

**SECURE YOUR PASS!**



# STAFFING WORLD<sup>®</sup>

ASA Convention & Expo

LEARNING

INNOVATION

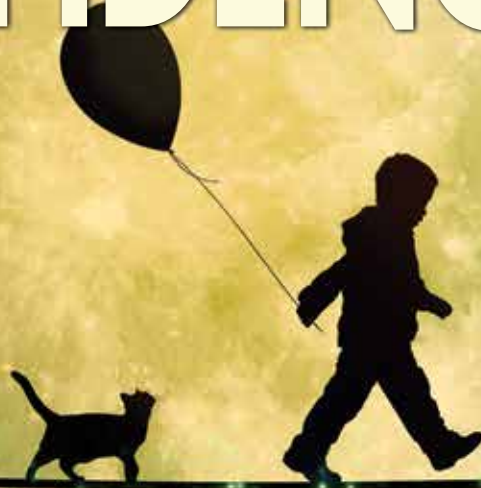
LEADERSHIP

Oct. 15-17, 2019 ■ Las Vegas

## advanceprogram

PREVIEW THE MOST EXCITING AND  
ENRICHING STAFFING WORLD TO DATE!

COURAGE · WISDOM · ENDURANCE  
**CONFIDENCE**



With World Wide Specialty Programs, there's no guesswork. We have served your industry – for over 50 years. Our underwriting and management are second to none. We handle your claims with expertise because we've dedicated our entire business to your business – staffing. We have the depth of knowledge and the understanding of your industry's unique needs that no one else in the industry can offer.

**Your Staffing Insurance Source**

Professional Liability (E&O) · General Liability · Employee Practices Liability · Abusive Acts · Crime · D&O · EBL  
Fiduciary · H&NO · Property · Stop Gap Liability · Umbrella Liability · **Workers Compensation**  
**NEW - Security & Privacy Liability (Cyber) · Fraudulent Impersonation (Social Engineering)** (Reference Crime Policy)  
Bind ALL policies with the same carrier

Looking forward to seeing you at Staffing World 2019! · MGM Grand, Las Vegas, NV

**October 15-17, 2019 · Booth 401**



World Wide Specialty Programs, Inc. · World Wide New York Insurance Services, Inc. · CA, NH, TX  
631-390-0900 · 800-245-9653 · fax 631-390-0922 · [wwwspi.com](http://wwwspi.com)



# CONTENTS



## STAFFING WORLD 2019

ASA Corporate Partners .....	2
Sponsors .....	5
Agenda .....	8
Secure Your Pass .....	10
Hotel and Travel .....	13

## LEARNING + INNOVATION

Keynotes .....	14
Continuing Education (CE) .....	18
Preconvention Programs .....	22
Tech Park .....	26
Game Changers .....	30
Sessions .....	38
<b>Tuesday, Oct. 15</b> .....	<b>38</b>
<b>Wednesday, Oct. 16</b> .....	<b>39</b>
<b>Thursday, Oct. 17</b> .....	<b>41</b>

## NETWORKING + CONNECTIONS

Industry Leader Event .....	8
Welcome Mixer .....	20
ExpoPalooza .....	28
Kittrell Relaxation Zone .....	32
SUNZ Deck .....	34
ASA Cares LIVE .....	36
Let's Glow With ESC .....	37

## WORLD-CLASS EXPO

Hours .....	31
Product and Service	
Categories .....	31
Expo Events .....	31
Featured Exhibitors .....	44
Exhibitors and Sponsors .....	54
<b>AD INDEX</b> .....	<b>59</b>

LEARNING  
INNOVATION  
LEADERSHIP

# CORPORATE PARTNERS

Please join ASA in thanking its corporate partners for their commitment to and support of the association; its members; and the staffing, recruiting, and workforce solutions industry.



## American Staffing Association

The American Staffing Association is the voice of the U.S. staffing, recruiting, and workforce solutions industry. ASA and its state affiliates advance the interests of the industry across all sectors through advocacy, research, education, and the promotion of high standards of legal, ethical, and professional practices.

### Chairman

Karenjo Goodwin, Exact Staff Inc.

### First Vice Chairman

Leo Sheridan, Advanced Group

### Second Vice Chairman

Peter Quigley, Esq., Kelly Services Inc.

### Treasurer

Chris Hartman, Allegis Group

### Secretary

W. Benjamin "Ben" Elliott, Randstad

### President and Chief Executive Officer

Richard A. Wahlquist

### American Staffing Association

277 S. Washington St., Suite 200

Alexandria, VA 22314-3675

703-253-2020

703-253-2053 fax

[americanstaffing.net](http://americanstaffing.net)



@StaffingTweets @StaffingData



[linkedin.com/company/american-staffing-association](https://www.linkedin.com/company/american-staffing-association)



[facebook.com/AmericanStaffingAssociation](https://www.facebook.com/AmericanStaffingAssociation)



@americanstaffingassociation

© 2019 by the American Staffing Association

# Committed to Staffing. Committed to Results.



Our commitment to staffing continues to motivate us to develop innovative and results-driven solutions...just like it has for 25 years. We're 100% dedicated to delivering:

- A reliable flow of qualified candidates
- Direct and indirect candidate referral
- Candidate sourcing process rebalancing
- Talent automation integration
- Employer brand value promotion

Working closely with staffing firms, we deliver agile, minimum-cost strategies, that help you reduce time to placement and boost profitability.

For more information about Monster Staffing services and solutions, contact your Monster representative or call **1-800-monster**

# MONSTER

**Only 2 out of 10 global staffing professionals** give themselves a perfect score for interdepartmental collaboration.

**RUN  
AS  
ONE**

**One** Team  
**One** Truth  
**One** Platform

Run together as one team when your recruiting, sales, operations, and finance departments are unified with Bullhorn.



[www.bullhorn.com](http://www.bullhorn.com)



# STAFFING WORLD SPONSORS

The American Staffing Association is pleased to recognize all of its sponsors for Staffing World 2019—particularly its corporate partners. Please join ASA in thanking this year’s sponsors for their commitment to the success of the ASA annual convention and expo. This list is current as of July 31, 2019.

## CORPORATE PARTNERS



## PREMIER SPONSORS



Funding Growth for Staffing Firms | A Paychex® Company



## SIGNATURE SPONSORS



Formerly CHILDS Advisory Partners



## SELECT SPONSORS



## WANT TO BE A STAFFING WORLD SPONSOR?

Contact Kim Kelemen at 703-253-1169 or kkelemen@americanstaffing.net. Or visit [americanstaffing.net](http://americanstaffing.net) and click on the Industry Suppliers section.

# ENGAGE WITH COLLEAGUES VIA SOCIAL MEDIA

There's already a steady buzz on various social media platforms about this year's can't-miss Staffing World experience. **Use #StaffingWorld** in all your social media postings and become part of the conversation—before, during, and after the event.

**CHECK IT OUT!** An exclusive online community just for Staffing World attendees is live on ASA Central, [asacentral.americanstaffing.net](http://asacentral.americanstaffing.net).



**@StaffingTweets**



**[linkedin.com/company/american-staffing-association](https://www.linkedin.com/company/american-staffing-association)**



**[facebook.com/AmericanStaffingAssociation](https://www.facebook.com/AmericanStaffingAssociation)**



**@americanstaffingassociation**



**Use the Staffing World 2019 filter**

  
**clearlyrated**<sup>®</sup>  
powered by inavero

Measure the client and talent experience.  
Build online reputation.  
Differentiate on service quality.



ClearlyRated helps staffing firms leverage the Net Promoter<sup>®</sup> Score to maximize service quality and amplify the voices of their most loyal clients and candidates.

Thank you to our 2020 Best of Staffing<sup>®</sup> Sponsors:



© 2019 ClearlyRated. All Rights Reserved. Net Promoter, NPS, and Net Promoter Score are trademarks of Satmetrix Systems, Inc., Bain & Company, and Fred Reichheld.



# TAKE A CLOSER LOOK



Values

VISIT US  
AT BOOTH  
507!

## We do business like you do business

We work to earn your trust, and the cornerstone of trust is honesty. This is especially important in the beginning of a new client relationship, so we make sure to cover any questions and concerns you may have – honestly, fully, and without reserve.

As a TRICOM client, we pledge to always follow through on the services you need or any questions you may have. We promise to do what we say we will do, and complete it in a timely, efficient manner. We believe that values matter.




*“If you’re honest, hold yourself accountable, and have high standards of integrity – those things are important to me in a business relationship. And TRICOM scores an A+ in all these categories.”*

– Alex Fernandez, CEO, Staffing Specifix



» TAKE A CLOSER LOOK AT TRICOM  
(BECAUSE THE BEST RELATIONSHIPS ARE BUILT ON COMMON VALUES)

PAYROLL ANALYSIS & PROCESSING | BILLING INTEGRATION | PORTFOLIO MANAGEMENT | ACCOUNTING SERVICES | FINANCIAL SOLUTIONS | COMPLIANCE SPECIALISTS | STAFFING & RECRUITING SOFTWARE | BUSINESS PERFORMANCE TOOLS

   1-888-4-TRICOM (487-4266) [www.TRICOM.com](http://www.TRICOM.com)



MEMBER OF  
American Staffing Association

FOUNDING MEMBER  
National Staffing Alliance  
NATIONAL REACH. LOCAL EXPERTISE

# AGENDA

Subject to change. All convention events take place at the MGM Grand, unless indicated otherwise.

## MONDAY, OCT. 14

- 1-5 p.m. ASA Board of Directors Meeting
- 6-8:30 p.m. ASA Board of Directors Dinner (invitation only)

## TUESDAY, OCT. 15

- 8 a.m.-Noon ASA Board of Directors Meeting
- 8 a.m.-7 p.m. Registration Open
- 9:30 a.m.-2 p.m. Preconvention Programs (lunch provided)
- 1:30-2:45 p.m. Welcome Mixer
- 3-5 p.m. Super Session With Becky Frankiewicz and Speed Talks
- 5-7 p.m. ExpoPalooza

## WEDNESDAY, OCT. 16

- 7-8:30 a.m. Legal and Legislative Committee Meeting (with breakfast)
- 7-8:30 a.m. Staffing as a Career Committee Meeting (with breakfast)
- 7:30-8:30 a.m. Breakfast
- 7:30-8:30 a.m. First-Time Attendee Breakfast
- 7:30 a.m.-7:30 p.m. Registration Open
- 8:30-10 a.m. Super Session With Johnny C. Taylor Jr. and Annual Membership Meeting
- 10 a.m.-7:30 p.m. Expo Hall Open

- 10:15-11 a.m. Refreshment Break in the Expo
- 10:30-11 a.m. Tech Talks in the Expo
- 11:15 a.m.-12:45 p.m. Targeted Breakout Sessions
- 1-2:30 p.m. Lunch in the Expo
- 1-2:30 p.m. Chapter Leaders Meeting and Awards Lunch
- 1-2:30 p.m. ASA Cares LIVE in the Expo
- 1:30-2:30 p.m. Tech Talks in the Expo
- 2:45-3:45 p.m. Targeted Breakout Sessions
- 3:45-4:30 p.m. Refreshment Break in the Expo
- 4-4:30 p.m. Tech Talks in the Expo
- 4:45-5:30 p.m. Targeted Breakout Sessions and Tech Talks in the Expo
- 5:30-6 p.m. Michelle Poler Meet and Greet (invitation only)
- 5:30-7:30 p.m. Let's Glow With ESC
- 7-10 p.m. StaffingPAC Industry Leader Event at the Smith Center (invitation only)

## THURSDAY, OCT. 17

- 7:30-9 a.m. Education Committee Meeting (with breakfast)
- 7:30-9 a.m. Safety Committee Meeting (with breakfast)
- 8-9 a.m. Breakfast in the Expo
- 8 a.m.-2 p.m. Expo Hall Open
- 8 a.m.-3:30 p.m. Registration Open
- 9-11 a.m. Pawvana in the Expo
- 9:15-10:15 a.m. Targeted Breakout Sessions
- 9:15-11:15 a.m. Game Changers: Case Study Sessions in the Expo
- 10:30-11:15 a.m. Refreshment Break in the Expo
- 10:30 a.m.-1 p.m. Special Session: Confessions of Staffing CEOs
- 11:30 a.m.-12:30 p.m. Targeted Breakout Sessions
- 12:30-2 p.m. Lunch in the Expo and Giveaways
- 12:30-2 p.m. ASA Cares LIVE in the Expo
- 2:15-3:15 p.m. Targeted Breakout Sessions
- 3:30-5 p.m. Super Session With Jon Dorenbos

### Don't Miss the ASA StaffingPAC Industry Leader Event!

This invitation-only, special evening of great food and entertainment is a prime opportunity to meet and network with leaders in the staffing industry. To find out how you can become an industry leader and receive an invitation to attend, contact Krissy Bailey at 703-253-2036 or kbailey@americanstaffing.net.

Sponsored by



# It's all about connections



## Ultra-Staff



Designed for temporary, direct-hire and medical staffing, Ultra-Staff helps you connect with clients and candidates utilizing a completely integrated front office, back office and web suite.

  
**Automated**  
Business Designs

1.800.944.4223 | [www.abd.net](http://www.abd.net) | [sales@abd.net](mailto:sales@abd.net)

# SECURE YOUR STAFFING WORLD PASS!

**Staffing Professionals:** 2019 brings the best convention yet—with an action-packed agenda and flexible options to accommodate any schedule or budget. **Visit [staffingworld.net](http://staffingworld.net) to register.** Save when you register by Sept. 13—after that date, regular/on-site registration prices apply.

