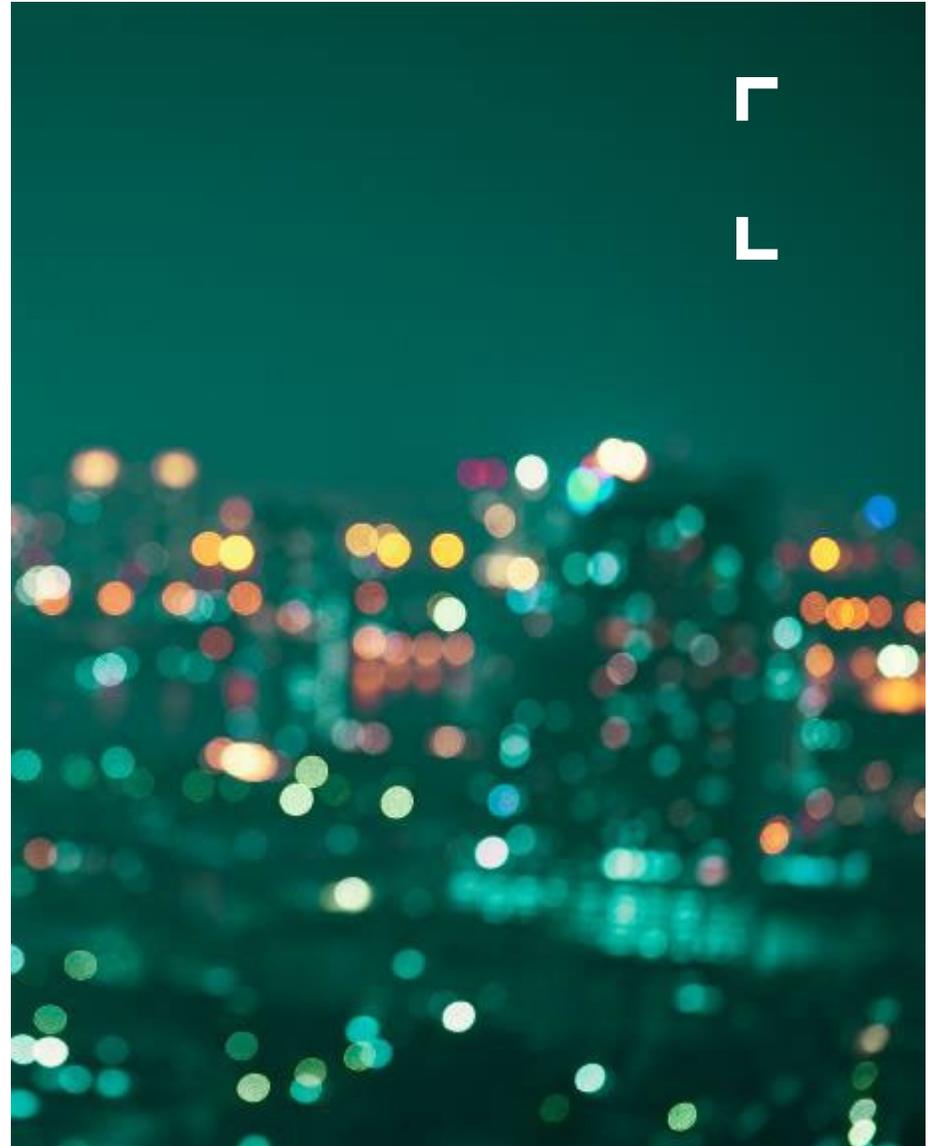
How would you rate your current understanding of how the "One Big Beautiful Bill" will impact your workforce?

- A. I have a strong understanding and feel well-prepared for the bill's impact.
- B. I have a general idea, but there are still some uncertainties.
- C. I am aware of the bill, but don't fully understand the implications.
- D. I have little to no understanding of the bill or its impact.

