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Employer Strategies for Navigating RIFs - One-on-One with Ann Knuckles Mahoney [Video]

Article By:

Ann Knuckles Mahoney

George Carroll Whipple, III

A reduction in force (RIF) is a complex process that demands more than just operational adjustments. It requires meticulous planning to align business objectives with legal compliance, sound decision-making, and thorough risk mitigation.

In this one-on-one interview, Epstein Becker Green attorney [Ann Knuckles Mahoney](#) joins [George Whipple](#) to unpack the intricate legal considerations that come with workforce reductions. Ann walks through the critical aspects of adhering to the Older Workers Benefit Protection Act and the challenges posed by the Worker Adjustment and Retraining Notification Act, especially for employers handling layoffs across multiple jurisdictions.

With federal, state, and local regulations at play, Ann emphasizes the value of proactive legal counsel to help businesses anticipate potential liabilities, address state-specific obligations, and implement compliance plans for large-scale workforce changes. Drawing on her experience advising clients nationwide, she shares how her perspective is shaped by both her Southern roots in Tennessee and her legal career in New York City. This blend of regional understandings gives her a distinctive vantage point to counsel employers navigating varying regulatory requirements and risk tolerances.

Hear more from Ann and learn actionable strategies for RIFs while staying ahead of evolving legal challenges.

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