*BEST VALUE!*

## All-Access Pass

**\$1,995**

**(\$2,295 after Sept. 13)**

Nonmembers \$2,895  
(\$3,195 after Sept. 13)

### Attend all Staffing World events from Tuesday–Thursday.

Includes all convention keynote presentations, education sessions, and expo events—including all offered meals, receptions, and refreshment breaks, plus:

- Welcome Mixer
- ExpoPalooza
- Let's Glow With ESC
- All event recordings

## Premium Pass

**\$1,595**

**(\$2,095 after Sept. 13)**

Nonmembers \$1,995  
(\$2,095 after Sept. 13)

### Select two consecutive days to attend: Tuesday & Wednesday OR Wednesday & Thursday.

Two days of keynote presentations and education sessions—including all offered meals, receptions, and refreshment breaks on chosen days, plus:

- Welcome Mixer (Tues/Wed only)
- ExpoPalooza (Tues/Wed only)
- Let's Glow With ESC
- Event recordings for days attended

## Basic Pass

**\$895**

**(\$995 after Sept. 13)**

Nonmembers \$1,195  
(\$1,295 after Sept. 13)

### Catch only your preferred events with a single-day pass: Tuesday, Wednesday, OR Thursday.

One day of keynote presentations and education sessions—including all offered meals, receptions, and refreshment breaks on chosen day, plus:

- Preconvention Program (Tues only)
- Welcome Mixer (Tues only)
- ExpoPalooza (Tues only)
- Let's Glow With ESC (Wed only)
- Event recordings for day attended

The registration packages shown here are available to staffing professionals only (owners, executives, and employees of staffing and recruiting companies). Industry Supplier rates are available only at the all-access pass level: \$4,095 for ASA members and \$6,095 for nonmembers. Speaker and guest registrations are also available—visit [staffingworld.net](http://staffingworld.net) to learn more.

## À la Carte

This year, attendees may also purchase single event tickets to customize their Staffing World experience.

### Preconvention Program (Tues)

\$295 (Nonmembers \$495)  
See p. 22 for topics.

### ExpoPalooza (Tues)

\$150 (Nonmembers \$200)  
See p. 28 for details.

### Welcome Mixer (Tues)

\$140 (Nonmembers \$190)  
See p. 20 for details.

### Let's Glow With ESC (Wed)

\$150 (Nonmembers \$200)  
See p. 37 for details.

## 25% Team Discount!

After a staffing professional at your company purchases an all-access pass, subsequent staffing professionals at your company receive a 25% discount on all-access pass purchases. This discount applies only to staffing professionals and is valid only when purchasing all-access passes.





Win with **DivaBuzz,**  
JobDiva's exclusive new texting solution



Schedule Your Free Consultation and Live Demo, or Call Us to Speak With an Expert!  
1-866-JOB-DIVA • [contact@JobDiva.com](mailto:contact@JobDiva.com) • [www.JobDiva.com](http://www.JobDiva.com)

DOES

# WORKERS' COMPENSATION

KEEP YOU UP AT NIGHT?

Rest assured, when partnering with us you and your retail agent have found the premier partner. StaffPro<sup>3</sup> is dedicated to providing the staffing industry with leading national insurance products and risk management solutions.

Visit booth #424 and learn how we can help you.  
*Premier Sponsor of Staffing World 2019*

BOOTH #424



Insurance Solutions for the  
Staffing Industry

*A Division of PMC Insurance Group  
A National Workers' Compensation  
Wholesaler*



PMC Insurance Group is a proud member of ASA

# HOTEL + TRAVEL



## MGM Grand Las Vegas

3799 S. Las Vegas Blvd., Las Vegas, NV 89109

### SPECIAL GROUP RATE

There is a special room block set aside for Staffing World attendees at the MGM Grand. This rate is available until Sept. 20, subject to availability.

**Room rate: \$168 plus tax and \$30 daily resort fee,** which includes in-room internet and fitness center access.

Check-in: 3 p.m.

Checkout: 11 a.m.

The Staffing World room block rates are effective Oct. 12–19, 2019—which means you can plan ahead to extend and maximize your trip to Las Vegas.

### HOTEL RESERVATIONS

Go to the “Hotel Reservations” section of **staffingworld.net** to see full reservation details and to reserve your room online. ASA urges convention attendees to make their hotel reservations as soon as possible. When making your reservation by phone, ask for the ASA Staffing World 2019 convention rate.

### AIRPORT

McCarran International Airport is 2.2 miles from MGM Grand on the Las Vegas strip.

### ATTIRE

Business casual clothing is appropriate for the educational sessions during Staffing World. Bring cocktail attire for some of the evening events.

### WEATHER

Las Vegas enjoys October average highs of 82 degrees Fahrenheit. Average lows are 54 degrees Fahrenheit.



### Avoid the On-Site Crowds

Register online to receive a barcode you can scan at the Express Registration Desk! Go to **staffingworld.net**.

Registration area sponsored by



# KEYNOTE PRESENTERS



## Becky Frankiewicz

President, ManpowerGroup  
North America

### The Time to Innovate and Adapt Is Now

How do you keep up when new jobs are created as fast as others become obsolete? Welcome to the Skills Revolution! The solution isn't robots—it's talented people. Staffing industry leader Becky Frankiewicz argues that enabling all people to participate in the workplace and achieve their potential is not just an ethical imperative—it's good business. In today's labor market, developing skills that are core to the business is how companies will acquire organizational agility and workforce resilience, and fuel growth. If we adjust our requirements from what's desired for a role to what's required to effectively do the job, we can expand our access to skilled talent and open opportunity to all. In this opening Super Session, get the lay of the workforce landscape and learn how to develop a diverse pipeline of digital leaders that will successfully drive digital transformation.

Frankiewicz is a go-to workforce expert for CNBC and other media outlets because of her keen ability to frame business challenges and provide strategic ideas and solutions. Her executive perspectives have been shaped not only by the staffing industry but also through her years leading one of PepsiCo's largest subsidiaries. **Following her keynote, she'll also lead a panel of Speed Talk presenters.**



Follow @BeckyFrankly  
#StaffingWorld

### Opening Super Session

Tuesday, Oct. 15  
3–5 p.m.

Sponsored by





# Johnny C. Taylor Jr.

President and CEO, Society for Human Resource Management

## Shaping Better Workplaces for a Better World

Day two of Staffing World kicks off with an insightful look at the present and future of human capital from the president and CEO of the Society for Human Resource Management—the organization at the forefront of issues related to the evolving workplace. Taylor looks at the future of human capital in a time of artificial intelligence and automation, and the role of staffing and HR in that future. He examines the current relationship between the HR suite and staffing companies, and how together these professions can deliver talent and workplace cultures that can transcend disruption.

As a global leader on all matters affecting work, workers, and the workplace, Taylor brings extensive experience as a leader of strategic change and through his work at SHRM, whose more than 300,000 members collectively affect the lives of more than 115 million employees each year.



Follow @JohnnyCTaylorJr  
#StaffingWorld

## Super Session

Wednesday, Oct. 16  
8:30–10 a.m.

Sponsored by

  
Tannenbaum Helpert  
Syracuse & Hirschtritt LLP





## Jon Dorenbos

*Former NFL Player and 'America's Got Talent' Finalist*

### Persevere and Live in Vision, Not in Circumstance

Dorenbos, a former NFL player and “America’s Got Talent” finalist, is one of the most sought after keynote speakers due to his contagious energy and vision for achievement. During this final keynote presentation, Dorenbos is sure to inspire Staffing World attendees through his powerful life experiences and stories—relating them to the importance of teamwork, perseverance, and achieving new levels of personal and professional success. After losing both parents at the age of 12, through hard work and discipline Dorenbos exceeded his dreams by earning two Pro Bowl appearances and a Super Bowl ring during a 14-year football career. But after being diagnosed with a condition requiring emergency open-heart surgery, his life took another turn. Dorenbos now captivates audiences all over the world by combining his inspirational story and motivating work ethic with world-class magic, teaching attendees valuable lessons about embracing change and outperforming their competition.

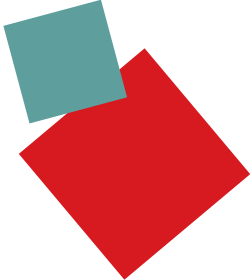


Follow @JonDorenbos  
#StaffingWorld

### Closing Super Session

Thursday, Oct. 17  
3:30–5 p.m.

Sponsored by **MONSTER**



# Effective Client Solution: Legal Acumen + Business Insight + Staffing Industry Knowledge & Experience

## Why Tannenbaum Helpern?

For more than 35 years, Tannenbaum Helpern's Staffing Industry Practice has been representing staffing firms with a wide range of legal and operational issues from unfair competition, employment agreements, restrictive covenants, EEO and wage and hour claims to franchising, governmental investigations, mergers and acquisitions, and litigation. We listen and understand our clients' concerns and strategize to formulate practical solutions. For more information about Tannenbaum Helpern visit [www.thsh.com](http://www.thsh.com).

## Employment/Staffing Law

- Client agreements
- Employment agreements (staff and temporary employees)
- Restrictive covenants
- Commission and incentive plans
- Licensing
- Severance and workforce reductions
- Governmental audits
- Anti-discrimination training
- Harassment investigations
- HR policies & procedures
- Family and Medical Leave Act
- Wage & hour compliance
- Unfair competition
- Disability accommodation
- Background checks
- Candidate screening and on-boarding procedures

## Franchising

- Franchise programs
- Franchise and disclosure documents
- Pre-sales registration

## Cybersecurity

- Data security and privacy notification laws
- Data privacy policies
- Incident response plan & breach response

## Litigation & Dispute Resolution

- Employment litigation including wage and hour actions and EEO claims
- Employment arbitrations
- Copyright, trademark and patent infringement
- Franchisor/franchisee disputes
- Restrictive covenant litigation
- ADA claims

## Corporate

- Corporate structure
- Mergers
- Acquisitions
- Joint ventures
- License agreements
- Public & private offerings
- Loan agreements
- Business formation
- Operating agreements
- VMS agreements
- Contract negotiations

## Intellectual Property

- Copyrights
- Patents
- Trade secrets
- Trademarks

## Meet our team:



Joel A. Klarreich  
212-508-6747  
JAK@thsh.com



Andrew W. Singer  
212-508-6723  
singer@thsh.com  
@employer\_lawyer



Stacey A. Usiak  
212-702-3158  
usiak@thsh.com  
@law4employers



Jason B. Klimpl  
212-508-7529  
klimpl@thsh.com  
@HR\_Attorney



David R. Lallouz  
212-702-3142  
lallouz@thsh.com  
@DavidRLallouz



Renee J. Silver  
212-508-6788  
silver@thsh.com

- 
- Join us on **October 16** at 8:30am for a keynote session featuring [Johnny C. Taylor Jr](#)
  - Join us on **October 16** at 11:15am for *Indemnification and Other Contractual Issues in Health Care Staffing Agreements* with [Renee J. Silver](#)
  - Join us on **October 17** at 11:30am for *Handling Harassment Complaints in the #MeToo Era* with [Jason B. Klimpl](#) and [Andrew W. Singer](#)

*See you at Staffing World 2019!*

# CONTINUING EDUCATION



Staffing World offers multiple ways to earn continuing education (CE) hours toward maintaining your ASA Certified Staffing Professional®, Technical Services Certified<sup>SM</sup>, Certified Health Care Staffing Professional®, or Certified Search Consultant® credential. Learn more at [americanstaffing.net/certification](http://americanstaffing.net/certification).

## Continuing Education at Staffing World 2019

By attending the various sessions, Tech Park presentations, and preconvention programs at Staffing World, you can earn up to 15.75 CE hours required for ASA certification renewal—including some legal and health care CE hours.

## Join the Industry Elite

More than 12,000 staffing professionals have reached the height of industry excellence. These individuals have earned one or more credentials from ASA. Join the industry elite. Learn more at [americanstaffing.net/certification](http://americanstaffing.net/certification).

## SHRM-CP and SHRM-SCP Certification

Staffing World sessions will be submitted to the Society for Human Resource Management for recertification credit hours.



## HR Certification Institute

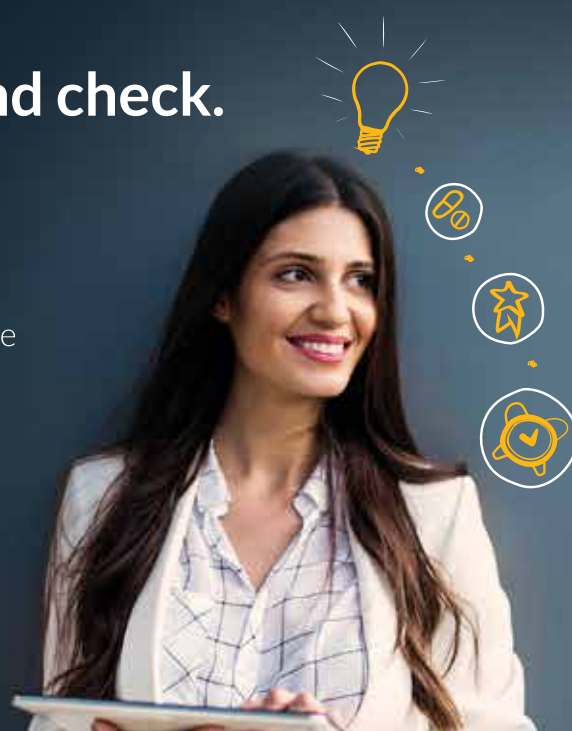
Staffing World sessions will be submitted to the HR Certification Institute for recertification credit hours.



## It's not just a background check. It's your reputation.

CareerBuilder Employment Screening has the best compliance record in the industry and is 22% faster than the competition. Get the results you want from a name you trust.

**It's our reputation too.**



Learn more at  
[careerbuilder.com/ASA](http://careerbuilder.com/ASA)





**DE BELLAS & CO.**

I N V E S T M E N T   B A N K I N G

Maximizing Shareholder Value Since 1983

**The Leading Merger &  
Acquisition Advisory Firm  
Exclusively Serving  
the Staffing Industry**

---

**For a Complimentary  
Valuation and  
Marketability Assessment,  
Please Contact One  
of the Senior Bankers  
Below During or  
Following the Conference.**

---

**[www.debellas.com](http://www.debellas.com)**

**Alfred De Bellas**  
*President*  
713.443.0805  
[adebellas@debellas.com](mailto:adebellas@debellas.com)

**Royal J. Brown**  
*Managing Director*  
949.842.7068  
[rbrown@debellas.com](mailto:rbrown@debellas.com)

**Akash Taneja**  
*Managing Director*  
714.349.0510  
[ataneja@debellas.com](mailto:ataneja@debellas.com)

# Kick Off Your Staffing World Experience

## Attend the Welcome Mixer on Tuesday

The Welcome Mixer at Staffing World, sponsored by ZipRecruiter, is the first networking and social event of the convention. It's an ideal rallying point for colleagues who have flown in from around the country and a fun event where you'll enjoy hors d'oeuvres and drinks. Greet old friends and make new connections.