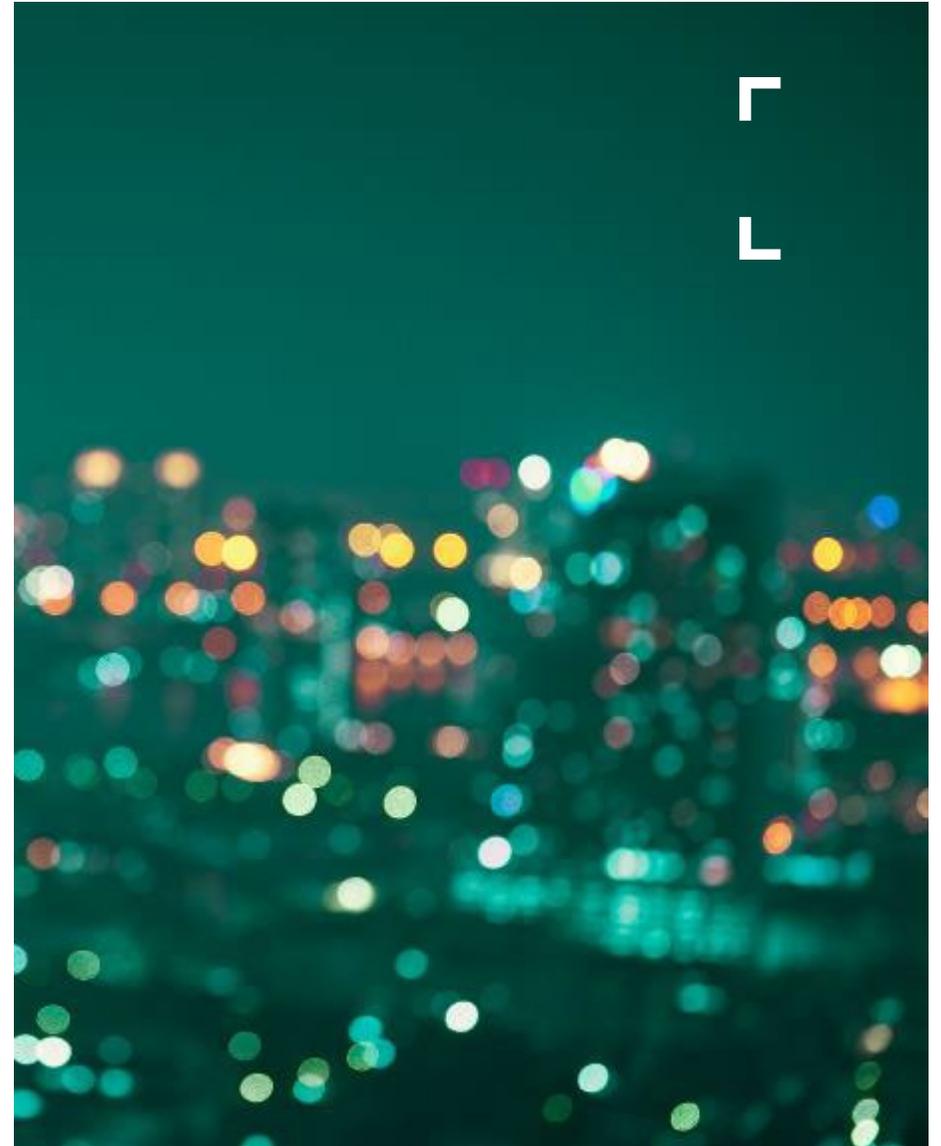
Federal Compliance Updates



Executive Orders



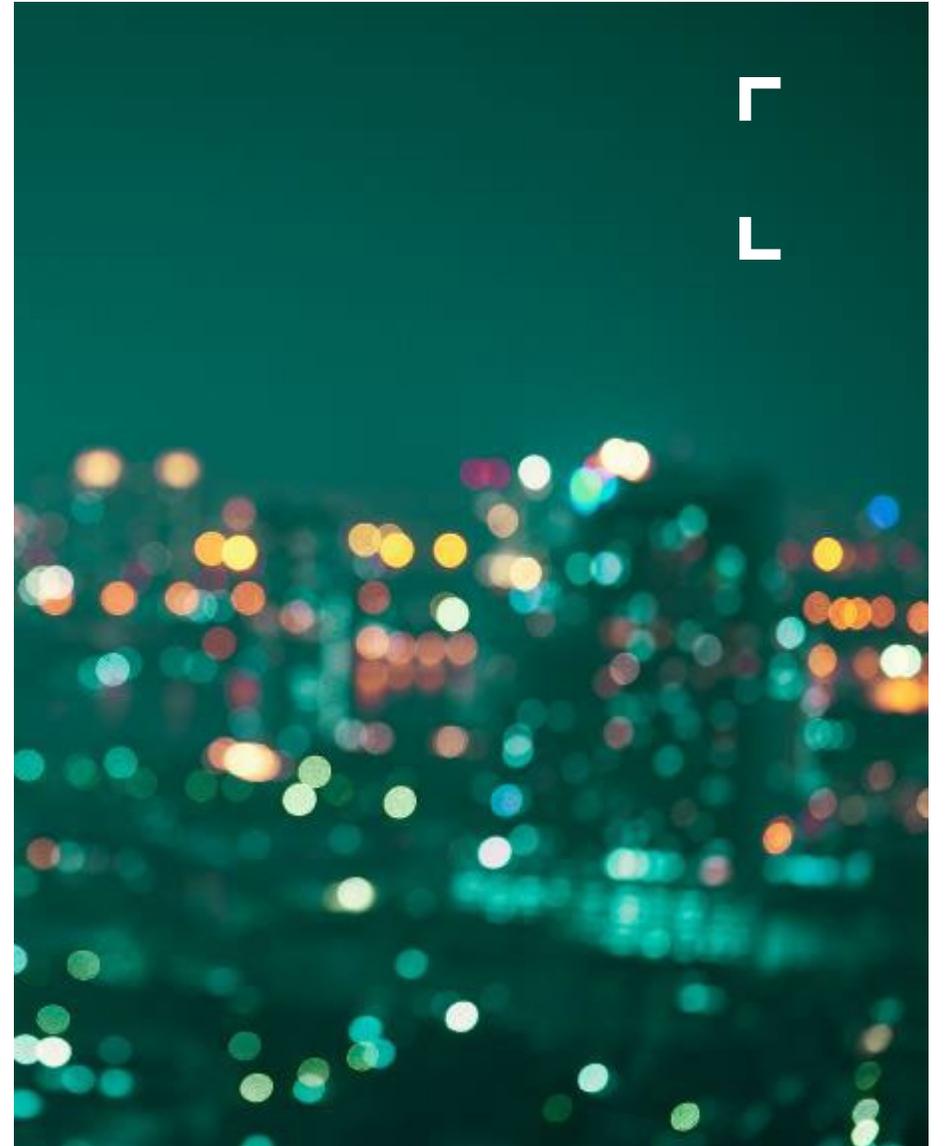
Immigration and Work Authorization Trends & E-Verify



