



# 2022 STAFFING LAW CONFERENCE



# Resource Book

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# EXPERIENCE · TRUST · VISION PARTNERSHIP



We are excited to share the news that **World Wide Specialty Programs Inc.**, has become part of **Philadelphia Insurance Companies**. World Wide has been exclusively dedicated to the staffing industry and with this partnership we can do even more to support our customers and brokers. This partnership was designed to provide the greatest benefit to our clients and the staffing industry at large. It combines the industry-leading and most experienced managing general agent with the longest-tenured insurance carrier in the staffing industry.

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PARTNER

American Staffing Association



# WELCOME TO THE ASA STAFFING LAW CONFERENCE

MAY 5-6 ★ GRAND HYATT WASHINGTON ★ WASHINGTON, DC

## TAP INTO THE WI-FI

Network: Hyatt\_Meeting  
Password: SLC22 (case sensitive)

## ACCESS SESSION HANDOUTS

Go to [americanstaffing.net/slc22handouts](http://americanstaffing.net/slc22handouts).

The American Staffing Association is pleased to welcome you to the 2022 ASA Staffing Law Conference—the only event of its kind.

Only the ASA Staffing Law Conference delivers content dedicated to staffing firm legal and regulatory issues. Nowhere else will you get this caliber of timely, relevant, and industry-specific content.

This 2022 ASA Staffing Law Conference Resource Book is your convenient guide to this event, including an agenda, session descriptions, maps, presenter biographies, exhibitor listings, and more.

When posting on social media about the conference, don't forget to include **#StaffingLaw**.

## THANK YOU—2022 ASA STAFFING LAW CONFERENCE SPONSORS

### CORPORATE PARTNERS



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# CONFERENCE AGENDA

## WEDNESDAY, MAY 4

9 a.m.–5 p.m.

ASA Board of Directors Meeting

6:30–9:30 p.m.

ASA Board of Directors and Chapter and Council Leaders Dinner *(by invitation only)*

Sponsored by



## THURSDAY, MAY 5

7:15–8:30 a.m.

StaffingPAC Industry Leader Breakfast *(by invitation only)*

Sponsored by



7:30 a.m.–6:30 p.m.

Registration Open

Sponsored by



7:45–8:45 a.m.

Breakfast With Exhibitors

7:45 a.m.–6:30 p.m.

Expo Open

8:45–9 a.m.

Welcome and Opening Remarks

9–10 a.m.

Remote Work and Return to Office: Legal Challenges and Opportunities

Sponsored by



## THURSDAY, May 5, cont.

10–10:45 a.m.

Refreshment Break With Exhibitors

10:45–11:45 a.m.

Trends in Immigration Enforcement: Hiring Preferences, Virtual I-9s, and More

11:45 a.m.–1 p.m.

ASA Legal and Legislative Committee Meeting and Lunch

Sponsored by



11:45 a.m.–1:15 p.m.

Networking Lunch With Exhibitors

1:15–2:15 p.m.

Managing Fallout From the Great Resignation

2:15–3 p.m.

Refreshment Break With Exhibitors

3–4 p.m.

Negotiate MSP Agreements Like a Pro

4–4:30 p.m.

Refreshment Break With Exhibitors

4:30–5:30 p.m.

You Be the Judge: Top Staffing Cases of 2021

5:30–6:30 p.m.

Happy Hour With Exhibitors

Sponsored by





**THURSDAY, May 5, cont.**

**6:30–9:30 p.m.**

ASA Board of Directors and Legal and Legislative Committee Dinner *(by invitation only)*

