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From Prime Time to WARN Time: Reality TV Rules for Real-World Employee Separations

SPEAKERS

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In this episode of *Hiring to Firing*, hosts Tracey Diamond and Emily Schifter trade the drama of reality TV for the real-life stakes of employee separations, using shows like *The Bachelor*, *The Great British Bake Off*, *Top Chef*, and *The Voice* as a lens to discuss layoffs, terminations, and RIFs. Joined by Lauren Tilashalski, senior associate general counsel at Global Payments, they unpack how employers can move beyond "gut feel" eliminations to legally compliant, people-centered processes. The conversation highlights how thoughtful planning, clear messaging, and empathy can turn a potential PR and morale crisis into a more orderly transition for both departing employees and those who remain. Tune in to learn how to balance legal risk, business needs, and human impact once the "final rose" has been handed out in your workplace.

Troutman Pepper Locke's Labor + Employment Practice Group provides comprehensive thought leadership through various channels. We regularly issue advisories that offer timely insights into the evolving employment law landscape, and maintain the *HiringToFiring.Law* Blog, a resource spotlighting best practices for employers. Our *Hiring to Firing Podcast*, hosted by Tracey Diamond and Emily Schifter, delves into pressing labor and employment law topics, drawing unique parallels from pop culture, hit shows, and movies.

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