**Tuesday, Oct. 15, 1:30–2:45 p.m.**

Sponsored by



## The Smartest Way to Hire

Find and hire qualified candidates faster than ever with ZipRecruiter's industry-leading AI-matching technology.

**To Learn More Contact**  
[Entsales@ziprecruiter.com](mailto:Entsales@ziprecruiter.com)



# Don't *all* employees deserve great benefits?

Your workforce is changing, so  
our benefits solutions are adapting.

Anthem FlexHour Plans provide your part-time,  
intermittent and variable-hour workers access  
to affordable care through comprehensive  
medical, specialty and supplemental coverage.

Contact Tim Mills, Sales Vice President  
[timothy.mills@anthem.com](mailto:timothy.mills@anthem.com)  
770-324-0418

The Anthem National Accounts business unit serves members of: Anthem Blue Cross Life and Health Insurance Company and Blue Cross of California using the trade name Anthem Blue Cross in California. Using the trade name of Anthem Blue Cross and Blue Shield for the following companies in: Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc.; Connecticut: Anthem Health Plans, Inc.; In Georgia: Blue Cross Blue Shield Healthcare Plan of Georgia, Inc.; Indiana: Anthem Insurance Companies, Inc.; Kentucky: Anthem Health Plans of Kentucky, Inc.; Maine: Anthem Health Plans of Maine, Inc.; Missouri (excluding 30 counties in the Kansas City area): RightCHOICE® Managed Care, Inc. (RIT), Healthy Alliance® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliates administer non-HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits; Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc., dba HMO Nevada.; New Hampshire: Anthem Health Plans of New Hampshire, Inc. Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc.; Ohio: Community Insurance Company; Virginia: Anthem Health Plans of Virginia, Inc. trades as Anthem Blue Cross and Blue Shield in Virginia, and its service area is all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123; Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI), underwrites or administers PPO and indemnity policies and underwrites the out of network benefits in POS policies offered by CompCare Health Services Insurance Corporation (CompCare) or Wisconsin Collaborative Insurance Corporation (WCIC). CompCare underwrites or administers HMO or POS policies; WCIC underwrites or administers Well Priority HMO or POS policies. In 28 eastern and southeastern counties in New York, Empire Blue Cross Blue Shield, the trade name of Empire HealthChoice Assurance, Inc., underwrites and/or administers the PPO, EPO, POS and indemnity policies. Independent licensees of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies Inc.



NEW!



# REGISTER FOR PRECONVENTION PROGRAMS

Before Staffing World officially kicks off, explore preconvention programs on Tuesday, Oct. 15, to advance your knowledge even further. **Choose from one of three learning paths** for your customized preconvention experience (all include lunch):

1

**Growth Strategies  
for Staffing  
Companies up to  
\$50 Million in  
Revenue**

2

**Discover New  
Revenue: Build or  
Expand a Direct  
Hire Business**

3

**Advancing Women  
Leaders in the  
Staffing Industry**

**Preconvention program rates: Member \$295 Nonmember \$495**

Note: Only the Tuesday basic pass includes a preconvention program; separate registration is required for all other pass options.

## SCHEDULE

**TUESDAY, OCT. 15**

**9:30 a.m.–1:30 p.m.**

### **Growth Strategies for Staffing Companies up to \$50 Million in Revenue**

*Facilitated by: **Scott Wintrip**, president and senior consultant, Wintrip Consulting Group*

*Additional Presenters: **Brian Frydenlund**, principal, Growth Mindset Group; **Brittany Sakata, Esq.**, associate general counsel, American Staffing Association; **Chris Taylor**, CEO, Actionable.co*

A limited-seating master class for leaders of fast-growing small and medium-sized staffing companies. This is an exceptional opportunity to engage with peers to discuss strategies, compare best practices, and benchmark your own plans and progress. Highly regarded industry thought leaders direct the discussion on topics ranging from optimizing small-team productivity to setting financial goals and KPIs, scaling and growth strategies, client relations, and more. You'll learn how other companies made the transition from "emerging" to aggressive growth, and learn the traits and tactics that helped them succeed. Early registrants can also enroll in an online follow-up session to further explore issues and questions. **See the detailed agenda for this preconvention program on the next page.**







## Growth Strategies for Staffing Companies up to \$50 Million in Revenue

**9:30–10 a.m.**

### **Business Roundtable Introductions**

All registrants should be prepared to give a brief (1–2 minute) overview of their company. Include details such as services provided, company size, geographic footprint, business mix, and how your company is performing year-to-date. Be prepared to answer the question: What is the most surprising marketplace trend you are seeing right now?

**10–11 a.m.**

### **Ten Traits of Companies Accelerating From Emerging to Fast-Growing**

**Scott Wintrip**, *president and senior consultant, Wintrip Consulting Group*

Staffing and workforce solutions companies that achieve fast and sustainable growth have important traits in common. This session explores those traits in detail—from leadership methods that improve staff performance, to sales strategies that boost margins, to recruiting tactics that increase the flow of top talent. Discover how these traits enhance differentiation, increase market share, and accelerate profitability, and take away actionable ideas for your company.

**11–11:15 a.m.**

### **Break**

**11:15 a.m.–12 noon**

### **Advanced Cash Flow Management for Staffing Company Executives**

**Brian Frydenlund**, *principal, Growth Mindset Group*

A recent study by U.S. Bank noted that 82% of small businesses fail due to poor cash flow management or a poor understanding of cash flow within their business. This session takes a deep dive into the financial statement called the “statement of cash flows.” The cash flow statement shows where the company’s cash came from and where it went. This session looks at the three core components of the statement, and uses a case study to demonstrate how they work. How the cash flow statement interacts with the profit and loss statement and

balance sheet will also be covered. You’ll gain a better understanding of how critical cash flow is to the success of your business—especially when the economy softens or during times of aggressive growth.

**12 noon–12:45 p.m.**

### **Make Your Strategy a Reality**

**Chris Taylor**, *CEO, Actionable.co*

You have a plan to build the company of your dreams, and a great strategy to make it happen. Yet the cold, hard truth is that your strategy is more likely to fail than succeed. According to a 2018 McKinsey study, 70% of strategies fail. The issue, however, is rarely bad strategy—but rather how your people interpret that strategy and shift behaviors to make it a reality.

As CEO of Actionable.co, Chris Taylor has worked with more than 2,000 organizations across 17 countries and virtually every sector to increase the likelihood that their strategic programs would succeed. By the end of this session, you will be able to communicate your growth strategies in a way that engages the hearts and minds of your teams and increases your odds of success. **This session includes a working lunch.**

**12:45–1:15 p.m.**

### **Top Compliance Issue Highlights**

**Brittany Sakata, Esq.**, *associate general counsel, American Staffing Association*

Join Brittany Sakata, associate general counsel of ASA, as she covers a variety of employment law matters impacting your staffing company’s growth potential—including marijuana and its role in the workplace, hiring issues such as ban-the-box and salary history bans, and paid leave laws.

**1:15–1:30 p.m.**

### **Key Takeaways and Wrap-Up**

**Scott Wintrip**, *president and senior consultant, Wintrip Consulting Group*

# PRECONVENTION PROGRAMS

TUESDAY, OCT. 15



9:30 a.m.–1:30 p.m.

## Discover New Revenue: Build or Expand a Direct Hire Business

Facilitated by: **John Ruffini**, vice president, professional development, HealthTrust Workforce Solutions  
Additional presenters: **Diane Geller, Esq.**, partner, Fox Rothschild LLP; **Mike Menzer, CSP**, managing director, Rotator Staffing Services Inc.; **Nick Schichtle**, vice president, national perm practices, Adecco Staffing

Do you have a direct hire business that you want to take to the next level? Are you looking to add direct hire to your roster of staffing services? This is your chance to hear highly successful direct hire experts share their strategies and techniques for building a direct hire business—finding candidates, capturing direct hire business from current clients, making placements, and more. Learn how to win in the fierce competition for top talent—even when that talent is fully employed and seemingly uninterested in making a change. Direct hire can be a natural fit for staffing businesses, providing a lucrative new revenue stream. This special preconvention program is a must-attend if you want to start or expand your direct hire business.

Visit [staffingworld.net](http://staffingworld.net) to see the full agenda for this program.

TUESDAY, OCT. 15



9:30 a.m.–2 p.m.

## Advancing Women Leaders in the Staffing Industry

This is the only Staffing World session that's exclusively by women and for women, and it's a rare opportunity to meet and reconnect with women leaders to expand your business network, while also strengthening the voice and influence of women in staffing. Get expert advice and insights on topics requested by the community—including career pathways, skills and confidence building, managing rising leaders, diversity and inclusion research, and more. Hear female entrepreneurs tell their stories about learning from their challenges and successes. If you're a senior executive, director, manager, or emerging leader, this intense, half-day session will inspire and arm you to take your career to the next level and advance the position of women in the industry. **See the detailed agenda for this preconvention program below.**



## Advancing Women Leaders in the Staffing Industry

9:30–10:15 a.m.

### Build Confidence and Your Personal Brand

**Carol Sankar**, founder, *The Confidence Factor for Women in Leadership*

It's time to stop over-thinking your next move as a woman for fear of external perceptions. You are too valuable to be invisible! Confidence is a brand (the most impressive accessory a woman can wear), and essential when you're a leader.

ASA is proud to have Carol Sankar as part of its Advancing Women Leaders presenters. Carol is the founder of the Confidence Factor for Women in Leadership, a global executive leadership firm that focuses on gender inclusion initiatives. She will focus on navigating through limiting beliefs so you can add value to your own voice and accelerate your personal brand.

**10:15–10:45 a.m.**

### **Speed Networking and Mentoring**

Get ready to meet and mingle! This structured forum kicks off the day so expanding your professional network is early on your agenda—as it should be.

**10:45–11 a.m.**

### **Break**

**11 a.m.–12 noon**

### **Concurrent Sessions Led by Catalyst Consultants:**

Catalyst is a global nonprofit working with some of the world's most powerful CEOs and leading companies to build workplaces that work for women.

#### **The Sponsorship Effect**

*Heather Foust-Cummings, Ph.D., senior vice president, research and consulting, Catalyst*

Finding and cultivating sponsors—whether informal or formal—can be a huge game changer for your career. But where do you start? In this session, you'll learn the difference between a coach, mentor, and sponsor, and learn strategies for positioning yourself to be both mentored and sponsored within your organization. You'll leave with a plan for building or expanding your own strategic network.

#### **Inclusive Communication and Courageous Conversations**

*Audrey Gallien, senior director, business development, Catalyst*

Why do people struggle to communicate authentically across their differences? To be sure, it's not easy to talk about our differences. Men who want to support more gender

equality, for example, can be afraid of being sexist, according to Catalyst research. And nondominant groups fear being stereotyped or discriminated against. Roadblocks such as beliefs, attitudes, and experiences can stifle meaningful dialogue. This breakout session offers solutions to these problems based on Catalyst research, so that participants can build effective work relationships through inclusive communication.

**12 noon–1 p.m.**

### **Networking Lunch**

**1–2 p.m.**

### **Executive Reflections: Looking Back to Propel Forward**

*Facilitated by: Leslie Vickrey, CEO and founder, ClearEdge Marketing*

*Panelists: Kelly Boykin, senior vice president—global alliances, Aquent; Beth Delano, CEO, Malone Workforce Solutions; Rhona Driggs, CEO, Empresaria Group PLC; Michele McCauley, senior vice president of human resources and principal, Apex Systems*

Sometimes in life you have to slow down to speed up—to reflect on and learn from what got you to where you are today, while continuing to make your mark on the future. Join this powerhouse of female staffing leaders as they reflect on what they've learned along their journey to the c-suite—including personal stories of overcoming fear, recovering from failure, and turning around any signs of self-doubt. Expect real talk from these pioneers, risk takers, and personal brand evangelists who will leave you feeling inspired to be your own No. 1 career champion, prioritize life goals, and find ways to rise up in the next generation of staffing industry leaders.

## **Special Reception for Women Leaders**

Come in early for the Advancing Women Leaders preconvention program, and you'll be invited to a special networking reception on Monday evening just for those who attend.

**Advancing Women Leaders preconvention program and reception sponsored by Bullhorn**



# STAFFING WORLD® Techpark



## Staffing World Debuts 'Tech Wednesday'

This year, the aptly-dubbed “Tech Wednesday” (Oct. 16) delivers a track of content dedicated to technology solutions and strategies specific to the industry. Staffing professionals can choose to immerse themselves in targeted tech content all day long—or mix it up with other convention content. Tech sessions include:

- **Staffing Tech Roundup: What’s Hot, What’s Hype, What You Need to Know**
- **Power Recruiters’ Technology Secrets and Solutions**
- **Robotic Process Automation: Put the Bots to Work for Your Business**
- **High-Performing Tech for High-Performance Sales**

**Plus—the popular Tech Park will feature 20+ Tech Talks.** Back for a third year by popular demand, the Tech Park is a buzzing center of technology solutions specific to the staffing and recruiting industry. There you can discover, learn about, and discuss the tools, systems, and platforms that can boost your company’s efficiency and productivity today—as well as potentially transform the way you do business tomorrow.

Get all the technology-related answers your staffing and recruiting company needs. Use your Staffing World personal radio, courtesy of ASA corporate partner ClearlyRated, to tune in to one of two simultaneous Tech Talks. These short, targeted presentations by vetted technology experts address staffing-specific tech challenges. The radios allow you to easily switch between presentations if you choose.