Sponsored by



**FRIDAY, MAY 6**

**7–8:15 a.m.**

ASA Legal and Legislative Committee Meeting and Breakfast

Sponsored by



**7:30–8:30 a.m.**

Breakfast With Exhibitors

**7:30–10:30 a.m.**

Registration Open

Sponsored by



**7:30–10:30 a.m.**

Expo Open

**8:30–9:30 a.m.**

**Your Next Headache Could Be...Pay Equity, Class Actions, or Biometric Privacy?**

**9:30–10:30 a.m.**

Refreshment Break With Exhibitors and Prize Pass Drawing

*Prize Pass drawing begins at 10:15 a.m.*

**10:30–11:30 a.m.**

**Beware the Pitfalls of Well-Intentioned DEI Programs**

**11:30 a.m.–12:30 p.m.**

**2022 Elections: State of Affairs and Predictions for the Business Community**



*safely back* TO WORK

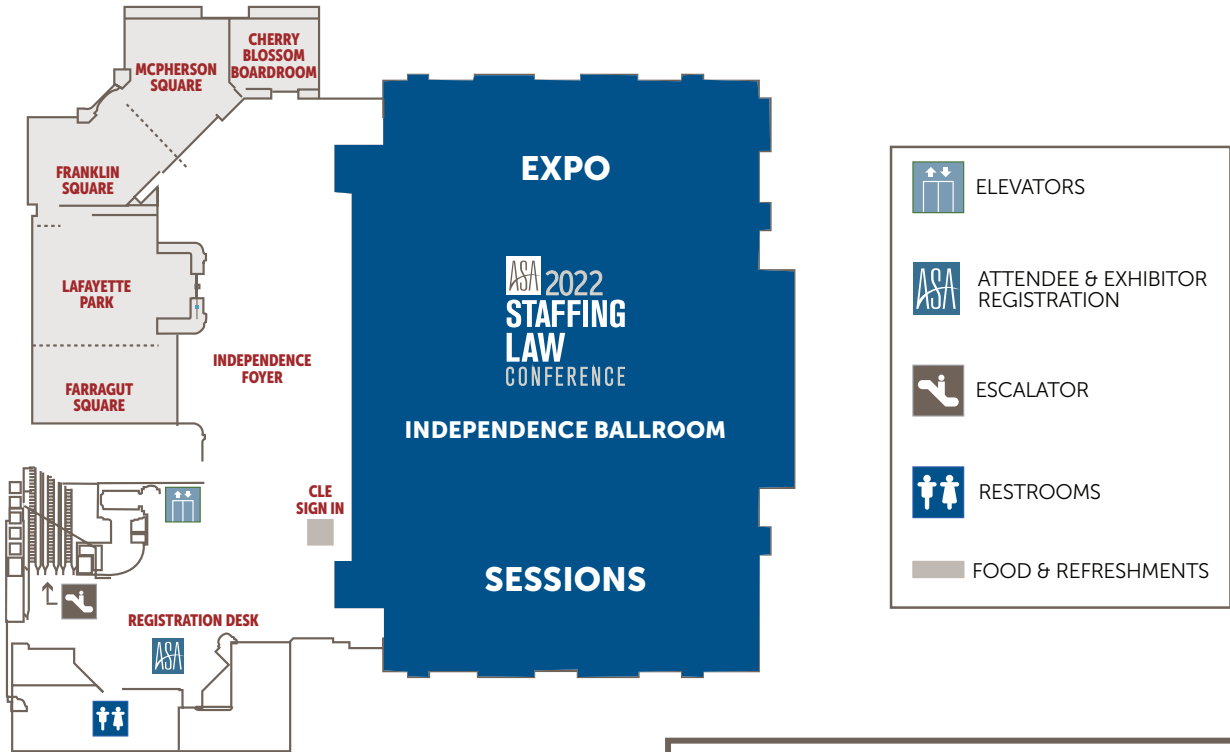


Your commitment to safe work sites helps to ensure that temporary and contract employees are protected while we all work together to contain the spread of Covid-19.

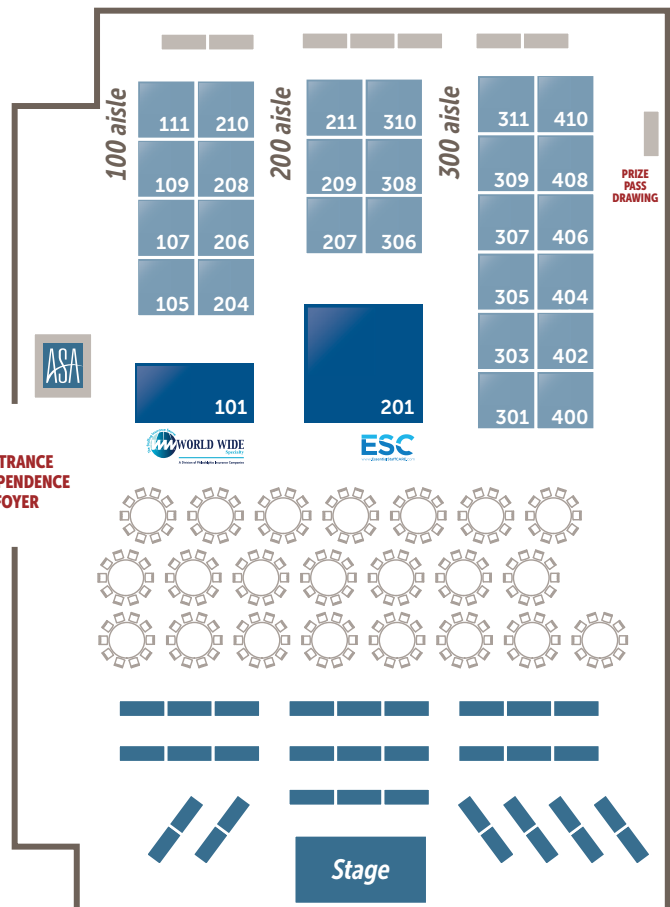
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# CONFERENCE MAP

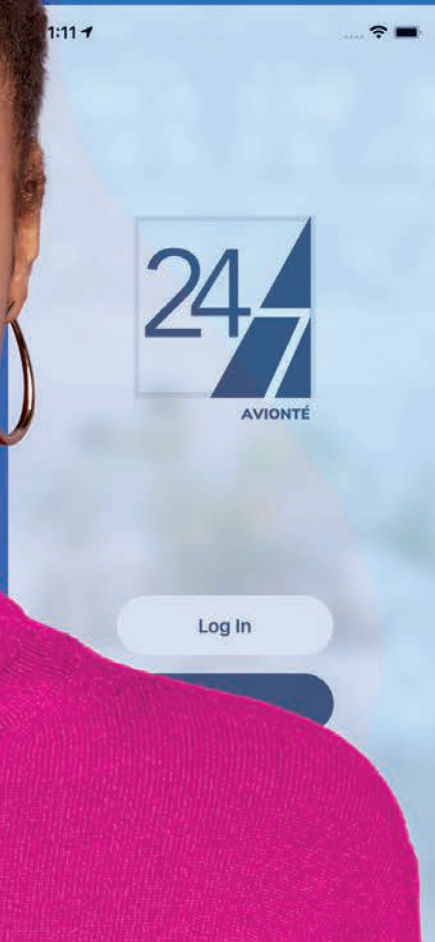
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## SESSION DESCRIPTIONS

### THURSDAY, MAY 5

8:45–9 a.m.

#### Welcome and Opening Remarks

**Stephen C. Dwyer, Esq.**, SVP and chief legal and operating officer, American Staffing Association

9–10 a.m.

#### Remote Work and Return to Office: Legal Challenges and Opportunities

**Samira Alimohammad, Esq.**, VP and general counsel, SThree–Americas; **Andrew W. Singer, Esq.**, partner, Tannenbaum Helpert Syracuse & Hirschtritt LLP

The latest Covid variant has underscored that remote and hybrid work is here to stay for much of the workforce—including temporary employees. While remote work may promote talent recruitment and retention, it also presents legal and compliance challenges. Learn the key risks to staffing firms associated with remote or hybrid work environments—including wage and hour compliance, technology use, equal employment opportunities, and client contracts—and get practical mitigation strategies and solutions. *Qualifies for 1.0 CE hour.*

Sponsored by



10:45–11:45 a.m.

#### Trends in Immigration Enforcement: Hiring Preferences, Virtual I-9s, and More

**Helen L. Konrad, Esq.**, director, McCandlish Holton PC; **Dawn Lurie, Esq.**, senior counsel, Seyfarth Shaw LLP

As the demand for talent is greater than ever, staffing firms throughout the U.S. are trying to encourage workers of all backgrounds to apply. However, using hiring preferences

and language in job ads that could be construed as favoring individuals based on citizenship can create significant legal liabilities. Learn how to thread this legal needle and get the latest information on the status of virtual I-9s—and whether there is any hope that they're here to stay—plus hear how to navigate the latest immigration rules to avoid fines and protect your company. *Qualifies for 1.0 CE hour.*

1:15–2:15 p.m.

#### Managing Fallout From the Great Resignation

**Laura MacNeel, Esq.**, VP, legal affairs, Aya Healthcare; **John M. Polson, Esq.**, partner, Fisher & Phillips LLP; **Evan M. Rosen, Esq.**, principal, Jackson Lewis PC

Americans are quitting jobs at a record pace and staffing firms must navigate the legal repercussions. It's almost inevitable that your company will lose workers to the "Great Resignation"—many quitting without notice and joining a competitor. Learn the rules about postemployment restraints like noncompete and nonsolicitation agreements, navigating employee exits and ensuring data protection in a remote environment, complying with final pay statutes, and more. *Qualifies for 1.0 CE hour.*

3–4 p.m.

