

## **Staffing Law**

Saiber's Staffing Industry Law Group provides practical, business-focused legal counsel to staffing agencies, recruiting firms, workforce solutions companies, RPOs' employee leasing companies, and their owners, executives, and management teams. We understand the legal, operational, and regulatory pressures facing staffing businesses and help clients address those issues with responsive, strategic advice.

Led by Marc D. Freedman, a seasoned corporate and employment attorney with decades of experience serving all aspects of the staffing industry, the group brings together attorneys across Saiber's corporate, employment, litigation, regulatory, real estate, intellectual property, and business counseling practices. The group advises staffing businesses on business sales and acquisitions, labor and employment matters, contract negotiations, wage and hour issues, restrictive covenant matters, licensing, policies and procedures, and related business operations. With Marc's prior experience as a senior executive officer and general counsel to one of the largest public companies in the temporary employment industry, the group offers clients legal perspective grounded in a practical understanding of the industry's business, operational, and regulatory requirements and owner and management strategic and individual goals and expectations.

Whether a staffing company is pursuing or considering a transaction, responding to an employment or discrimination claim, updating compliance practices, negotiating client and employment agreements, protecting business relationships, or seeking outside general counsel support, Saiber offers a coordinated perspective across the full range of issues facing the industry.

### **Employment Litigation & Employment Counseling**

Staffing companies face employment-related challenges involving internal employees, contingent workers, clients, and joint-employment concerns. Saiber represents staffing companies and their clients in workplace disputes, including discrimination, harassment, retaliation, wage and hour, termination, restrictive covenant, and other employment-related claims. We also provide day-to-day counseling on hiring, onboarding, policies, compliance, discipline and termination, leave and accommodation issues, investigations, employee classification, and other workforce matters.

### **Regulatory & Compliance**

Saiber counsels staffing companies on regulatory and compliance issues affecting their operations, including state and federal employment law requirements, licensing obligations, wage and hour compliance, co-employment concerns, worker classification, background check practices, restrictive covenant developments, and industry-specific rules. We help clients stay ahead of legal developments, implement compliant policies and procedures, and respond effectively to audits, investigations, and enforcement concerns.

## **Corporate, M&A & Transactional Services**

Saiber advises staffing agencies and their owners on acquisitions, sales, mergers, reorganizations, financing arrangements, ownership transitions, and other strategic business matters. We assist clients through all stages of a transaction, including structuring, negotiation, diligence, documentation, closing, and post-closing integration. Our attorneys also draft and negotiate client service agreements, vendor agreements, recruiting agreements, employment agreements, confidentiality agreements, restrictive covenant agreements, and other business-critical contracts.

## **Outside General Counsel Services**

Many staffing companies need a trusted legal partner who understands their business and can help manage legal issues as they arise. Saiber serves as outside general counsel to staffing companies, providing coordinated support on employment, contracts, litigation, corporate governance, franchising, real estate, intellectual property, collections, risk management, regulatory compliance, policy development, and business disputes. By drawing on attorneys across the firm, Saiber offers staffing companies the benefits of a full-service legal team with practical industry knowledge.

## **Why Saiber**

Saiber combines the depth of a full-service regional law firm with focused knowledge of the staffing industry. Our attorneys understand that legal advice must account for business needs, client relationships, workforce demands, and the pace at which staffing companies operate. With our staffing industry experience and diverse practice groups, Saiber is well positioned to help staffing companies manage risk, address legal exposure, and pursue business objectives.