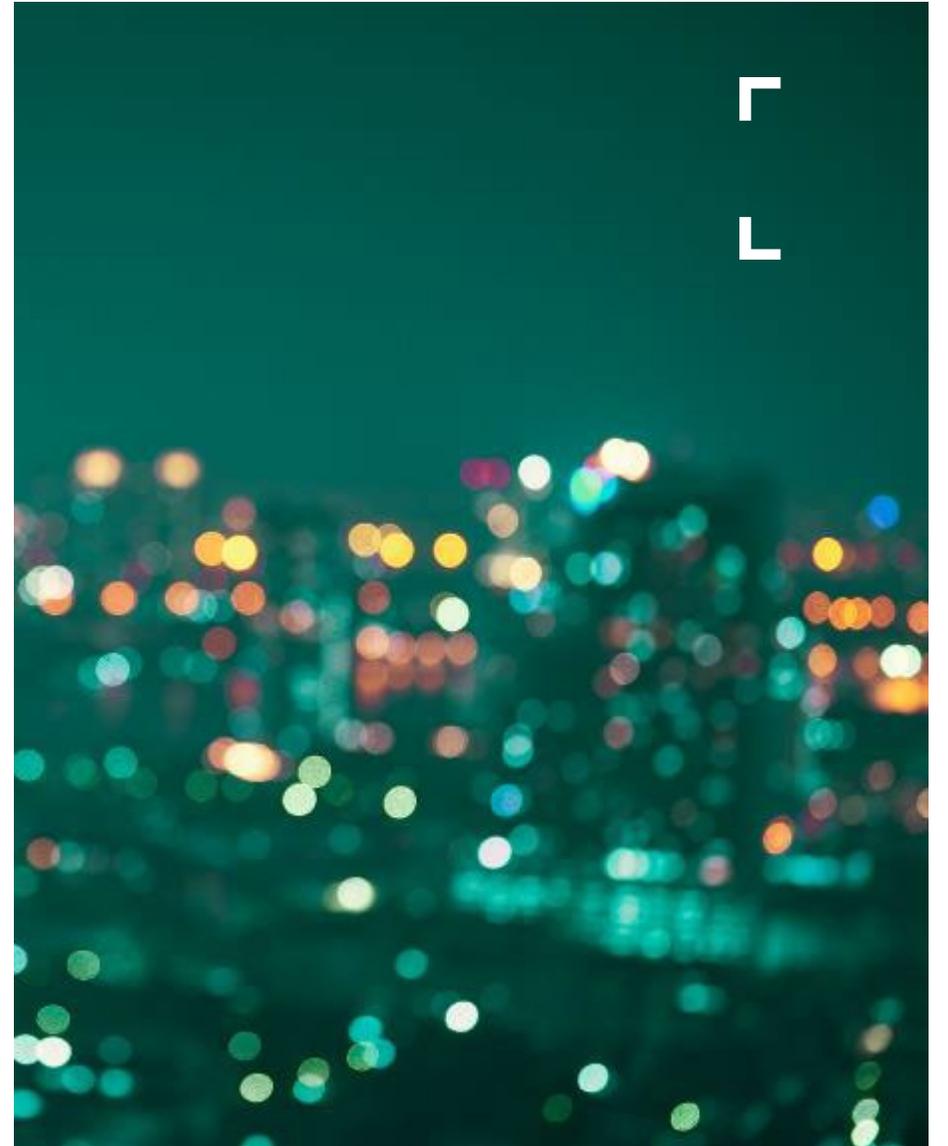
What have you implemented to meet pay transparency and equity requirements in the US and globally?