#### Negotiate MSP Agreements Like a Pro

**Bob J. Goldberg, Esq.**, partner, Taylor English Duma LLP; **Erin Stewart, Esq.**, general counsel, Pinnacle Group

For years, many staffing clients have turned to managed service provider (MSP) arrangements to achieve what they expect to be greater efficiency in the delivery of staffing services. This relationship can be problematic as firms lose their direct relationship with the client, see their profits squeezed, and are pressured to comply with inequitable indemnification language and other terms. Learn from our legal experts how to negotiate these agreements, which redlines to insist on, and how to protect your business. *Qualifies for 1.0 CE hour.*





4:30–5:30 p.m.

## You Be the Judge: Top Staffing Cases of 2021

**Katharine O. Beattie, Esq.**, partner, Foley & Lardner LLP; **Brittany Sakata, Esq.**, general counsel, American Staffing Association; **Donald W. Schroeder, Esq.**, partner, Foley & Lardner LLP

Back by popular demand—but also honed for maximum value to participants—this interactive session features leading attorneys (experts in staffing) who will argue their cases before you—the jury—and let you decide the verdict. The lawyers will present facts and legal arguments from some of the most important staffing litigation of the past year. Will your verdicts agree with those of the courts? A valuable and fun opportunity for seasoned attorneys as well as staffing professionals to sharpen their legal expertise, this session delivers strategies and takeaways that are relevant specifically to staffing and recruiting companies.

*Qualifies for 1.0 CE hour.*

## FRIDAY, MAY 6

8:30–9:30 a.m.

## Your Next Headache Could Be...Pay Equity, Class Actions, or Biometric Privacy?

**Geri L. Haight, Esq.**, member, Mintz Levin Cohn Ferris Glovsky and Popeo PC; **Sarah Kroll-Rosenbaum, Esq.**, partner—litigation, Akerman LLP

The answer is all three—and likely a few more legal topics that are just around the corner from disrupting your business operations. Join these employment law experts as they discuss the next big things to keep your eye on, including class action trends, updates to your arbitration agreements, biometric privacy and litigation trends, and other legal risks in a postpandemic world. Don't miss this session with some of the nation's top employment law experts who can help your firm anticipate and troubleshoot your next big legal challenge. *Qualifies for 1.0 CE hour.*

10:30–11:30 a.m.

## Beware the Pitfalls of Well-Intentioned DEI Programs

**Joanna Monroe, Esq.**, co-managing partner, Staffing GC; **Vanessa Williams, Esq.**, SVP, general counsel, and assistant secretary, Kelly

Diversity, equity, and inclusion (DEI) programs are top-of-mind for staffing firms as they seek to create more inclusive workplaces and attract talent in a tight labor market, but employers may unintentionally violate antidiscrimination laws as they aim to diversify their workforces and develop internal programs. Staffing firms may also struggle in handling discriminatory client requests made in the name of diversity. Hear from a panel of DEI legal specialists who have the expertise to help guide your firm through this tricky subject.

*Qualifies for 1.0 CE hour.*

11:30 a.m.–12:30 p.m.

## 2022 Elections: State of Affairs and Predictions for the Business Community

**Toby Malara, Esq.**, VP, government relations, American Staffing Association; **Brandon C. Román, Esq.**, partner, Squire Patton Boggs

The Democratic party came out of the 2020 elections with a trifecta: control of the House of Representatives, the U.S. Senate, and the White House. However, with Covid-19 and an unsteady economy causing havoc, the legislative nirvana that was predicted has yet to arrive. As we head toward the 2022 midterm elections, Democrats' hold on the House and Senate looks tenuous, at best. What have been the accomplishments, and failures, of the Biden administration and the 117th Congress to date? What is the state of Covid-19 administrative and legislative efforts? Is more relief legislation on the way? As the 2022 midterm elections approach, can Democrats hold on to their majorities? If they do, what will the legislative agenda of the 118th Congress look like? And if they don't, what does that mean for the administration and the business community heading into the 2024 elections? *Qualifies for 1.0 CE hour.*

# CONTINUING EDUCATION



By participating in this conference, ASA-certified professionals can earn up to 8.0 continuing education hours. Staffing professionals who have earned the ASA Certified Staffing Professional®, Technical Services Certified<sup>SM</sup>, Certified Search Consultant®, and Certified Health Care Staffing Professional® credentials need to recertify every three years by earning 30 hours of CE. **If you are ASA-certified, your earned hours from this conference will automatically be added to your online CE status within two weeks.**

**Questions?** Contact Kia Matthews, ASA education and certification specialist, at 703-253-2057 or [certification@americanstaffing.net](mailto:certification@americanstaffing.net).

## HRCI



This Staffing Law Conference program, ID No. 589416, has been approved for 8.0 HR (General) recertification credit hours toward aPHR<sup>TM</sup>, aPHRi<sup>TM</sup>, PHR<sup>®</sup>, PHRca<sup>®</sup>, SPHR<sup>®</sup>, GPHR<sup>®</sup>, PHRi<sup>TM</sup>, and SPHRi<sup>TM</sup> recertification through HR Certification Institute<sup>®</sup> (HRCI<sup>®</sup>).

The use of this official seal confirms that this activity has met HR Certification Institute's<sup>®</sup> (HRCI<sup>®</sup>) criteria for recertification credit pre-approval.



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- **Provide continuing education hours** toward maintaining your ASA credential





## Continuing Legal Education for Attorneys

ASA has applied for continuing legal education (CLE) accreditation credit in the following states: California, Florida, Georgia, Illinois, New Jersey, New York, Ohio, Oklahoma, Texas, Utah, and Virginia. Attorneys interested in seeking CLE for states other than those listed should contact their state bars for consideration. Upon request, ASA will provide documentation that may be required to validate participation in the conference. **Email [certification@americanstaffing.net](mailto:certification@americanstaffing.net) with inquiries.**

## SHRM Recertification



ASA is recognized by the Society for Human Resource Management to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This program, Activity ID: 22-RAGAG, is valid for 8.0 PDCs for either of the certification programs. For more information, visit [shrmcertification.org](http://shrmcertification.org).



