



One Person, Two Jobs

The Risk of CFO-Led HR

HR compliance isn't intuitive — it's specialized. And when CFOs manage HR without the training or tools, risks can escalate quickly. At Duffy Kruspodin, we provide structured HR support to reduce exposure and restore focus.

Want to see how your compliance risk stacks up?

Our HR team helps businesses reduce exposure and strengthen operations — before issues become liabilities.
[Schedule an HR Compliance Review](#)

Input Risks



- Wage & Hour Missteps (e.g., misclassification, time tracking)
- Incomplete or Inaccurate Documentation (I-9s, reviews)
- Missed State Registrations or Labor Law Changes
- Discrimination or Retaliation Exposure
- Mishandled Employee Data or Privacy Gaps

Compliance Consequences



- Fines & Penalties (FLSA, DOL, OSHA)
- Employment Lawsuits (EEOC, wrongful termination, harassment)
- Reputational Damage (internal and external trust erosion)

Cost Impact



- High Legal Fees & Settlements
- Operational Disruption
- Lost Talent & Morale
- Leadership Distraction



Duffy Kruspodin, LLP is a CPA and advisory firm with offices in Woodland Hills, San Diego, Beverly Hills, and Irvine, serving business owners, finance leaders, and families across California and beyond. With more than 200 professionals and over 35 years in practice, we provide tax, accounting, audit, and operational support with a steady, people-first approach. Clients turn to us for more than year-end filings - they count on us for responsive service, informed advice, and a team that follows through. Whether you're growing a business or managing generational wealth, we're here for the work ahead.

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