### Staffing World 2019 Tech Talk Schedule

10:30–10:40 a.m.	
<p><b>Stage 1</b>  <b>The Next Phase in HR Technology: Employee Engagement and Compliance</b>  <i>Marine Galstyan, AMGtime</i></p>	<p><b>Stage 2</b>  <b>On-Demand Staffing Is Here...What Happens Next?</b>  <i>Tosh Cook, gigRonin</i></p>
10:45–10:55 a.m.	
<p><b>Stage 1</b>  <b>Managing Your Online Reputation</b>  <i>Bridget Harper, ClearlyRated</i></p>	<p><b>Stage 2</b>  <b>6 Ways to Fill Jobs Faster (Don’t Gamble With Your Text Messaging)</b>  <i>Brad Herrmann, Call-Em-All</i></p>

1:30–1:40 p.m.

Stage 1

**Fill More Job Orders Faster With Programmatic Advertising**  
*Matt Lozar, Haley Marketing Group*

Stage 2

**A Bold New World: Exploring JobDiva's Robotics**  
*Tony Bosco, JobDiva*

1:45–1:55 p.m.

Stage 1

**It's Your Money—Make It Work for You (Better Recruitment Marketing)**  
*Leah Daniels, Appcast*

Stage 2

**Mobile Apps Change the Way You Do Business**  
*Jim Essey, CSP, The TemPositions Group of Cos.*

2–2:10 p.m.

Stage 1

**Not Your Average AI Tool—A True Talent Advisor**  
*Sarah Beth Maronpot, Leoforce*

Stage 2

**Cyber Insurance or Technology Errors and Omissions—What's the Difference?**  
*Joseph DeCarlo, World Wide Specialty Programs*

2:15–2:25 p.m.

Stage 1

**Interactive, Engaging, and Effective eLearning**  
*Robert Reid, Butler Street Consulting*

Stage 2

**5 Reasons Scheduling Automation Is Transforming the Staffing Industry**  
*Steve O'Brian, Shiftboard*

4–4:10 p.m.

Stage 1

**Data Is Talking—Are You Listening? Leverage Social Data to Quickly Source the Right Talent**  
*Lindsay Stanton, Digi-Me*

Stage 2

**Enhance Your Staffing Business: Relationship Building With Technology**  
*Alex Atwood, Gravy Work*

4:15–4:25 p.m.

Stage 1

**Time for Mobile: Transforming Staffing Industry Time and Attendance With a Mobile App**  
*Malissa Nettles, TempWorks Software*

Stage 2

**The Influence of Technology in the New World of Work**  
*Gretchen Keefner, Bullhorn*

5–5:10 p.m.

Stage 1

**The Evolution of Texting: Better Branding, More Interactive**  
*Jonathan Porter, Zipwhip*

Stage 2

**Crypto-Currency**  
*Jason Leverant, TSC, CSP, CSC, CHP, @Work Group*

5:15–5:25 p.m.

Stage 1

**Bring in More Business—Train Your Employees to Share on Social**  
*Adrian Dayton, ClearView Social*

Stage 2

**Essential Benefits to Drive Job Satisfaction**  
*Kayla Ellsworth, Essential StaffCARE*

Search the hashtag **#swtechpark** on social media to get more info and a glimpse of last year's presentations. Plus—be on the lookout for more information about **Tech Stands**, which debuted last year adjacent to the Tech Park. They are specialized booths that offer a convenient way to meet with staffing technology suppliers before, during, and after the popular Tech Talks.

# Don't Miss the ExpoPalooza



## *You're Invited!*

Visit the largest, most comprehensive staffing industry marketplace during the grand opening of the Staffing World expo hall—ExpoPalooza, sponsored by Advance Partners.

Enjoy drinks and light bites with your colleagues during this festive yet strategic first visit with more than 170 exhibitors. Staffing World exhibitors showcase a diverse range of inventive products and professional services in 40+ product and service categories. Meet suppliers face-to-face, conduct side-by-side comparisons, and assess the resources available to you to increase your company's efficiency and productivity.

Sponsored by

**advance**  
PARTNERS®

Funding Growth for Staffing Firms | A Paychex® Company



**When:** Tuesday, Oct. 15, 5–7 p.m.

**Where:** MGM Grand Las Vegas,  
Marquee Ballroom

**Attire:** Business Casual

# A STAFFING FIRM WITHOUT A FUNDING PARTNER IS LIKE A GAMBLER WITHOUT CHIPS



SEE US AT  
**BOOTH  
527**

advance  
PARTNERS®

Funding Growth for Staffing Firms | A Paychex® Company

NEW THIS YEAR

# Game Changers



**New this year**, Staffing World Game Changers are TED Talk-style, tag-team presentations by suppliers and their clients on solutions that deliver for staffing companies.

These practical case studies—on topics other than technology—offer real-world examples of how your peers are leveraging the help of staffing industry suppliers to solve their pressing business needs.

**Game Changers take place in the expo hall on Thursday, Oct. 17, 9:15–11:15 a.m.** Use your personal Staffing World radio, sponsored by ClearlyRated, to tune in to the dueling talks.

Attend Game Changers in addition to Tech Talks, Super Sessions, Preconvention Programs, Speed Talks, more than 25 other sessions and panel discussions, numerous networking events, and 170+ exhibitor booths to maximize your Staffing World experience.





# EXPERIENCE THE WORLD-CLASS EXPO

Staffing World is the world's largest marketplace for the staffing, recruiting, and workforce solutions industry, where you can learn about the latest technologies, innovative products, and new services to help your company keep its competitive edge and better serve your clients. Meet the valuable suppliers face-to-face, conduct side-by-side comparisons, and assess the resources available to you to increase your company's efficiency and productivity.

## Expo Hours and Events

### MONDAY, OCT. 14

8 a.m.-5 p.m. ....Exhibitor Move-In

### TUESDAY, OCT. 15

8 a.m.-1 p.m. ....Exhibitor Move-In

5-7 p.m. ....ExpoPalooza

### WEDNESDAY, OCT. 16

10 a.m.-7:30 p.m. ....Expo Open

10:15-11 a.m. ....Refreshment Break

10:30-11 a.m. ....Tech Talks

1-2:30 p.m. ....Lunch

1-2:30 p.m. ....ASA Cares LIVE

1:30-2:30 p.m. ....Tech Talks

3:45-4:30 p.m. ....Refreshment Break

4-5:30 p.m. ....Tech Talks

5:30-7:30 p.m. ....Let's Glow With ESC and Giveaways

### THURSDAY, OCT. 17

8-9 a.m. ....Breakfast

8 a.m.-2 p.m. ....Expo Open

9-11 a.m. ....Pawvana

9:15-11:15 a.m. ....Game Changers

10:30-11:15 a.m. ....Refreshment Break

12:30-2 p.m. ....Lunch and Giveaways

12:30-2 p.m. ....ASA Cares LIVE

2-9 p.m. ....Exhibitor Move-Out



## 40+ Product and Service Categories

Staffing World exhibitors showcase a diverse range of inventive products and professional services in a wide variety of categories:

- Accounts receivable financing
- Advertising, sales, and marketing
- Application service provider
- Asset-based lending
- Background checks
- Business and administrative services
- Business forms
- Business tax reduction services
- Client services
- Collections and receivables management
- Consulting and market research
- Debit payroll cards
- Drug testing
- Employment screening
- Factors
- Financial services
- Front-office recruiting technology
- Health care sector services
- Immigration
- Information technology services
- Insurance and employee benefits
- International recruitment
- Internet career sites
- Investment banking
- Legal services
- Management consulting
- Mergers and acquisitions
- Offshore recruitment support
- Outplacement services
- Payroll cards
- Payroll distribution
- Payroll funding
- Recruiting support
- Risk management
- Social media
- Software and services, web-based
- Software systems
- Testing and training
- Time and attendance
- W-2 services
- Website design and internet services
- Workers' compensation

Categories subject to change.

## Don't Miss Networking Lunches in the Expo!

Staffing World attendees and exhibitors have the opportunity to talk business, network, and enjoy each other's company over a hot lunch.

Wednesday lunch sponsored by



# YOU'LL FIND IT ALL IN THE Staffing World Expo

The Staffing World expo features 170+ suppliers to the industry—and is a strategic place to learn about and demo products and services that can help grow your business. While you're there, check out these other exciting events happening in the expo:

**NEW!**

## Cash In at the S.W.A.G. Shop!

This year's convention has its own currency—and you will get to spend it at the S.W.A.G. Shop (S.W.A.G. stands for Staffing World Attendee Gifts). Check out the S.W.A.G. Shop in the expo, where you'll find fun items you will want to take home with you, including:

- Soft cotton **Staffing World T-shirts**
- **Personal fans** that plug into your cellphone
- **ASA Tervis cups**—perfect for keeping drinks hot or cold
- High-quality, **patterned ASA socks**
- **ASA-branded bluetooth devices** to keep track of your keys
- **Popsockets** to help make your cellphone easier to hold

### HOW DO I COLLECT S.W.A.G. BUCKS?

There are several ways to collect S.W.A.G. bucks, but the most efficient way is by visiting with exhibitors in the expo.



**You can also use your S.W.A.G. bucks toward prize drawing entries.**

Many Staffing World exhibitors will donate high-value prizes to raffle off at the convention on Wednesday and Thursday—including a 75" Smart 4K TV, Apple iPad Air, \$500 Amazon gift card, and much more.

## Enjoy a Massage at the Kittrell Relaxation Zone



The Kittrell Relaxation Zone, sponsored by Kittrell Paycard, is your destination for relaxation. The lounge features comfortable seating, foot massage machines as well as energizing chair massages from a professional massage therapist, fruit-infused water service, convenient electronic device charging stations, and more. It's open whenever the expo hall is open.

Stop by often to recharge and refresh. Then visit Kittrell Paycard across the aisle in booth #207 for all your paycard needs.

Sponsored by



# KITTRELL PAYCARD



Making the switch to Kittrell Paycard will save you and your employees time and money.

- ✓ **FREE for Employers**
- ✓ **Built-in State-by-State Compliance**
- ✓ **Unlimited Fee Free Access to Cash for Employees**
- ✓ **Dedicated Client Support Team**
- ✓ **Remote Admin Portal Access**



*We bet you'll love it!*

Stop by for a relaxing massage, charge up, then visit us across the aisle in Booth 207.



**214-692-0375 • [kittrellpaycard.com](http://kittrellpaycard.com)**

This card is issued by Stride Bank, N.A., Member FDIC, pursuant to a license from Visa U.S.A. Inc. For Customer Service or card balance call 1-844-311-2772 or log onto your card account at [kittrellcard.com](http://kittrellcard.com). To report a lost or stolen card call 1-844-311-2772. By activating or using this card, you agree to be bound by the Terms and Conditions associated with the program.

**NEW!**

## Welcome to the SUNZ Deck!

You'll be working hard at Staffing World—learning, networking, idea-sharing. What better way to continue the conversations and have some fun with your colleagues than to hit the SUNZ Deck in the Staffing World expo?

Join sponsor SUNZ Insurance and new Staffing World friends at this fun-filled garden deck. Challenge a friend to a game:

- **Connect Four**
- **Beanbag Toss**
- **Putting Green**
- **Jenga**

Plus, select your favorite tunes on a jukebox while you enjoy the SUNZ Deck. Visit whenever the Staffing World expo is open. Share your game victories on Twitter using the hashtag #StaffingWorld—and give a shout out to SUNZ Deck sponsor @SUNZInsurance.

**See you at the SUNZ Deck!**

Sponsored by





# Recharge & Relax

Located at space No. 128 directly across from the main ASA booth.

*Relax and recharge on the SUNZ deck at ASA Staffing World! Boost your phone battery by utilizing our charging stations or participate in some friendly competition in our game area!*

Sponsored by

# SUNZ

INSURANCE

*Positive Energy in a Risky World.*

941.306.3077 | [SUNZinsurance.com](http://SUNZinsurance.com)

# STAFFING WORLD EXPO

## Giving Back by Popular Demand— Take Part in ASA Cares LIVE!

Want to have some fun, meet fellow convention attendees, and give back in a meaningful way to Staffing World's host city? Join us for ASA Cares LIVE during lunch in the expo hall on Wednesday and Thursday. Choose one (or all!) of these meaningful activities:

- Assemble hygiene bags for homeless individuals in Las Vegas
- Create employability tip kits for disadvantaged youth in Las Vegas
- Create paracord "survival" bracelets for deployed members of the U.S. military

### ASA is excited to add "Pawvana" to the ASA Cares LIVE activity lineup!

Spend a few minutes playing with adorable dogs available for adoption on Thursday morning for a small donation to a Las Vegas-based animal welfare organization.

Whether you have five minutes or an hour to spare, you can make a difference.

Sponsored by four-time ASA Care Award honoree Avionté (Booth #436-437).



# Empowering 25,000 Staffing Professionals to be Extraordinary!

Introducing...

# AVIONTÉ BOLD

[www.avionte.com](http://www.avionte.com)



# JUST GLOW WITH IT

Wednesday, Oct. 16,  
5:30–7:30 p.m.

25+ sessions, 12 networking events, the largest and most diverse industry expo, three world-class keynote presenters...Staffing World is sure to keep you busy! Unwind during a special evening reception on Wednesday, Oct. 16, 5:30–7:30 p.m. with a glow theme. “Let’s Glow With ESC,” sponsored by ASA corporate partner Essential StaffCARE, is your chance to join your Staffing World friends for:

- Music, dancing, and games
- Brightly colored cocktails and tasty bites
- A chance to win Lady Gaga tickets and other high-value prizes

You’ll receive fun accessories to get you in the theme spirit!

## WIN LADY GAGA TICKETS!

To top off this already grand party, attendees will also have the opportunity to win concert tickets to Grammy Award-winning music superstar Lady Gaga’s “Enigma” show in Las Vegas on Thursday, Oct. 17, 8 p.m. Just drop off your business card at sponsor Essential StaffCARE’s booth during expo hours—starting on Tuesday, Oct. 15—and attend the “Let’s Glow With ESC” party to see if you’ve won!



WE HOPE TO SEE YOU THERE!

Sponsored by



# SESSIONS

Staffing World delivers the most comprehensive, diverse, and engaging learning opportunities in the staffing, recruiting, and workforce solutions industry. Whether you are new to the industry or a 20-year veteran, you will gain valuable, cutting-edge information, strategies, connections, and resources during your Staffing World experience.