## ASA LEGAL LINE VIDEOS KEEP MEMBERS INFORMED

The ASA Legal Line monthly video series features a member of the ASA legal team and addresses critical legal, regulatory, and legislative topics that have direct implications for your business. Visit [asacentral.americanstaffing.net/legalline](http://asacentral.americanstaffing.net/legalline).

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# PRESENTER BIOGRAPHIES



## Samira Alimohammad, Esq.

As vice president and general counsel of SThree–Americas, Alimohammad oversees the company’s legal and compliance division. Responsible for protecting its assets across its six brands, she has

helped leaders mitigate exposure amid an impressive profit increase from \$181 million in 2014 to \$300+ million today. Of Alimohammad’s many contributions, she reconstructed SThree’s contracts department, significantly reducing exposure to contractual risk, while building out the compliance department and implementing policies adherent to federal, state, and city laws. She served as SThree’s interim group general counsel, and she is a member of the U.S. management board and return to work team. Over the past two years, Alimohammad has shepherded SThree through the many national, state, and local regulatory changes throughout the Covid-19 crisis, continuing to maintain her lead advisory role in North America. A strong believer in diversity, equity, and inclusion and supporting other women, in 2021 Alimohammad made the National Association of Women Lawyers’ Rising List, and she is a member of the ASA Women in Leadership Committee.



## Katharine O. Beattie, Esq.

Beattie is a partner and litigation lawyer with Foley & Lardner LLP and a member of the labor and employment practice group. Her work primarily involves litigation and counseling on federal and state

labor and employment matters, including issues involving discrimination and harassment, leaves of absence, wage and hour disputes on an individual and class-wide basis, employee classification, wrongful termination, trade secret protection, and the enforcement of noncompetition and nondisclosure agreements. Beattie frequently provides employment and labor guidance on corporate merger and acquisition transactions, and regularly negotiates and drafts executive employment, separation, and related agreements on behalf of both publicly and privately held companies. In her labor practice, she advises clients on a range of collective bargaining issues and represents clients before the National Labor Relations Board with respect to unfair labor practice charges and union election proceedings.



## Bob J. Goldberg, Esq.

Goldberg is partner at Taylor English Duma LLP and has an extensive background in counseling clients in a wide range of commercial, corporate, and regulatory matters. He joined Taylor

English in 2005 and is the former chair of the corporate and business practice group. Goldberg concentrates his practice in the areas of commercial transactions, mergers and acquisitions, business organizations, and general business operations support. He has significant experience in the staffing, technology, telecommunications, and hospitality industries. Previously, Goldberg served as vice president and general counsel at Harbor Payments Inc. (now an American Express company), where he was responsible for all aspects of the company’s legal affairs and human resources. Prior to Harbor Payments, he spent seven years at MCI Communications Corp., where he was managing commercial counsel supporting the company’s global marketing, product development, and sales organizations. Goldberg received his juris doctorate degree from American University Washington College of Law and his bachelor of science degree from Tulane University.



## Geri L. Haight, Esq.

Haight is a member in Mintz Levin Cohn Ferris Glovsky and Popeo PC’s employment, labor, and benefits practice focusing on employment litigation, counseling, and compliance, as well

as intellectual property and trade secret matters. She leverages extensive experience as an in-house attorney and trial lawyer and with a broad range of business and employment issues to advise clients across a variety of industries, including food and beverage, consumer products, retail, and technology. Haight’s work primarily involves both litigation and counseling on a broad spectrum of employment issues, including trade secret and intellectual property protection, the enforcement of noncompetition and nondisclosure agreements, independent contractor and employee classification, internal investigations, and compliance matters. In addition to her practice, Haight chairs the steering committee of the Mintz Women’s Initiative, an affinity group dedicated to supporting and enriching the lives and careers of the firm’s female attorneys.



### **Helen L. Konrad, Esq.**

Konrad is director in the immigration practice group of the law firm McCandlish Holton PC, where she concentrates on work site compliance; defending employers in U.S. Department of Labor,

Office of Special Counsel, and Immigration and Customs Enforcement investigations; and employment-based and professional immigration. She has worked directly with the staffing industry for nearly 20 years and has shared her extensive expertise with staffing professionals at Staffing World®, through American Staffing Association webinars, and at past ASA Staffing Law Conferences. Konrad has regularly been recognized as one of the best immigration lawyers in America and she is consistently one of the highest-rated speakers at ASA events.



### **Sarah Kroll-Rosenbaum, Esq.**

Kroll-Rosenbaum is partner—litigation at Akerman LLP and a trusted strategic advisor to her clients, with whom she collaborates closely to design and execute litigation strategies through the lens of

their business priorities. Her team also assists clients in navigating various areas of intersecting legal compliance. In recent years, Kroll-Rosenbaum has led the defense of more than a dozen temporary health care staffing companies in class, collective, and representative actions attacking the industry's business model. In these cases and others, she has argued extensively in California state and federal courts, including the U.S. Ninth Circuit Court of Appeals, in federal courts across the country, and in arbitration.



### **Dawn Lurie, Esq.**

Lurie is senior counsel at Seyfarth Shaw LLP. For years, she has assisted clients in understanding and influencing immigration regulations and policy. She counts herself among a small number of practitioners nationally who have dedicated their practice

exclusively to I-9 worksite enforcement and immigration compliance matters. Lurie co-chairs Seyfarth Shaw's immigration and compliance specialty team and drives the management of the practice, promoting process-oriented offerings to clients. She routinely assists clients in immigration-related government I-9 audits or internal

assessments, including electronic I-9 due diligence reviews. She provides proactive counseling on I-9 hiring practices, including immigration-related discrimination and E-Verify process, as well as monitoring and compliance matters. Lurie defends employers in civil and criminal workplace enforcement actions, conducting immigration-related internal investigations and due diligence and analysis of I-9 issues in mergers, acquisitions, and other corporate transactions.



### **Laura MacNeel, Esq.**

MacNeel is the vice president of legal affairs at Aya Healthcare, the largest health care staffing agency in the U.S. She joined Aya Healthcare in January 2016 as its first in-house attorney and

has overseen and cultivated the growth of the legal department into a team of over 20. In her role, MacNeel oversees the legal and related matters of Aya Healthcare and its subsidiaries, including mergers and acquisitions, contracting, litigation, employment, government affairs, corporate governance, compliance, insurance procurement and claims, and other risk management issues. Prior to joining Aya Healthcare, she worked at Finch, Thornton & Baird LLP, where she represented management in labor and employment matters and business litigation. MacNeel received her juris doctorate degree from the University of San Diego School of Law, from which she graduated cum laude and was made a member of the Order of the Coif and Order of Barristers. In law school, MacNeel was on the Appellate Moot Court National Team and served as a member of its board. She received her bachelor of arts degree in economics and Spanish from Duke University.