- Became experts in every state's pay transparency fine print (and bought extra coffee)
- Built global pay policies so robust, even our spreadsheets need a passport
- Taken steps to address pay transparency requirements, but still refining our approach
- Upgraded our tech tools— are we compliant yet?
- Still reading the rules (send help...and snacks)

Pay Transparency & Minimum Wage Laws



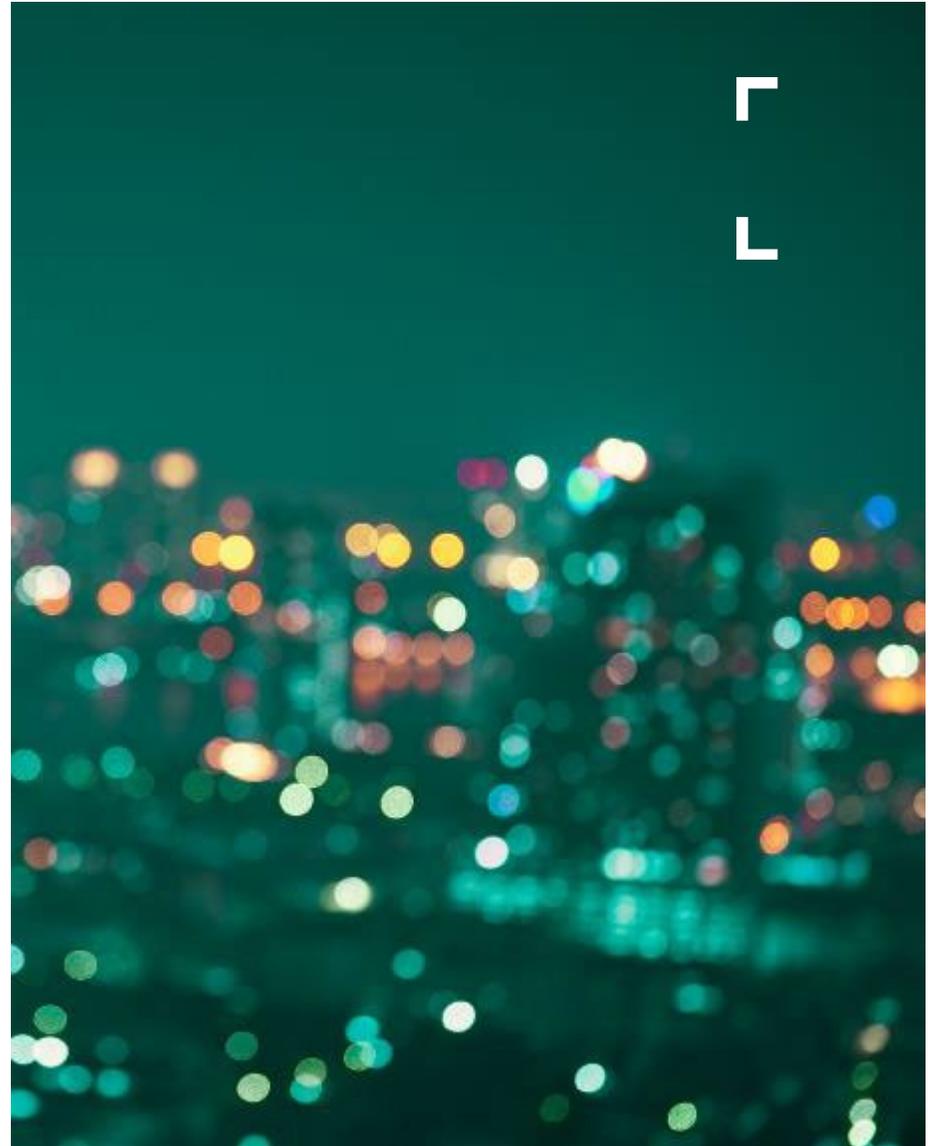
Artificial Intelligence (AI) In Employment and Legal Landscape



HR Checklist

- Audits of I-9s and other related personnel files
- Proactive Wage & Hours reviews
- Pay Transparency compliance
- Monitoring of relevant regulations at federal and state level
- Awareness of court rulings across jurisdictions
- Investment in Managers' and Supervisors' understanding of regulatory landscape and its impact on the business

Q&A and Next Steps





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1.0 Credit Hour

Claim Code: 25-NCCQ3

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