Visit [staffingworld.net](http://staffingworld.net) for full session descriptions.

## TUESDAY, OCT. 15

### PRECONVENTION PROGRAMS

9:30 a.m.–1:30 p.m.

#### Growth Strategies for Staffing Companies up to \$50 Million in Revenue

Facilitated by: **Scott Wintrip**, president and senior consultant, Wintrip Consulting Group; Additional Presenters: **Brian Frydenlund**, principal, Growth Mindset Group; **Brittany Sakata, Esq.**, associate general counsel, American Staffing Association; **Chris Taylor**, CEO, Actionable.co

#### Discover New Revenue: Build or Expand a Direct Hire Business

Facilitated by: **John Ruffini**, vice president, professional development, HealthTrust Workforce Solutions  
Additional presenters: **Diane Geller, Esq.**, partner, Fox Rothschild LLP; **Mike Menzer, CSP**, managing director, Rotator Staffing Services Inc.; **Nick Schichtle**, vice president, national perm practices, Adecco Staffing

9:30 a.m.–2 p.m.

#### Advancing Women Leaders in the Staffing Industry

**Kelly Boykin**, senior vice president–global alliances, Aquent; **Beth Delano**, CEO, Malone Workforce Solutions; **Rhona Driggs**, CEO, Empresaria Group PLC; **Heather Foust-Cummings, Ph.D.**, senior vice president, research and consulting, Catalyst; **Audrey Gallien**, senior director, business development, Catalyst; **Michele McCauley**, senior vice president of human resources and principal, Apex Systems; **Carol Sankar**, founder, The Confidence Factor for Women in Leadership; **Leslie Vickrey**, CEO and founder, ClearEdge Marketing

Sponsored by  Bullhorn

3–5 p.m.

### SUPER SESSION AND SPEED TALKS

#### The Time to Innovate and Adapt Is Now

**Becky Frankiewicz**, president, ManpowerGroup North America

Sponsored by  WORLD WIDE  
Specialty Programs



# WEDNESDAY, OCT. 16

8:30–10 a.m.

## SUPER SESSION

### Shaping Better Workplaces for a Better World

Johnny C. Taylor Jr., president and CEO, Society for Human Resource Management

Sponsored by  Tannenbaum Helpert  
Syracuse & Hirschtritt LLP

11:15 a.m.–12:45 p.m.

### Staffing Tech Roundup: What's Hot, What's Hype, What You Need to Know

Facilitated by: **Jim Essey, CSP**, president and CEO, The TemPositions Group of Cos.; Panelists: **Hope Bradford**, senior director of IT, Kelly Services; **Kevin Delaski**, vice president and CIO, The TemPositions Group of Cos.; **Tom Erb, CSP**, president, Tallann Resources LLC

### MSP as a New Road to Growth for Professional Staffing Companies

**David Ballew**, managed service provider consultant, CC Advisors Group LLC; **Claudette Cunitz, TSC, CSP**, staffing industry consultant, speaker, and trainer, CC Advisors Group LLC

### Why You Can't Live Without Marketing in Your Commercial Staffing Company

Facilitated by: **Leslie Vickrey**, CEO and founder, ClearEdge Marketing; Panelists: **Beth Delano**, CEO, Malone Workforce Solutions; **Stacy Kleinhenz**, vice president of human resources, BelFlex Staffing Network

### Indemnification and Other Contractual Issues in Health Care Staffing Agreements

**Howie Arnold**, senior corporate counsel, HealthTrust Workforce Solutions; **Michael Redding**, corporate counsel, AMN Healthcare; **Renee Silver, Esq.**, counsel, Tannenbaum Helpert Syracuse & Hirschtritt LLP

2:45–3:45 p.m.

### High-Performing Tech for High-Performance Sales

Facilitated by: **Jason Leverant, TSC, CSP, CSC, CHP**, president and COO, @Work Group

### Power Recruiters' Technology Secrets and Solutions

Facilitated by: **Brian Delle Donne**, president, Talent Tech Labs

### Robotic Process Automation: Put the Bots to Work for Your Business

**Mike Whitmer**, global CIO, Recruit Global Staffing

### Permission: Granted to Build an Inclusive Culture

**Risha Grant**, founder and CEO, Risha Grant LLC

Sponsored by  Assurance  
Minimizing risk. Maximizing health.™

## DON'T MISS OUT: LEADERSHIP ACCELERATOR WITH MICHELLE POLER

Is fear an obstacle, or an opportunity? Join Michelle Poler, creative and passionate founder of Hello Fears—a social movement empowering millions to step outside of their comfort zone and tap into their full potential—as she shares her passion and new ideas for conquering your fears and re-writing your own script.

Wednesday, Oct. 16, 4:45–5:30 p.m.

Sponsored by

  
**Assurance**  
Minimizing risk. Maximizing health.™

## WEDNESDAY, OCT. 16

2:45–3:45 p.m., cont.

### Four Principles to Engage and Influence Candidates

Mark Wolf, CSP, director of performance and sales training, C&A Industries

### Dissecting M&A Transactions

Facilitated by: Akash Taneja, managing director, De Bellas & Co.

Panelists: Dave Phillips, managing director, Bowstring Advisers; Sam Sacco, principal, R.A. Cohen Consulting

4:45–5:30 p.m.

### Leadership Accelerator—Fear Less, Do More

Michelle Poler, social entrepreneur, keynote speaker, fear facer, and branding strategist

Sponsored by



### The Most Entertaining Employment Law Game Show Ever

Stephen Dwyer, Esq., general counsel, American Staffing Association; Toby Malara, Esq., government affairs counsel, American Staffing Association; Brittany Sakata, Esq., associate general counsel, American Staffing Association

# r.a. cohen consulting

Mergers / Acquisitions / Advisory Services



Sam Sacco @ 910.769.4057  
sam@racohenconsulting.com



Brian Kennedy @ 416.229.6462  
brian@racohenconsulting.com

# THURSDAY, OCT. 17

9:15–10:15 a.m.

## The Power of Risk Management: Profitability Upside, No Downside

*Bill Nagel, vice president, PMC Insurance Group*

## Building a Multiplatform Social Media Recruitment Program

*Kristin Kane Ford, director of social media, Imparture Inc.*

## Generational Shift: Secrets to Succeeding With the Millennial Workforce

*Eric Gregg, CEO and founder, ClearlyRated*

## Reefer Madness: What Legal Marijuana Means for Staffing Companies

*Facilitated by: Robert Thompson, vice president, World Wide Specialty Programs*

*Panelists: Eric J. Janson, Esq., partner, labor and employment department, Seyfarth Shaw LLP; Daphne Phalon, CSP, vice president of eastern operations, The Job Center*

## Two Lies and a Truth

*Scott Wintrip, president and senior consultant, Wintrip Consulting Group*

*Judges: Tom Gimbel, founder and CEO, LaSalle Network; Joyce Russell, president, Adecco Group US Foundation; Mark Toth, CSP, chief legal officer, ManpowerGroup*

Sponsored by 

9:15–11:15 a.m.

## GAME CHANGERS

*TED Talk-style, tag-team presentations by vendors and their clients on nontechnology solutions that deliver for staffing companies.*

10:30 a.m.–1 p.m.

## SPECIAL SESSION *(space limited)*

### Confessions of Staffing CEOs—Past and Present

*Jeff Bowling, member, Four Piers Capital Partners LLC; Dan Campbell, CSP, founder and executive chairman, Hire Dynamics LLC; Jeff Harris, chairman and co-founder, ettain group; Leo Sheridan, CEO, Advanced Group*

Sponsored by 

11:30 a.m.–12:30 p.m.

## Everything But LinkedIn: Leveraging the Big Four Social Media Platforms

*Kristin Kane Ford, director of social media, Imparture Inc.*

## CAN YOU TELL THE LIES FROM THE TRUTH?

A “Two Lies and a Truth” session explores the classic game with a twist: Staffing experts present their scenarios on each topic and do their best to convince you it’s true. Can you spot the staffing urban legends? Which one of these outlandish stories about clients and candidates is true? Each round covers a staffing topic that’s relevant right now.

Thursday, Oct. 17, 9:15–10:15 a.m.

Sponsored by 

## THURSDAY, OCT. 17

**11:30 a.m.–12:30 p.m., cont.**

### From Pain to Gain: Proven Tactics to Re-Invigorate Your Sales Process

*Shad Tidler, consultant, Lushin and Associates*

### Handling Harassment Complaints in the #MeToo Era

*Diane Geller, partner, Fox Rothschild LLP; Jason Klimpl, partner, Tannenbaum Helpert Syracuse & Hirschtritt LLP; Andrew Singer, co-managing partner, Tannenbaum Helpert Syracuse & Hirschtritt LLP*

### Words Matter: The Secret Formula to Fill Your Talent Pipeline

*Steve Berchem, CSP, COO, American Staffing Association; Adam Bleibtreu, chief marketing officer, ASGN and Creative Circle, and chairman, ASA industry marketing committee*

**Sponsored by** **MAXIMUS** | Tax Credit and Employer Services

### The Smart Marketing Show

*David Searns, CEO, Haley Marketing; Brad Smith, director, SEO and social media, Haley Marketing*

### Diverse Business Partnership Opportunities

*Facilitated by: Ken Taunton, CSC, president and CEO, The Royster Group Inc.*

*Panelists: Norma Marquez, diversity and inclusion manager, Randstad North America; Brenda Marshall, principal—global diversity solutions, Kelly Services; Jody Mohammed, global head, supplier partnerships, Pontoon Solutions; Paula Ratliff, vice president and general manager, ManpowerGroup; Steve Wehn, vice president, government and community relations, AMN Healthcare*

**2:15–3:15 p.m.**

### Diverse Business Partnership Opportunities Meetup

### Tools, Tips, and Secret Tricks to Master LinkedIn

*Kristin Kane Ford, director of social media, Imparture Inc.*

### Making the Most of the Critical First Interview

*John Ruffini, vice president, professional development, HealthTrust Workforce Solutions*

## Reserve Now: Diverse Business Partnership Opportunities Meetup

Most large staffing firms utilize diverse staffing companies as both teaming partners and subcontractors. Certified diverse companies are encouraged to participate in this Staffing World meetup where you'll have the opportunity to spend a few minutes with key leads from ManpowerGroup, Kelly Services, Randstad, Aerotek, AMN Healthcare, and Pontoon Solutions. Learn how to start a potential partnership so that your capabilities can be aligned to the best programs to provide staffing solutions to customers across a variety of business disciplines. Space is limited—once you register for Staffing World, email [swipsession@americanstaffing.net](mailto:swipsession@americanstaffing.net) to save your spot!

**Thursday, Oct. 17, 2:15–3:15 p.m.**

# THURSDAY, OCT. 17

## Hiring by the Rules: Onboarding, Background Checks, and I-9s

Helen Konrad, Esq., director, immigration practice group, McCandlish Holton PC; Courtney Stieber, partner, Seyfarth Shaw LLP

## Driving Change and Making It Stick

Dan Fisher, founder, Menemsha Group

## Deeper Dialogue: Conversations That Inspire

John Klymshyn, consultant and author, The Business Generator Inc.

Sponsored by



3:30–5 p.m.

## SUPER SESSION

## Persevere and Live in Vision, Not in Circumstance

Jon Dorenbos, former NFL player and 'America's Got Talent' finalist

Sponsored by **MONSTER**

## SPECIAL SESSION: Confessions of Staffing CEOs— Past and Present

We've rounded up some of the most visionary, successful, and influential staffing industry CEOs—past and present—to share their breakthroughs, war stories, home runs, and strikeouts that have helped shape the staffing industry as it is today. Space is limited—after registering for Staffing World, email [swvipsession@americanstaffing.net](mailto:swvipsession@americanstaffing.net) to reserve your seat.

Thursday, Oct. 17, 10:30 a.m.–1 p.m.

Sponsored by



## Barrow Group, LLC

Your National Staffing Services Specialist

CIC; CRM; CWCA; CISR; CSP; CBWA; RHU on staff

### Health & Benefits

Tailored Benefit Programs, specific to each company

ACA Compliant Health Care Reform Consultation

ACA Updates, Guides and Videos

Employee Educational Materials

Fully Insured and Self-Funded Options

### Casualty

Workers' Compensation -

Guaranteed Cost, Deductible Plans, Captives

Staffing Services Liability -

General, Professional and Employment Practices

Risk Management

Training Available, Safety Manuals

For more information please visit:

[www.barrowgroup.com](http://www.barrowgroup.com)

or call

(800) 874-4798



# FEATURED EXHIBITORS



## American Staffing Association

**BOOTH 428**

Association

**ASA Headquarters** 📞 703-253-2020

[asa@americanstaffing.net](mailto:asa@americanstaffing.net) 📧

[americanstaffing.net](http://americanstaffing.net)

The American Staffing Association is the voice of the U.S. staffing, recruiting, and workforce solutions industry. ASA and its state affiliates advance the interests of the industry across all sectors through advocacy, research, education, and the promotion of high standards of legal, ethical, and professional practices.



## Automated Business Designs

**BOOTH 506**

Software and Services, Web-Based; Software Systems

**John Roeslmeier** 📞 800-944-4223

[sales@abd.net](mailto:sales@abd.net) 📧 [abd.net](http://abd.net)

In recruiting and staffing, it's all about connections. Ultra-Staff EDGE software can help you connect. Designed for direct hire, temporary, and medical staffing, Ultra-Staff EDGE software is a solution that offers and brings together front office, back office, web presence, and social networking.



## Avionté Staffing Software

**BOOTH 436 & 437**

Front-Office Recruiting Technology; Software and Services, Web-Based; Software Systems; Time and Attendance

**Brenda Long** 📞 651-556-2121

[brenda.long@avionte.com](mailto:brenda.long@avionte.com) 📧 [avionte.com](http://avionte.com)

Avionté is a leader in enterprise staffing and recruiting software solutions, offering innovative end-to-end technology solutions to over 900 customers and 25,000 users throughout the U.S. and Canada. Avionté delivers a robust platform for clerical, light industrial, IT, and professional staffing firms to maximize profits and boost productivity.