### **Toby Malara, Esq.**

Malara is vice president of government relations for the American Staffing Association. He advises on all staffing-related legislation and regulation, including the Affordable Care Act, immigration/I-9,

paid sick leave, sales tax, and per diem issues. He also directs the association's political activities through its political action committee, StaffingPAC. Malara graduated from Georgetown University and earned a juris doctorate degree from the Columbus School of Law at Catholic University.

# PRESENTER BIOGRAPHIES



## Joanna Monroe, Esq.

Founder and co-managing partner of Staffing GC, Monroe is a legal staffing executive and trusted c-suite adviser with two decades of experience helping grow revenue and profit while reducing risk and expense. She recently retired as chief compliance and risk officer of TrueBlue. Her areas of expertise are in business strategy, regulatory compliance, risk management, contractual negotiations, outside counsel management, government affairs, and human resources, with proven success in aligning legal expertise with organizational needs for achieving business growth. Monroe's practical, solutions-focused advice enables leaders to take appropriate risks to unleash business growth.



## John M. Polson, Esq.

Polson is a partner in the Irvine and Los Angeles offices of the law firm Fisher & Phillips and co-chair of the firm's PEO and staffing industry team and the gig economy industry team. He is also a member of the firm's Covid-19 taskforce. He has a diverse practice that includes compliance, litigation, contracts, mergers and acquisitions, strategic planning, and startup representation. Polson has represented professional employer organization and staffing clients in a wide range of litigation and appellate matters. He is a subject matter expert in joint employer, co-employer, and other employer status issues. The Best Lawyers in America publication has included Polson since 2008 and named him 2021 "Lawyer of the Year" in employment law—management for Orange County, CA.



## Brandon C. Román, Esq.

Román is partner at Squire Patton Boggs and advises a wide array of domestic and international clients—including banks, nonbank financial institutions, financial market utilities, trade associations, and multinational corporations—on a variety of financial services and tax issues. He assists clients in developing comprehensive strategies to further their legislative and regulatory interests before Congress, relevant congressional committees, and various regulatory agencies. Román also assists various nonprofit organizations with their corporate formation, including

assistance with obtaining tax-exempt status with the Internal Revenue Service and state-level tax regulators, as well as advises nonprofit organizations on corporate governance and compliance issues. He is a member of the advisory committee of the Squire Patton Boggs Foundation, which promotes the role of public service and pro-bono work in the practice of law and the development of public policy.



## Evan M. Rosen, Esq.

Rosen is a principal in the Atlanta office of Jackson Lewis PC. He is a labor and employment litigator and counselor who has been recognized nationally for his expertise by The Best Lawyers in America for the past five years. Rosen specializes in the staffing industry and advises staffing companies throughout the country. He served on the board of directors for the Georgia Staffing Association for the past nine years, and serves as a founding and leading member of Jackson Lewis' staffing and independent workforce practice group. Rosen works with staffing companies nationwide on a variety of issues, including defending companies against discrimination, harassment, retaliation, wage hour, breach of contract, Fair Credit Reporting Act, noncompete, and wrongful termination administrative charges and lawsuits; counseling companies on a wide range of employment policies and practices; and drafting agreements and policies such as employment agreements, separation agreements, employee handbooks, independent contractor agreements, and other employment policies.



## Brittany Sakata, Esq.

Sakata, general counsel of the American Staffing Association, is an experienced labor and employment attorney with more than 10 years of experience litigating matters on behalf of individuals and employers. She advises American Staffing Association members on labor and employment law and policy issues, including equal employment opportunity, wage and hour, immigration/I-9, Occupational Safety and Health Administration, and National Labor Relations Board issues. Sakata graduated from George Mason University and earned a juris doctorate degree from the Washington College of Law at American University.



### **Donald W. Schroeder, Esq.**

Schroeder is a partner and labor and employment attorney with Foley & Lardner LLP. He has extensive trial experience in both state and federal courts, where he focuses on representing

Fortune 500 clients on matters including restrictive covenant litigation, wage and hour class actions, and single plaintiff discrimination cases. Schroeder's trial experience includes a number of federal and state court jury trials involving claims under Title VII, the Americans with Disabilities Act, Age Discrimination in Employment Act, and the Massachusetts antidiscrimination statute. Additionally, Schroeder regularly handles traditional labor matters (focusing on the management side) for clients, including unfair labor practice proceedings, union elections, mass picketing, labor arbitrations, and collective bargaining negotiations.



### **Andrew W. Singer, Esq.**

Singer is managing partner of Tannenbaum Helpert Syracuse & Hirschrift LLP and is chair of the firm's employment law practice. With extensive experience in all aspects of employ-

ment law, he regularly advises companies with various human resource and compliance issues relating to employment, regulation/compliance, social media and email usage policies, and litigation and dispute resolution. A frequent speaker on employment law topics and emerging trends, Singer regularly conducts training seminars for supervisory and managerial employees covering equal employment laws and sexual harassment, the Americans with Disabilities Act, wage and hour laws, independent contractor misclassification, workplace violence, social media policies, the Family and Medical Leave Act and other leave policies, workforce reduction and the WARN Act, and other employment law developments. He has been selected for inclusion in the New York Super Lawyers list every year since 2010.



### **Erin Stewart, Esq.**

Stewart serves as general counsel for Pinnacle Group, a workforce solutions provider headquartered in Dallas that currently serves clients in six countries. Stewart also serves as the company's

vice president of human resources. She leads the Pinnacle Group's legal, human resources, supply chain, compliance, and risk management functions and is a member of the company's executive leadership team. She has deep expertise with all legal issues impacting workforce solutions programs. Stewart combines that knowledge with a business-forward approach to create effective operational solutions for managing risk. By customizing these solutions for each client company based on its unique risk profile and tolerance, business objectives are achieved while compliance is maintained. Before joining Pinnacle Group as associate general counsel in 2012, Stewart was assistant general counsel at the University of North Texas System and worked with all campuses on legal issues related to employment, litigation, intellectual property, and contracts. Prior to moving to Texas in 2006, Stewart was a litigator with New York City-based Kasowitz, Benson, Torres & Friedman LLP. She is licensed to practice law in Texas and New York. She earned her juris doctorate degree at Columbia Law School and her bachelor's degree in history and English literature from the University of Maryland College Park.



### **Vanessa Williams, Esq.**

As senior vice president and general counsel for Kelly, Williams oversees the legal and corporate security teams and manages outside counsel relationships. She joined Kelly in 2020 with 24 years

of senior legal experience at companies in the data science and information industries. She manages regulatory and legal compliance for Kelly, directs strategic legal initiatives, and provides senior management with actionable counsel. With extensive experience in commercial transactions, litigation management, data privacy, international law, and contract management, Williams offers counsel grounded in the rule of law and nurtured with practicality and innovation. She is a fellow of the American Bar Foundation and the State Bar of Michigan Foundation, former chair of the State Bar of Michigan Representative Assembly, and past president of the Association of Defense Trial Counsel. Williams is recipient of the Crain's General & In-House Counsel Award for large private companies. In 2021, she was named to the EMpower Ethnic Minority Executives list, initiated by diversity and inclusion membership organization Involve.

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Booth 102

Association; Testing and Training

American Staffing Association

ASA Headquarters ★ 703-253-2020

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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. To learn more about the association and meet ASA staff, visit booth 102 in the expo hall.

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Benefits; Risk Management;

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Booth 307

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Booth 309

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Booth 206

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Health Insurance

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Booth 211

Background Checks;  
Drug Testing

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- Essium—Oculus Quest 2 VR Helmet
- Fisher Phillips—Apple Watch Starlight Aluminum Case With Sport Band
- Kittrell Paycard—\$250 Visa Gift Card
- Solvo Global—\$250 Visa Gift Card
- Staffing Lines, A Division of NSM Insurance Group—YETI 30oz Tumbler and \$50 Amazon Gift Card
- TAC Benefits Group LLC—Microsoft Xbox Series S512GB
- TRICOM—Ember Smart Mug, \$100 Amazon Gift Card, and \$50 Wells Fargo Gift Card
- Two River Benefits—Apple Watch
- Vault Health Workforce Screening—YETI Rambler 30oz Tumbler With MagSlider Lid, Tile App, and \$100 Mastercard Gift Card
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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. ASA members provide the full range of employment and workforce services and solutions, including temporary and contract staffing, recruiting and permanent placement, outplacement and outsourcing, training, and human resource consulting.

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# Advocating for Staffing Firms and the Staffing Industry

The ASA legal team monitors employment and staffing-specific legislation, regulations, and court decisions, at the state and national levels; advocates on behalf of the industry; and rallies members to protect the interests of every staffing firm.



**Stephen C. Dwyer, Esq.**  
Senior Vice President and Chief  
Legal and Operating Officer

Dwyer has overall responsibility for ASA's legal and legislative advocacy mission. He also oversees ASA's legal certification programs and advises members on a wide range of labor and employment law and policy matters, including EEO, wage and hour, immigration/I-9, NLRB, and OSHA issues. Dwyer graduated from Bucknell University and earned a J.D. from Boston College Law School.

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Malara directs ASA's government relations, lobbying, and political activities, including the operations of the association's political action committee, StaffingPAC. He also advises members on immigration/I-9, paid sick leave, sales tax, and per diem issues. Malara graduated from Georgetown University and earned a J.D. from the Columbus School of Law at Catholic University.

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Sakata is a former labor and employment law litigator who advises members on a broad range of matters, including EEO, wage and hour, and paid sick leave issues. She is principal ASA liaison to the ASA-OSHA temporary worker safety alliance. Sakata graduated from George Mason University and earned a J.D. from the Washington College of Law at American University.

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# BOARD OF DIRECTORS



## W. Benjamin "Ben" Elliott

Chairman

Elliott has been with Randstad for the past 20 years. He is presently the U.S. chief financial officer for Randstad

North America, responsible for building the U.S. financial shared services center and leading the robotics process automation initiative within Randstad. He is also responsible for the financial leadership of the Spherion Franchise Organization, which is a separate operating division within the U.S. Elliott is a board member for ASA and a member of the Metro Atlanta Chamber of Commerce. Prior to Randstad, Elliott served as CFO for numerous organizations, including OneSource Inc., Allied Automotive Group, and National Linen Service. He also has industry experience in electronic payments, dot.com, logistics, and transportation. Elliott began his career as a staff auditor at Arthur Andersen & Co., becoming a certified public accountant in the state of Illinois in 1980.



## Threase Baker, TSC, CSP

First Vice Chairman

Baker is president and an owner of Abbttech Professional Resources Inc. Based in Washington, DC, the company

supports both the government and private sectors by providing information technology, engineering, and office-clerical staffing services, as well as personal identity verification. Baker has more than 20 years of staffing industry experience. She is past president of the Capital Area Staffing Association.



## Joanie Bily

Second Vice Chairman

Bily is president of the RemX division of EmployBridge Holding Co. She is responsible for the division's growth

strategy, including sales, marketing, operations, recruiting, and employee development. As an employment industry expert, she is often called upon to discuss the job market, careers, and workplace trends and speaks to the talent supply and demand cycles that impact U.S. employers. She is frequently featured as a keynote speaker at industry conferences, and her commentary on the employment market has been featured on several media outlets.



## Jeff Bowling

Treasurer

Bowling is the chief executive officer of Dallas-based Curative, a physician staffing and direct hire firm with 150

internal employees. Doximity, the leading physician networking platform in the U.S., purchased Curative (formerly THMED) in April 2020. Bowling was tasked with combining the social networking power of Doximity with Curative's experience and history in staffing to transform the business into the industry's leading tech-enabled staffing company. A veteran of the staffing and recruiting industry, Bowling is the founder and former CEO of wildly successful and popular firm The Delta Cos., which he sold in a successful exit in 2014. He stayed on as CEO after selling the business, stepping down at the end of 2016. During the three-plus years between CEO stints, Bowling sat on several boards—including The Delta Cos. He also invested in service-based and tech companies while performing advisory work in those same industries. Bowling is still an investor and board member for ClearlyRated, a SaSS tech company in Oregon that supports the staffing industry, and ReSourcing, a NYC-based staffing business in the IT and F&A segments of staffing. He is a proud Texan, graduating from the University of North Texas, and resides in Dallas with his wife, Daniella, and their three children.



## Tom Gimbel

Secretary

Gimbel is the founder and chief executive officer of LaSalle Network.

Founded in 1998, LaSalle Network is a professional staffing and recruiting firm headquartered in Chicago. LaSalle is a 10-time *Inc.* 5000 company and is on Glassdoor's Best Places to Work list. Gimbel was honored on the *Crain's Chicago Business* 40 Under 40, and was inducted in the Chicago Area Entrepreneurship Hall of Fame. Gimbel serves on the board of directors of Ounce of Prevention, and is an active member in the Young Presidents' Organization and the Economic Club of Chicago.