## Barrow Group

**BOOTH 307**

Health Insurance; Insurance and Employee Benefits; Workers' Compensation

**Bob Barrow** 📞 770-338-7392

[bbarrow@barrowgroup.com](mailto:bbarrow@barrowgroup.com) 📧 [barrowgroup.com](http://barrowgroup.com)

Barrow Group is a niche insurance broker offering comprehensive, tailored insurance solutions for temporary staffing and PEO industries. We relieve any, or all, of your present in-house responsibilities: workers' compensation, staffing services liability, risk management, and employee benefits compliant with health care reform. Visit Booth #307!

## FEATURED EXHIBITORS



### Bullhorn

#### BOOTH 515

Business and Administrative Services; Front-Office Recruiting Technology; International Recruitment; Recruiting Support; Software and Services, Web-Based; Time and Attendance

**Mike Fleming** 📞 617-478-9100

[sales@bullhorn.com](mailto:sales@bullhorn.com) 🌐 [bullhorn.com](http://bullhorn.com)

Bullhorn is the global leader in software for the staffing industry. More than 10,000 companies rely on Bullhorn's cloud-based platform to power their staffing processes from start to finish. Headquartered in Boston, with offices around the world, Bullhorn is founder-led and employs more than 950 people globally.



### CareerBuilder

#### BOOTH 415

Internet Career Sites; Software Systems

**Mike Ward** 📞 312-698-0914

[mike.ward@careerbuilder.com](mailto:mike.ward@careerbuilder.com) 🌐

[hiring.careerbuilder.com](http://hiring.careerbuilder.com)

CareerBuilder is a global technology company that provides end-to-end talent acquisition solutions to help employers find, hire, and onboard great talent, and help job seekers build new skills and progressive careers. CareerBuilder is the only company that offers both software and services for the Hello to Hire™ process.



### ClearlyRated (powered by Inavero)

#### BOOTH 407

Advertising, Sales, and Marketing; Consulting and Market Research; Software Systems

**Cris Schulz** 📞 503.542.3347

[cris.schulz@clearlyrated.com](mailto:cris.schulz@clearlyrated.com) 🌐

[clearlyrated.com/solutions](http://clearlyrated.com/solutions)

ClearlyRated (powered by Inavero) is a leading provider of client and talent online feedback systems for the staffing industry. The ClearlyRated (powered by Inavero) proprietary online surveying software helps you easily measure the client and talent experience, capture testimonials to increase new business, discover how you stack up against competitors, and earn an award for exceptional service quality.



### COATS

#### BOOTH 111

Software Systems; Front-Office Recruiting Technology

**Karen Connor** 📞 757-499-3808

[kconnor@coatssql.com](mailto:kconnor@coatssql.com) 🌐 [coatssql.com](http://coatssql.com)

COATS Staffing Software innovative technologies provides everything a staffing firm needs. COATS Visual, our latest release, automates both talent and client data, unleashing the power of a completely integrated front- and back-office. From online apps, job ads, electronic onboarding, payroll, AP/AR/GL, and everything in-between, COATS is your partner in staffing.

## FEATURED EXHIBITORS

### Crelate Talent

#### Crelate Inc.

##### BOOTH 660

Front-Office Recruiting Technology; Information Technology Services; Internet Career Sites; Software and Services, Web-Based; Software Systems

Aaron Elder 📞 443-569-8262

marketing@crelate.com 🌐 crelate.com

Crelate Talent is recruitment software designed for agency recruiters. With a fast and flexible design, Crelate empowers recruiters to efficiently grow careers, relationships, and teams at a faster pace. Over 5,000 recruiters trust Crelate's solution to track applicants, manage clients, and make more placements.

CTK NORTH AMERICAN  
INSURANCE SERVICES



#### CTK North American/ INSURICA

##### BOOTH 354

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Natalie Mocias 📞 714-321-9646

nmocias@ctkins.com 🌐 ctkins.com

CTK North American/INSURICA has provided innovative and cost effective risk management and insurance programs to the staffing industry for more than 45 years. We implement custom insurance programs, matching you with the appropriate carriers for your unique needs. Our programs are comprehensive—providing every coverage a firm needs, including workers' compensation.

### EMPLOYSTREAM

#### EmployStream

##### BOOTH 608

Employment Screening; Front-Office Recruiting Technology; Software and Services, Web-Based; Software Systems

Stormie Haller 📞 216-816-0086

stormie@employstream.com 🌐 employstream.com

EmployStream offers the best onboarding and candidate experience platform in staffing. Built to automate and simplify critical touchpoints throughout the hiring process, EmployStream's cloud-based, mobile-first platform makes qualifying, hiring, and engaging candidates easy for everyone involved. It eliminates costly mistakes and delays, allowing companies to hire up to 90% faster and at half the cost.



#### Essential StaffCARE

##### BOOTH 301

Health Care Sector Services; Health Insurance; Insurance and Employee Benefits; Software and Services, Web-Based

Jody Williams 📞 864-546-0057

jodywilliams@essentialstaffcare.com 🌐

essentialstaffcare.com


Essential StaffCARE is the largest provider of ACA-compliant health plans and supplemental employee benefits to the staffing industry. Serving over 1,800 staffing company clients and enrolling over 750,000 temporary employees annually, ESC offers ACA-compliant MEC plans, fully-insured major medical plans, supplemental fixed indemnity plans, comprehensive enrollment, and ACA audit technology solutions.





## FBG Holdings

### BOOTH 635

Financial Services; Payroll Distribution; Payroll Funding; Software and Services, Web-Based; Software Systems; Time and Attendance  
**DeAnna Martindale**  855-266-1660  
**dmartindale@timerack.com**  [fbgholdings.com](http://fbgholdings.com)

FBG Holdings understands that staffing has experienced an evolution with employment solutions and a gamut of services is key. Cachet® ACH processing, Payroll Tax Management®, Time Rack® and SBS Payroll™ and HCM offering comprehensive product offerings and client-centric teams. The FBG family of companies provides complete holistic workforce solutions.



## Haley Marketing

### BOOTH 337

Advertising, Sales, and Marketing; Internet Career Sites; Recruiting Support; Social Media; Software and Services, Web-Based; Website Design and Internet Services  
**David Searns**  888-696-2900  
**dsearns@haleymarketing.com**  [haleymarketing.com](http://haleymarketing.com)

Website design. Recruitment marketing. Blog writing and social media. SEO. Reputation management. Email newsletters. Integrated direct marketing. Corporate identity. And now, low cost video marketing! At Haley Marketing, marketing for staffing and recruiting firms is all we do. Let us help you stand out, stay top-of-mind, and sell more!



## InfoMart

### BOOTH 453



Background Checks; Drug Testing; Employment Screening; Risk Management; Social Media  
**Elliot Gildar**  770-984-2727  
**elliott.gildar@infomart-usa.com**  [backgroundscreening.com](http://backgroundscreening.com)

InfoMart, an expert in global background checks and identity screening, has delivered quick, accurate results to staffing companies for 3 decades. Backed by innovative technology, a RESTful API that integrates with systems like Bullhorn, and experience serving staffing companies, we streamline screening for you and your clients. WBENC-certified, NAPBS-accredited.



## JobDiva

### BOOTH 315

Front-Office Recruiting Technology; Recruiting Support  
**Yana Nigen**  212-306-0194  
**yana@jobdiva.com**  [jobdiva.com](http://jobdiva.com)

JobDiva, the leading global ATS, is delivered to clients via the cloud. With an ever-expanding customer base of over 30,000 users, JobDiva stands as recruitment's ERP of choice. As evidenced by the user community's online reviews, users agree that JobDiva is the world's most impressive recruitment software.

## FEATURED EXHIBITORS



### Kittrell Paycard

**BOOTH 207**

Debit Payroll Cards; Financial Services; Payroll Cards; Payroll Distribution

Mary Kittrell-Kinkaid 📞 214-692-0375

mary@kittrellcompanies.com 🌐 [kittrellpaycard.com](http://kittrellpaycard.com)

Kittrell Paycard, the paycard your employees deserve! Our customers experience phenomenal service offering Kittrell Paycard's fully compliant program! Integration and implementation are tailored to specific needs. Dedicated client support powered by superior technology produces the successful solution. Free to employers, unlimited fee free access for employees. Increase recruitment and retention. Mary Kittrell-Kinkaid, 214-692-0375.



### Lone Oak Payroll

**BOOTH 223**

Accounts Receivable Financing; Collections and Receivables Management; Payroll Funding; Payroll Distribution; W-2 Services

Kevin Standa 📞 651-203-8070

kevin.standa@loneoakpayroll.com 🌐

[loneoakpayroll.com](http://loneoakpayroll.com)

Lone Oak Payroll offers staffing agencies payroll funding and comprehensive solutions to finance growth, reduce costs, improve efficiency, and maximize profitability. We also offer a cutting edge ATS/CRM system in addition to payroll processing, tax processing services, credit/collection services, customer and employee web portals, time clocks, and more.



### LocalJobs.com

**BOOTH 563**

Advertising, Sales, and Marketing; Internet Career Sites; Social Media

Brian Bowman 📞 828-209-1010

brianbowman@localjobs.com 🌐 [localjobs.com](http://localjobs.com)

LocalJobs.com makes finding a job or candidate more fun and effective through the presentation of personal and authentic passion. This transparency results in common goals and dreams that together drive job satisfaction for employees and help recruiters build wildly successful companies. Get a demo and receive show-only special pricing!



### Monster

**BOOTH 201**

Internet Career Sites; Website Design and Internet Services

Tim Robbins 📞 267-975-3328

tim.robbins@monster.com 🌐

[hiring.monster.com/solutions/staffing.aspx](http://hiring.monster.com/solutions/staffing.aspx)

Monster is a global leader in connecting the right people and the right jobs. The company aims to make workplaces happier and more productive by transforming how employers find talent and candidates find careers. By leveraging innovative digital, social, and mobile solutions Monster enables employers and candidates to see each other more clearly.



## Networkers Funding

**BOOTH 411**

Payroll Funding; Business and Administrative Services; Software and Services, Web-Based  
**Joyce Dieck**  **866-794-7246**  
[joyce@networkersfunding.com](mailto:joyce@networkersfunding.com)   
[networkersfunding.com](http://networkersfunding.com)

Networkers Funding is a full-service, administrative, and payroll funding company for temporary staffing agencies. We provide the technology and complete back-office support you need so you can focus on sales. Our knowledgeable and professional staff understands the staffing industry and offers unbeatable technology, customer service, flexibility, and pricing.

## *r.a.cohen* consulting

*M & A experience when you need it most.*

## R. A. Cohen Consulting

**BOOTH 536**

Consulting and Market Research; Business and Administrative Services

**Sam Sacco**  **910-769-4057**  
[sam@racohenconsulting.com](mailto:sam@racohenconsulting.com)   
[racohenconsulting.com](http://racohenconsulting.com)

Sam Sacco and Brian Kennedy combine more than 60 years of expertise in staffing and in mergers and acquisitions to help you buy, sell, value, or merge your business. The company has orchestrated more than 160 successful staffing industry transactions, finding the best cultural fit and business value for clients.



## TCI Business Capital

**BOOTH 348**

Accounts Receivable Financing; Asset-Based Lending; Collections and Receivables; Factors; Payroll Funding; Risk Management


**Kelly Nelson**  **800-707-4845**  
[knelson@tcicapital.com](mailto:knelson@tcicapital.com)  [tcicapital.com](http://tcicapital.com)

TCI Business Capital offers payroll funding solutions to staffing agencies across the United States. Since 1994, TCI has distinguished itself from other payroll funding companies by providing daily funding, superior customer service, flexible programs, and free back-office support—including credit and collection services.

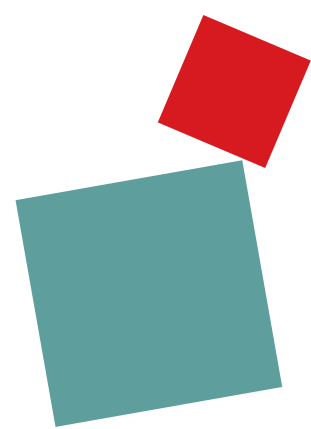


## Qodoro Global

**BOOTH 629**

Offshore Recruitment Support; Recruiting Support; Website Design and Internet  
**Clemens Henry**  **844-976-3676**  
[info@qodoro.com](mailto:info@qodoro.com)  [qodoro.com](http://qodoro.com)

Qodoro Global LLC is a strategic Staffing and Offshore services company headquartered in New York City, New York. We help staffing companies with offshore recruitment (RPO) model to help them decrease their cost and increase their focus on delivering business needs and increasing the size of the business.



## FEATURED EXHIBITORS



### TempWorks Software

**BOOTH 215**

Front-Office Recruiting Technology; Software and Services, Web-Based; Software Systems; Time and Attendance; W-2 Services

**Casey Kraus** 📞 651-452-0366

casey@tempworks.com 🌐 tempworks.com

TempWorks Software has specialized in staffing/recruitment software and outsourced back-office services for over 20 years. Online application portals, payroll processing, invoicing, flexible reporting, and more offer our clients the support needed to grow. Stop by Booth 215 for a demo of Beyond, our mobile ATS and CRM browser-based solution, and Buzz, the first native app for employee engagement with time and attendance capabilities.



### TestGenius

**BOOTH 451**

Employment Screening; Software and Services, Web-Based; Software Systems; Testing and Training

**Danny Thompson** 📞 800-999-0438

staff@testgenius.com 🌐 testgenius.com

TestGenius® is an online computer and office skills testing software used for pre-employment screening. It features typing, clerical, financial, Microsoft applications tests (Word, Excel, PowerPoint, and Outlook), and more. TestGenius contains a custom test writer, the validation wizard for basic content-validation, and an optional Microsoft Office training module.



### TRICOM

**BOOTH 507**

Accounts Receivable Financing; Asset-Based Lending; Factors; Financial Services; Payroll Funding

**Shelly Wilkinson** 📞 262-509-6331

swilkinson@tricom.com 🌐 tricom.com

Trust the experts at TRICOM to help your staffing company grow. We offer resources in all operational areas. Our approach is a bit different: We consult with clients to find the best fit of resources, instead of selling. We're proud to be a valued partner to hundreds of staffing companies throughout the last 25 years.