### **Jeffrey S. Burnett, CSP**

Burnett is president and chief executive officer of Labor Finders International Inc., a national staffing company based in Palm Beach Gardens, FL. With more

than 30 years of staffing industry experience, he has held positions ranging from field operations to executive management. An ASA past chairman, he currently is chairman of the ASA audit and finance committee and has been chairman of several association committees. Burnett was president of the Florida Staffing Association, an ASA-affiliated chapter, and StaffPac Inc., Florida's industry political action committee. He has been named one of the 100 most influential individuals in the staffing and recruiting industry and has appeared on Fox News to discuss employment and the economy. He enjoys all sports and outdoor activities and is the No. 1-ranked tennis player in Florida and a top-five ranked player in the U.S. Burnett holds a bachelor's degree in business administration (accounting) from Stetson University, has completed postdegree studies in accounting, and is a certified public accountant in the state of Florida.



### **Susan Dietrich**

Dietrich is a principal owner of TOPS Staffing LLC, AllTek Staffing and Resource Group Inc., e-Staff Consulting Group, AccountStaff Inc., Sterling Office

Professionals, and TVS Inc. She began the western chapter of the Pennsylvania Staffing Association, an ASA-affiliated chapter, and served as its president for three years. Dietrich also has served on the ASA chapter leadership council and the chapter past presidents committee.



### **John A. Elwood, CSP**

Elwood joined Elwood Staffing in 1996 and served in several roles before being named president in 2000. Elwood Staffing, a leading provider of talent-

based solutions and actionable workforce intelligence, is the 18th largest U.S. staffing company and the 10th largest U.S. industrial staffing company. Operating more than 250 service locations in 31 states, the company employs more than 100,000 temporary associates each year. Today, Elwood commits his efforts to furthering

the interests of the staffing industry through his active involvement with ASA: He has been a board member since 2008 and served as the ASA chairman of the board for the 2015 term.



### **James A. Essey, CSP**

Essey is president and chief executive officer of the TemPositions Group of Cos., which operates in New York, New Jersey, Connecticut, and California.

He served five terms as president of the ASA-affiliated New York chapter. Essey was elected ASA chairman in 2004—exactly 30 years after his father, Dick, served in the same role—and has chaired the chapter relations, member education and certification, political action, and industry practices committees. He currently chairs the legal and legislative committee and the public policy advocacy taskforce. Essey received his bachelor of arts degree from Trinity College and master of business administration degree from Harvard University.



### **Robert A. Funk**

Funk is founder, president, and vice chairman of the board for Express Employment Professionals.

Headquartered in Oklahoma City, the staffing company awarded its first Express franchise in 1985, and has since grown to more than 560 franchises in the U.S., Canada, and South Africa. Under Funk's leadership, Express Employment Professionals has put more than five million people to work worldwide and nearly 275,000 in Oklahoma since 1983.



### **Karenjo Goodwin**

Goodwin is the founder and chief executive officer of Exact Staff Inc., a family of staffing, search, and recruitment outsourcing companies

headquartered in Woodland Hills, CA. Founded in 1996, Exact Staff is one of the largest independent, woman-owned staffing companies in California. Goodwin has served as a founding executive of American Business Careers in New York and has held executive positions for international, national, and regional staffing companies.

# BOARD OF DIRECTORS



## Jeff Harris

Harris is a board member of Workforce Unlimited, with offices in North Carolina and Virginia. An industry veteran and investor, he co-founded ettain group in 1996 and served as chief executive officer and chairman until 2019. In addition, Harris serves on the board of ClearlyRated and is a partner and growth advisor at Four Piers Capital Partners. He co-founded the National Staffing Alliance and the IT Staffing Executive Roundtable.



## Kristen Harris, CSP

Harris is chief operating officer and co-founder of Columbus, OH-based Portfolio Creative, a niche staffing and recruiting firm focused on the marketing, advertising, and design fields. The firm is a certified woman-owned business, has appeared on *Inc.* magazine's list of America's fastest growing companies, and has been named Best Temporary Staffing Agency by *Columbus CEO* magazine. Prior to starting Portfolio Creative, Harris held design and art direction positions at companies such as Structure, Limited Too, and Victoria's Secret. She served on the ASA professional section policy council in 2012, and then served as that section's policy council chairman in 2013.



## Chris Hartman

Hartman has more than 23 years of experience with Allegis Group, a global leader in talent solutions, where he leads a team focused on strategy and enterprise-wide initiatives. In his role as global development officer, Hartman is responsible for driving the company's strategic investments and stewarding the Allegis Group brand, as well as ensuring the company's continuous growth and responsiveness to marketplace trends and innovations. He has held a number of global leadership roles across Allegis Group's network of specialized companies, during which he built new business units and drove key acquisitions, market acceleration, and leadership succession plans for long-term success.



## Janette Marx

Marx started with Airswift in 2014 and served as chief operating officer for four years before assuming her present role as chief executive officer. She has a passion for investing in the development of people to help everyone achieve their aspirations. Throughout her career, Marx has championed new initiatives, including diversification strategies, sales and recruitment growth improvements, and operational efficiencies. She has led cutting-edge programs to give her teams a competitive advantage. Before Airswift, Marx served in various leadership roles with the Adecco Group over a 19-year period. She has a bachelor's degree in business management and an MBA.



## Kelly McCreight, CSP

McCreight is the chief executive officer of Hamilton-Ryker, which provides commercial and IT staffing, IT managed solutions, and vendor management system (VMS) and managed service provider (MSP) services across the Southeast. McCreight began his career with Hamilton-Ryker in 1993 as a staffing coordinator. Over his more than 20 years with the firm, he has worked as a vendor-on-premise, branch manager, business development manager, and controller; he became president and CEO of Hamilton-Ryker in 2009. McCreight is also a past president of the Tennessee Staffing Association and the current treasurer of the Tennessee Chamber of Commerce.



## Ranjini Poddar

Poddar is chief executive officer and co-founder of Artech LLC, the largest woman-owned information technology staffing firm in the U.S., providing global

workforce solutions to more than 80 *Fortune* 500 and government clients around the world. Through her leadership, Poddar has established a philosophy of client centricity and execution excellence that is instilled in the company's culture. It is this operational and service delivery direction that has driven Artech to become an \$810 million company with a team of more than 10,500 staff and consultants at more than 35 locations in the U.S., India, China, and Canada. Poddar earned a juris doctorate from Yale Law School and a bachelor's degree in information and computer science from the University of California.