### WorkLLama

**BOOTH 254**

Application Service Provider; Front-Office Recruiting Technology; Internet Career Sites; Recruiting Support; Software and Services, Web-Based; Software Systems

**Shari Locascio** 📞 813-995-3549

slocascio@workllama.com 🌐 workllama.com

WorkLLama is a referral management and candidate engagement platform that your company and recruiters can use to deliver powerful experiences. WorkLLama leverages AI and market dynamics to effectively recruit, engage, and retain your workforce. WorkLLama's capabilities include candidate targeting, viral recruiting, multimode communication, employee engagement, referral programs, hiring campaigns, and redeployment.



## World Wide Specialty Programs

### BOOTH 401

Insurance and Employee Benefits; Workers' Compensation

**Dorothy Taylor** 631-390-0900  
dtaylor@wwspi.com wwspi.com

World Wide was the first company to offer an insurance policy designed specifically for the staffing industry. Protecting staffing firms has been World Wide's sole focus since its origin over 50 years ago. As the first corporate partner with the American Staffing Association, it is World Wide's dedication, expertise, and consultative approach that will help you win and retain business.



## Zipwhip

### BOOTH 450

Software and Services, Web-Based; Software Systems

**Jonathan Porter** 206-816-3978  
jporter@zipwhip.com zipwhip.com

Zipwhip is a cloud-based text messaging service for staffing and recruiting. We utilize pre-existing business phone numbers to send and receive text messages with both candidates and clients. Zipwhip harnesses the communicative power of texting without requiring opt in or any special mobile apps. Visit our website to learn more: [zipwhip.com](http://zipwhip.com).

## Specialty Financing & Technology for the Staffing Industry

- Payroll Funding and Processing
- Accounts Receivable Financing
- Invoicing, Payroll Tax Administration, and Custom Reporting
- Industry Leading Front to Back-End Software with Systems Integration Available
- Ledgered and Asset Based Lines of Credit
- Acquisition Financing
- Full Suite of Banking Products

With more than 35 years of experience, you can count on our industry expertise for ongoing support and guidance.

**Contact our Commercial Services Team Specialist to see what Sterling can do for you!**

**Robert J. Mocerino**  
Managing Director  
Commercial Services  
516-682-1872 **PHONE**  
rmocerino@snb.com  
snb.com/payroll

**STOP BY BOOTH 306**  
to talk with us today!



Expect Extraordinary.





**NEW EDITIONS AVAILABLE NOW!**

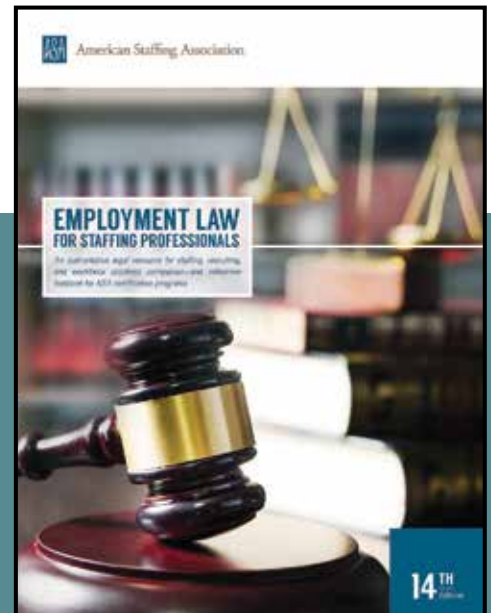
# Every staffing and recruiting professional should have these **critical reference resources** at their fingertips.

The American Staffing Association has released updated editions of these must-have legal books. Order today at [americanstaffing.net/store](http://americanstaffing.net/store).

## NEW 14TH EDITION

Updates include:

- State law sections on privacy, drug testing, discrimination laws, and more
- Updated sample policies and forms for your staffing company
- More practical guidance to promote employment law compliance



## NEW 9TH EDITION

Updates include:

- New rules for determining whether clients are joint employers
- The status of temporary employees in collective bargaining
- Implications of the "gig economy" on the staffing business



## PURCHASE YOUR PRINT OR EBOOK EDITIONS

ASA members always receive deep discounts on valuable industry resources, including these new legal books. The books also are available as part of certain ASA certification packages. Learn more at [americanstaffing.net/certification](http://americanstaffing.net/certification).



American Staffing Association

Order today at [americanstaffing.net/store](http://americanstaffing.net/store).  
Questions? Contact ASA at 703-253-2020.



**Your One Stop Source For Financial Solutions**

**732-572-0568**

**Please visit our New and Improved Website:**

**[www.AGRFINANCIAL.com](http://www.AGRFINANCIAL.com)**

***Unlimited Financing For Every Need***

**Working Capital**

**Acquisitions**

**Payroll**

**Expansion**

**Personal Needs**

**Franchise Buyouts**

---

***Advisory Services***

**Sell – Acquire – Merge - Restructure**

---

***Processing Services***

**Invoicing**

**Payroll Processing**

**Tax Payment**

**Web Based**

# EXHIBITORS + SPONSORS

For a current list of exhibitors and sponsors, and to see a floor plan so you can plot your route through the expo hall, visit [staffingworld.net](http://staffingworld.net). This list is current as of July 31, 2019.

Want to exhibit? Contact Kim Kelemen at 703-253-1169 or [kkelemen@americanstaffing.net](mailto:kkelemen@americanstaffing.net).

EXHIBITOR	WEBSITE
247 Headhunting	<a href="http://247headhunting.com">247headhunting.com</a>
Abbott	<a href="http://alere.com">alere.com</a>
Access Capital	<a href="http://accesscapital.com">accesscapital.com</a>
Accurate Background Inc.	<a href="http://accurate.com">accurate.com</a>
AccuSource Inc.	<a href="http://accusource-online.com">accusource-online.com</a>
ADP	<a href="http://adp.com/smartcompliance">adp.com/smartcompliance</a>
Advance Partners	<a href="http://advancepartners.com">advancepartners.com</a> <b>SPONSOR</b>
AGR Financial LLC	<a href="http://agrfinancial.com">agrfinancial.com</a>
AkkenCloud	<a href="http://akkencloud.com">akkencloud.com</a>
All Risks Ltd.	<a href="http://allrisks.com">allrisks.com</a>
AllSource Screening Solutions	<a href="http://allsourcescreening.com">allsourcescreening.com</a>
American Screening Corp. LLC	<a href="http://americanscreeningcorp.com">americanscreeningcorp.com</a>
American Staffing Association	<a href="http://americanstaffing.net">americanstaffing.net</a>
AMGtime	<a href="http://amgtime.com">amgtime.com</a>
Anthem FlexHour Plans	<a href="http://anthem.com/employer/medical/#flexhourplans">anthem.com/employer/medical/#flexhourplans</a> <b>SPONSOR</b>
Appcast Inc.	<a href="http://appcast.io">appcast.io</a>
Applicant Insight Inc.	<a href="http://applicantinsight.com">applicantinsight.com</a>
Arya by Leoforce	<a href="http://goarya.com">goarya.com</a>
Assurance	<a href="http://assurancestaffing.com">assurancestaffing.com</a> <b>SPONSOR</b>
Asurint	<a href="http://asurint.com">asurint.com</a>
Automated Business Designs	<a href="http://abd.net">abd.net</a> <b>SPONSOR</b>
Avionté Staffing Software	<a href="http://avionte.com">avionte.com</a> <b>SPONSOR</b>
Barrow Group	<a href="http://barrowgroup.com">barrowgroup.com</a>
Baton Financial	<a href="http://batonfinancial.com">batonfinancial.com</a>
Benefit Harbor	<a href="http://benefitharbor.com">benefitharbor.com</a>
Benefits in a Card	<a href="http://benefitsinacard.com">benefitsinacard.com</a>


EXHIBITOR	WEBSITE
Bouchard Insurance	<a href="http://bouchardinsurance.com">bouchardinsurance.com</a>
Bowstring Advisors	<a href="http://bowstringadvisors.com">bowstringadvisors.com</a> <b>SPONSOR</b>
Bradley & Parker	<a href="http://bradley-parker.com/bradley-parker-staffing.html">bradley-parker.com/bradley-parker-staffing.html</a>
Breckpoint Inc.	<a href="http://breckpoint.com">breckpoint.com</a>
Bridgeware Systems	<a href="http://bridgeware.net">bridgeware.net</a>
Brink's Money Payroll Cards	<a href="http://brinksmoney.com">brinksmoney.com</a>
BRISK Operations LLC	<a href="http://briskoperations.com">briskoperations.com</a>
Bullhorn	<a href="http://bullhorn.com">bullhorn.com</a> <b>CORPORATE PARTNER</b>
Butler Street LLC	<a href="http://butlerstreet.com">butlerstreet.com</a>
CareerBuilder	<a href="http://hiring.careerbuilder.com">hiring.careerbuilder.com</a> <b>CORPORATE PARTNER</b>
Careington International Corp.	<a href="http://www1.careington.com/index.aspx">www1.careington.com/index.aspx</a>
Carvin Software	<a href="http://carvinsoftware.com">carvinsoftware.com</a>
CATS Software	<a href="http://catsone.com">catsone.com</a>
CEIPAL Corp.	<a href="http://ceipal.com">ceipal.com</a>
Checkr	<a href="http://checkr.com">checkr.com</a>
Chetu Inc.	<a href="http://chetu.com">chetu.com</a>
Choice Screening	<a href="http://choicescreening.com">choicescreening.com</a>
Clarus Solutions	<a href="http://wotc4staffing.com">wotc4staffing.com</a>
ClearlyRated (powered by Inavero)	<a href="http://clearlyrated.com/solutions">clearlyrated.com/solutions</a> <b>CORPORATE PARTNER</b>
Clearview Social	<a href="http://clearviewsocial.com">clearviewsocial.com</a>
CloudCall	<a href="http://cloudcall.com">cloudcall.com</a>
COATS	<a href="http://coatssql.com">coatssql.com</a>
CoEfficient Underwriters	<a href="http://coefficientunderwriters.com">coefficientunderwriters.com</a>
Commercial Funding Inc.	<a href="http://commercialfund.com">commercialfund.com</a>
Confirm BioSciences	<a href="http://confirmbiosciences.com">confirmbiosciences.com</a>



## EXHIBITORS + SPONSORS

EXHIBITOR	WEBSITE
Corporate Tax Incentives	<a href="http://ctillc.com">ctillc.com</a>
Crelate Inc.	<a href="http://crelate.com">crelate.com</a> <b>SPONSOR</b>
Crimcheck	<a href="http://crimcheck.net">crimcheck.net</a>
Criterion Partnership Ltd.	<a href="http://criterion.co.uk">criterion.co.uk</a>
CTK North American/ INSURICA	<a href="http://ctkins.com">ctkins.com</a>
Datasource Background Screening Services	<a href="http://datasourcecorp.com">datasourcecorp.com</a>
De Bellas & Co.	<a href="http://debellas.com">debellas.com</a> <b>SPONSOR</b>
Digi-Me	<a href="http://digi-me.com">digi-me.com</a>
E3 HR Inc.	<a href="http://e3peo.com">e3peo.com</a>
EMP Trust Solutions LLC	<a href="http://emptrust.com">emptrust.com</a>
Employer Advantage	<a href="http://benefitelect.com">benefitelect.com</a>
Employer Solutions Staffing Group	<a href="http://employersolutionsgroup.com">employersolutionsgroup.com</a>

EXHIBITOR	WEBSITE
EmployStream	<a href="http://employstream.com">employstream.com</a>
EPAY Systems	<a href="http://epaysystems.com">epaysystems.com</a>
Equifax Workforce Solutions	<a href="http://equifax.com/workforce">equifax.com/workforce</a>
Erecruit	<a href="http://erecruit.com">erecruit.com</a>
eSkill Corp.	<a href="http://eskill.com">eskill.com</a>
Essential StaffCARE	<a href="http://essentialstaffcare.com">essentialstaffcare.com</a> <b>CORPORATE PARTNER</b>
Essium LLC	<a href="http://essium.co">essium.co</a>
Eximious Global Pvt. Ltd.	<a href="http://eximiousglobal.com">eximiousglobal.com</a>
FBG Holdings	<a href="http://fbgholdings.com">fbgholdings.com</a>
Flexible Funding	<a href="http://flexiblefunding.com">flexiblefunding.com</a>
gigRonin	<a href="http://gigronin.com">gigronin.com</a>
Goodman Capital Finance	<a href="http://goodmancapitalfinance.com">goodmancapitalfinance.com</a>
GOTSAFETY.COM	<a href="http://gotsafety.com">gotsafety.com</a>



**Focus that propels you.**

Bowstring Advisors, a division of Citizens Capital Markets, is the next generation middle-market investment bank. We combine sector intelligence with a client-focused approach to realize our clients' true value.

Our expertise within the HCM sector includes: Staffing/Recruiting, Education & Training, HR Technology/Services and BPO/Professional Services.