## Peter W. Quigley

Quigley is president and chief executive officer of Kelly. Prior to his current role, he was president, global staffing, and general manager for the company's

information technology and global business services. Prior to that, he served as chief administrative officer for the company and also served as the company's general counsel. As a key member of Kelly's senior leadership team for more than 10 years, Quigley has progressed through the leadership ranks since joining the company in 2002. Quigley earned his juris doctorate with honors from the National Law Center at George Washington University and a bachelor's degree with distinction from the University of Michigan. He is a member of the state bar of Michigan and the District of Columbia bar.



## Joyce Russell

Immediate Past Chairman

As president of the Adecco Group US Foundation, Russell is committed to making the future work for everyone.

The foundation launched in January 2019 and focuses on upskilling and reskilling American workers and helping to ensure work equality for all. Russell has firmly established her reputation and passion for working with people and providing new opportunities for both employees and companies. She constantly strives for growth both personally and professionally, while remaining focused on work-related programs, partnerships, and investments that create greater economic opportunity for American workers. In 1987, Russell joined Adecco as a branch manager in Charlotte, NC. From 2004 to 2018, she served as the president of Adecco Staffing US, leading the largest business unit of Adecco Group North America—with more than 450 branch locations, approximately 1,800 colleagues, and a diverse portfolio of clients. Russell is a member of the Committee of 200, a founding member of Paradigm for Parity, and a member of Women Corporate Directors. She holds a degree in business and communications from Baylor University.



## Leo Sheridan

Sheridan is chief executive officer of the Advanced Group, a staffing and outsourcing solutions provider with offices across the U.S. In 1988,

Sheridan founded Advanced Resources, and as the firm quickly expanded, he added additional businesses to create the Advanced Group. Today, the Advanced Group includes Advanced Resources, Advanced Clinical, the WunderLand Group, and Advanced RPO. Sheridan earned a bachelor of science degree in business administration from St. Michael's College in Vermont, and completed the executive management program at Northwestern University's Kellogg School of Management. He has provided leadership to a variety of professional organizations, including TechServe Alliance, the American Staffing Association, and the Young Presidents' Organization. Sheridan serves on the board of directors and the board of trustees for Cristo Rey Network.



# BOARD OF DIRECTORS



## Ken Taunton, CSC

In 2001, Taunton leveraged his expertise in leading senior-level executive searches for private companies and founded the Royster Group, a certified minority-owned business enterprise providing executive search and professional staffing services in the private and public sectors and health care industry. Prior to establishing his company, Taunton was a senior associate with Korn/Ferry International's health care practice and held various recruitment and sales positions at Merck & Co. In 2015, the Royster Group was named to the *Inc.* 5000 list of the nation's fastest-growing private companies for the sixth consecutive year. The company also has been recognized by the National Minority Supplier Development Council as National Supplier of the Year. Taunton is a graduate of the Georgia Mentor Protégé Connection Program and of the Small Business Administration's Emerging 200 Initiative Program, a federal training initiative that focuses on executives of businesses poised for growth in historically challenged communities. Taunton earned a bachelor's degree in marketing from the University of Alabama at Birmingham and a master of business administration degree from Mercer University's Stetson School of Business. He also is a member of the Metro Atlanta Chamber of Commerce and chairman of the ASA Inclusion, Diversity, Equity, and Advocacy (IDEA) interest group.



## Mark Toth, CSP

Toth is chief legal officer for ManpowerGroup's North American operations. He also serves on its global leadership team and North American lead team. Toth is a frequent speaker on workplace legal topics and writes an award-winning employment law blog.



## Steve Wehn

Wehn joined AMN Healthcare in 1993 and is currently vice president of government and community relations. His responsibilities include legislative and regulatory advocacy and compliance as well as overseeing the company's corporate social responsibility programs. Prior to 2005, Wehn served as senior vice president of client services in AMN's travel nurse and allied divisions.



## DeLibra Wesley

Wesley is the founder and chief executive officer of Texas-based National Recruiting Consultants. Wesley previously was part of the leadership team at the Delta Cos., where her nearly 14-year tenure progressed to the role of chief operating officer of the company, where she oversaw all aspects of operations from training and compliance to project management and human resources. She was the company's first minority executive and led its diversity council. Wesley has nearly 20 years of health care staffing experience throughout her career. She was named to the SIA Global Power 150–Women in Staffing list in 2018 and 2020.



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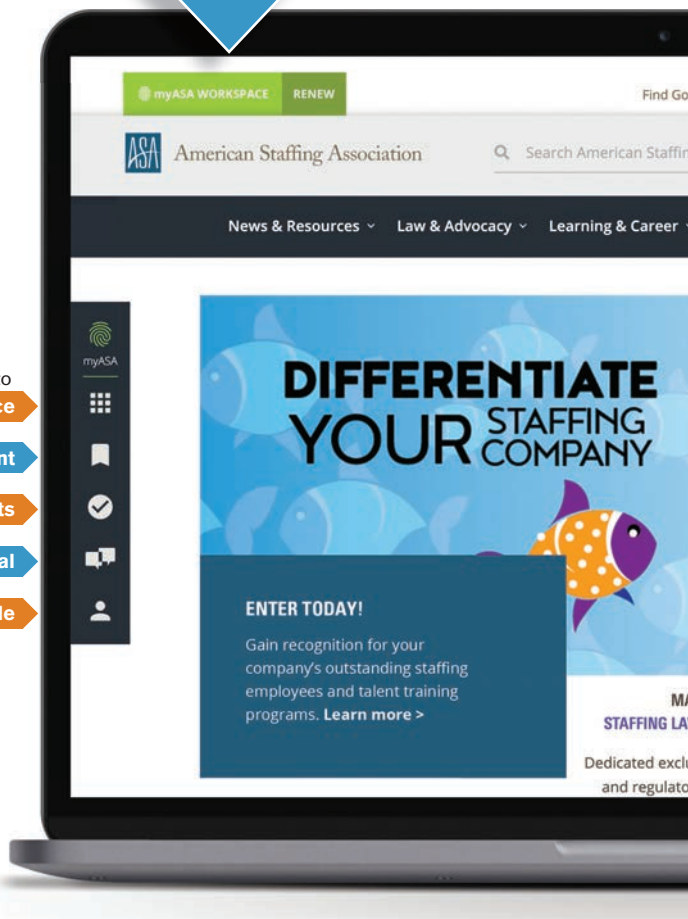
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