[bowstringadvisors.com](http://bowstringadvisors.com)

**BOWSTRING**  
ADVISORS  
A DIVISION OF CITIZENS CAPITAL MARKETS

## EXHIBITORS + SPONSORS

EXHIBITOR	WEBSITE
Greenfield Software	<a href="http://greenfieldsoftware.com">greenfieldsoftware.com</a>
Greenshades Software	<a href="http://greenshades.com">greenshades.com</a>
Gulf Coast Business Credit	<a href="http://gulfcoastbc.com">gulfcoastbc.com</a>
Haley Marketing	<a href="http://haleymarketing.com">haleymarketing.com</a>
HireHonest.com	<a href="http://hirehonest.com">hirehonest.com</a>
HIREtech	<a href="http://hiretech.com">hiretech.com</a>
HUB International	<a href="http://hubinternational.com">hubinternational.com</a>
IDB Bank	<a href="http://idbny.com">idbny.com</a>
IMS People	<a href="http://imspeople.com">imspeople.com</a>
InfoMart	<a href="http://backgroundscreening.com">backgroundscreening.com</a>
Insight Worldwide Inc.	<a href="http://insightww.com">insightww.com</a>
Intelifi Background Checks	<a href="http://intelifi.com">intelifi.com</a>

EXHIBITOR	WEBSITE
iSolved	<a href="http://isolvedhcm.com">isolvedhcm.com</a>
JobDiva	<a href="http://jobdiva.com">jobdiva.com</a> <b>SPONSOR</b>
The Joint Commission	<a href="http://jointcommission.org">jointcommission.org</a>
Key Risk	<a href="http://keyrisk.com">keyrisk.com</a>
Kittrell Paycard	<a href="http://kittrellpaycard.com">kittrellpaycard.com</a> <b>SPONSOR</b>
Kronos	<a href="http://kronos.com">kronos.com</a>
kurense	<a href="http://kurense.com">kurense.com</a>
LocalJobs.com	<a href="http://localjobs.com">localjobs.com</a>
Lochness Medical Inc.	<a href="http://lochnessmedical.com">lochnessmedical.com</a>
Lone Oak Payroll	<a href="http://loneoakpayroll.com">loneoakpayroll.com</a>
LSQ Funding	<a href="http://lsq.com">lsq.com</a>
Madison Insurance Group	<a href="http://coverstaffing.com">coverstaffing.com</a>
Madison Resources	<a href="http://madisonresources.com">madisonresources.com</a>
Mamu Media LLC	<a href="http://mamumediaallc.com">mamumediaallc.com</a>



[www.madisonresources.com](http://www.madisonresources.com) | 1-800-508-3863



We make staffing companies more profitable.

## EXHIBITORS + SPONSORS

EXHIBITOR	WEBSITE	
<b>MAXIMUS</b>	<i>maximus.com</i>	<b>SPONSOR</b>
<b>Mindscope</b>	<i>mindscope.com</i>	
<b>MJA &amp; Associates</b>	<i>mja-associates.com</i>	
<b>Money Network, a First Data Co.</b>	<i>firstdata.com</i>	
<b>Monster</b>	<i>hiring.monster.com/ solutions/staffing.aspx</i>	<b>CORPORATE PARTNER</b>
<b>Mya Systems</b>	<i>hiremya.com</i>	
<b>MyPayrollHR</b>	<i>mypayrollhr.com</i>	
<b>Nationwide Screening Services LLC</b>	<i>nsshire.com</i>	
<b>NetSpend</b>	<i>netspend.com/business</i>	
<b>NETtime Solutions</b>	<i>nettimesolutions.com</i>	
<b>Networkers Funding</b>	<i>networkersfunding.com</i>	<b>SPONSOR</b>
<b>NSM Staffing Lines</b>	<i>staffinglines.com</i>	

EXHIBITOR	WEBSITE	
<b>Odell Studner</b>	<i>odellstudner.com</i>	
<b>Penn Foster</b>	<i>partners.pennfoster.edu/staffing</i>	
<b>People 2.0</b>	<i>people20.com</i>	
<b>PeopleG2</b>	<i>peopleg2.com</i>	
<b>PMC Insurance Group</b>	<i>pmcinsurance.com</i>	<b>SPONSOR</b>
<b>Premier Biotech Inc.</b>	<i>premierbiotech.com</i>	
<b>PrismHR</b>	<i>prismhr.com</i>	<b>SPONSOR</b>
<b>Professional Diversity Network</b>	<i>prodivnet.com</i>	
<b>Proliant</b>	<i>proliant.com</i>	
<b>Prosperity Funding Inc.</b>	<i>prosperityfunding.com</i>	
<b>Qodoro Global</b>	<i>qodoro.com</i>	
<b>Quest Diagnostics</b>	<i>employersolutions.com</i>	
<b>R. A. Cohen Consulting</b>	<i>racohenconsulting.com</i>	



## Mobile Solutions Beyond the Office

**STOP BY BOOTH #215  
FOR A DEMO OF BEYOND & BUZZ!**



## EXHIBITORS + SPONSORS

EXHIBITOR	WEBSITE
rapid! PayCard	<a href="http://rapidpaycard.com">rapidpaycard.com</a>
ReEmployAbility	<a href="http://reemployability.com">reemployability.com</a>
Resume-Library	<a href="http://resume-library.com/hiring">resume-library.com/hiring</a>
Risk Transfer	<a href="http://risktransfer.com">risktransfer.com</a>
Round Table Financial	<a href="http://rtfinancialgroup.com">rtfinancialgroup.com</a>
Scout	<a href="http://goscoutgo.com">goscoutgo.com</a>
Sense	<a href="http://sensehq.com">sensehq.com</a>
Shiftboard	<a href="http://shiftboard.com">shiftboard.com</a>
SimpliVerified	<a href="http://simpliverified.com">simpliverified.com</a>
SkillSurvey	<a href="http://skillsurvey.com">skillsurvey.com</a>
SocialTalent	<a href="http://socialtalent.com">socialtalent.com</a>
Society for Human Resource Management	<a href="http://shrm.org">shrm.org</a>
The Southern Bank	<a href="http://altline.sobanco.com/asset-based-lending">altline.sobanco.com/asset-based-lending</a>
Spark Hire	<a href="http://sparkhire.com">sparkhire.com</a>
Staffing eTrainer	<a href="http://staffingetrainer.com">staffingetrainer.com</a>
The Staffing Exchange	<a href="http://staffingexchange.org">staffingexchange.org</a>
Staffing Industry Analysts	<a href="http://staffingindustry.com">staffingindustry.com</a> <b>SPONSOR</b>
Staffing Risk Partners	<a href="http://staffingriskpartners.com">staffingriskpartners.com</a>
The Staffing Super Store	<a href="http://thestaffingsuperstore.com">thestaffingsuperstore.com</a>
Sterling	<a href="http://sterlingcheck.com">sterlingcheck.com</a>
Sterling National Bank	<a href="http://snb.com/payroll">snb.com/payroll</a>
SUNZ Insurance	<a href="http://sunzinsurance.com">sunzinsurance.com</a> <b>SPONSOR</b>
SuryaTech	<a href="http://surya.ai">surya.ai</a>
Tannenbaum Helpern Syracuse & Hirschtritt LLP	<a href="http://thsh.com">thsh.com</a> <b>SPONSOR</b>
TargetRecruit LLC	<a href="http://targetrecruit.net">targetrecruit.net</a>
TC Services USA Inc.	<a href="http://wotc.com">wotc.com</a>
TCI Business Capital	<a href="http://tcicapital.com">tcicapital.com</a>
TempWorks Software	<a href="http://tempworks.com">tempworks.com</a>
TestGenius	<a href="http://testgenius.com">testgenius.com</a>
Text Request	<a href="http://textrequest.com">textrequest.com</a>
Text-Em-All	<a href="http://text-em-all.com">text-em-all.com</a>
TextUs	<a href="http://textus.com">textus.com</a>
TRICOM	<a href="http://tricom.com">tricom.com</a>

EXHIBITOR	WEBSITE
Triumph Business Capital	<a href="http://triumphbcap.com">triumphbcap.com</a>
UHY LLP	<a href="http://uhy-us.com">uhy-us.com</a>
Unemployment Tracker	<a href="http://unemploymenttracker.com">unemploymenttracker.com</a>
Universal Background Screening	<a href="http://universalbackground.com">universalbackground.com</a>
U.S. Bank	<a href="http://usbankprepaid.com">usbankprepaid.com</a>
U.S. Risk LLC	<a href="http://usrisk.com/specialty-programs/staffing">usrisk.com/specialty-programs/staffing</a>
Vensure Employer Services	<a href="http://vensure.com">vensure.com</a>
Wells Fargo Capital Finance	<a href="http://wellsfargocapitalfinance.com/staffing">wellsfargocapitalfinance.com/staffing</a>
Work First Casualty Co.	<a href="http://workfirstcasualty.com">workfirstcasualty.com</a> <b>SPONSOR</b>
WorkLLama	<a href="http://workllama.com">workllama.com</a>
WorkN	<a href="http://workn.com">workn.com</a>
World Wide Specialty Programs	<a href="http://wwspi.com">wwspi.com</a> <b>CORPORATE PARTNER</b>
Wurk Now	<a href="http://wurknow.com">wurknow.com</a>
ZipRecruiter	<a href="http://ziprecruiter.com">ziprecruiter.com</a> <b>SPONSOR</b>
Zipwhip	<a href="http://zipwhip.com">zipwhip.com</a> <b>SPONSOR</b>
Zoho Corp.	<a href="http://zoho.com/recruit">zoho.com/recruit</a>



# AD INDEX

ADVERTISER	WEBSITE	PAGE	BOOTH
Advance Partners	advancepartners.com	29	527
AGR Financial LLC	agrfinancial.com	53	511
Anthem FlexHour Plans	anthem.com/employer/medical/#flexhourplans	21	122
Automated Business Designs Inc.	abd.net	9	506
Avionté Staffing Software	avionte.com	36	436 & 437
Barrow Group	barrowgroup.com	43	307
Bowstring Advisors	bowstringadvisors.com	55	no booth
Bullhorn	bullhorn.com	4	515
CareerBuilder	careerbuilder.com/asa	18	415
ClearlyRated (powered by Inavero)	clearlyrated.com/solutions	6	407
De Bellas & Co.	debellas.com	19	no booth
Essential StaffCARE	essentialstaffcare.com	back cover	301
JobDiva Inc.	jobdiva.com	11	315



ASA webinars deliver **HIGH-LEVEL LEARNING** especially for **STAFFING AND RECRUITING** professionals!

GO TO [americanstaffing.net/webinars](http://americanstaffing.net/webinars).



**DID YOU KNOW? ASA WEBINARS...**

- Are **FREE** for ASA member companies
- Are accessible on your **smartphone or tablet**
- Cover a wide range of relevant topics, including **sector-specific content**
- Provide **continuing education hours** toward maintaining your ASA credential

ADVERTISER	WEBSITE	PAGE	BOOTH
<b>Kittrell Paycard</b> .....	<i>kittrellpaycard.com</i> .....	33.....	207
<b>Madison Resources</b> .....	<i>madisonresources.com</i> .....	56.....	321
<b>MAXIMUS</b> .....	<i>maximus.com</i> .....	inside back cover.....	425
<b>Monster</b> .....	<i>monster.com/staffing</i> .....	3.....	201
<b>PMC Insurance Group</b> .....	<i>pmcinsurance.com</i> .....	12.....	424
<b>R.A. Cohen Consulting</b> .....	<i>racohenconsulting.com</i> .....	40.....	536
<b>Staffing Industry Analysts</b> .....	<i>collaborationgigeconomy.com</i> .....	60.....	510
<b>Sterling National Bank</b> .....	<i>snb.com/payroll</i> .....	51.....	306
<b>SUNZ Insurance</b> .....	<i>sunzinsurance.com</i> .....	35.....	no booth
<b>Tannenbaum Helpert Syracuse &amp; Hirschtritt LLP</b> .....	<i>thsh.com</i> .....	17.....	no booth
<b>TempWorks Software</b> .....	<i>tempworks.com</i> .....	57.....	215
<b>TRICOM</b> .....	<i>tricom.com</i> .....	7.....	507
<b>World Wide Specialty Programs</b> .....	<i>wwspi.com</i> .....	inside front cover.....	401
<b>ZipRecruiter</b> .....	<i>ziprecruiter.com</i> .....	20.....	144



## Connecting & Optimizing the Talent Supply Chain

September 10–12, 2019 | San Diego, CA

This one-of-a-kind event is designed for **enterprise buyers, staffing suppliers, workforce solutions buyers, VMS, MSP & RPO providers, and suppliers to staffing, gig economy/ human cloud companies** to share knowledge across this fast growing \$3 TRILLION marketplace. Attend to learn how emerging and disruptive technologies offer new opportunities beyond traditional models and hear real life case studies on successful collaboration and best practices. *Collaboration in the Gig Economy* is the event for you!

**Space is limited, so register now!**

[www.collaborationgigeconomy.com](http://www.collaborationgigeconomy.com) | [@SIAGigE](https://twitter.com/SIAGigE)

**KEYNOTE PRESENTERS** ▶



**Gig Economy Convergence and the Talent Supply Chain**

**Barry Asin**  
President, SIA



**Making Your Talent Supply Chain a Golden Asset – The Amazon Way**

**John Rossman**  
Managing Partner, Rossman Partners, Author & Former Amazon Executive



Tax credits that  
**happen in Vegas**  
don't have to  
**stay in Vegas.**

COME VISIT US AT BOOTH 425

**CONTACT:**

---

[businessandtaxcredit@maximus.com](mailto:businessandtaxcredit@maximus.com)

800.274.8582

[www.maximus.com](http://www.maximus.com)

MAXIMUS Tax Credit and Employer Services assists the staffing industry in navigating the often confusing and overwhelming standards set forth by the federal and state governments for the submission and processing of the Work Opportunity Tax Credit.

**MAXIMUS**® | Tax Credit and Employer Services

# THE RIGHT BENEFITS STRATEGY CAN MAKE ALL THE DIFFERENCE

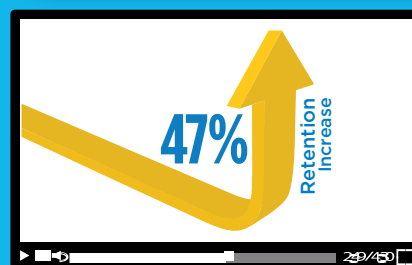
With new IRS rules in place for 2019, many staffing companies are asking the same benefit questions. Our helpful video tutorial provides a step-by-step guide explaining how the right benefits package can address the most common and fundamental issues agencies face today.

## Discover Solutions That Will:

- ✓ **Cut Cost**
- ✓ **Minimize Tax Exposure**
- ✓ **Attract and Retain Employees**

Come see us!  
**BOOTH  
#301**  
Staffing World  
2019

**FREE VIDEO TUTORIAL**



[www.essentialstaffcare.com/  
common-questions](http://www.essentialstaffcare.com/common-questions)



[www.EssentialStaffCARE.com](http://www.EssentialStaffCARE.com)