



2023 **ASA**  
**STAFFING  
LAW**  
CONFERENCE

# Resource Book

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2023 ASA STAFFING LAW CONFERENCE - GRAND HYATT WASHINGTON HOTEL, WASHINGTON, DC - MAY 18 AND MAY 19

\*Workers' Compensation will be provided through World Wide/Valley Forge Insurance Brokerage. Philadelphia Insurance Companies is the marketing name for the property and casualty insurance operations of Philadelphia Consolidated Holding Corp., a member of Tokio Marine Group. All admitted coverages are written by Philadelphia Indemnity Insurance Company. Coverages are subject to actual policy language.



## TAP INTO THE WI-FI

Network: Hyatt\_Meetings  
Password: SLC23 (case sensitive)

## ACCESS SESSION HANDOUTS

Go to [americanstaffing.net/slc23handouts](http://americanstaffing.net/slc23handouts).

## Welcome to the ASA Staffing Law Conference

MAY 18–19 ★ GRAND HYATT WASHINGTON ★ WASHINGTON, DC

The American Staffing Association is pleased to welcome you to the 2023 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 2023 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—2023 ASA STAFFING LAW CONFERENCE SPONSORS

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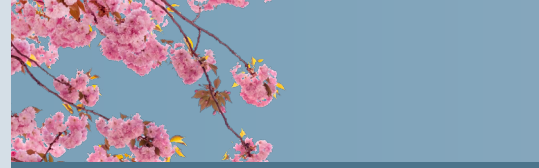
### SPONSORS







# CONFERENCE AGENDA



## WEDNESDAY, MAY 17

4–5:30 p.m.

Special Session: Health Care Staffing—Combating the Legal and Legislative Issues Ahead

## THURSDAY, MAY 18

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.

You Can't Be Serious! Pay Transparency, Pay Equity, and Fee Restrictions

10–10:45 a.m.

Refreshment Break With Exhibitors

THURSDAY, May 18, cont.

10:45–11:45 a.m.

The IT Factor: Emerging Technologies and Potential Liability

11:45 a.m.–1 p.m.

ASA Legal and Legislative Committee Meeting and Lunch (by invitation only)

Sponsored by



11:45 a.m.–1:15 p.m.

Networking Lunch With Exhibitors

1:15–2:15 p.m.

Best Practices in HR: Employee Discipline, Performance Reviews, Terminations, and Reductions in Force

2:15–3 p.m.

Refreshment Break With Exhibitors

3–4 p.m.

Hands Off, They're Mine! Protecting Staffing Agency Employees and Goodwill

4–4:30 p.m.

Refreshment Break With Exhibitors

4:30–5:30 p.m.

You Be the Judge: Top Staffing Cases of 2022

Sponsored by



5:30–6:30 p.m.

Happy Hour With Exhibitors

Sponsored by







## FRIDAY, MAY 19

7–8:15 a.m.

ASA Legal and Legislative Committee Meeting and Breakfast (*by invitation only*)

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.

**Getting to Know You: Why Are Background Checks and Drug Tests So Hard?**

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.

**Survey Says: Emerging Trends and 'Gotcha' Issues Every Staffing Agency Should Know About**

11:30 a.m.–12:30 p.m.

**Buyer Beware! Potential Risks With Employee Health Plans, EOR Services, and Online Platforms**

**SEE THE**

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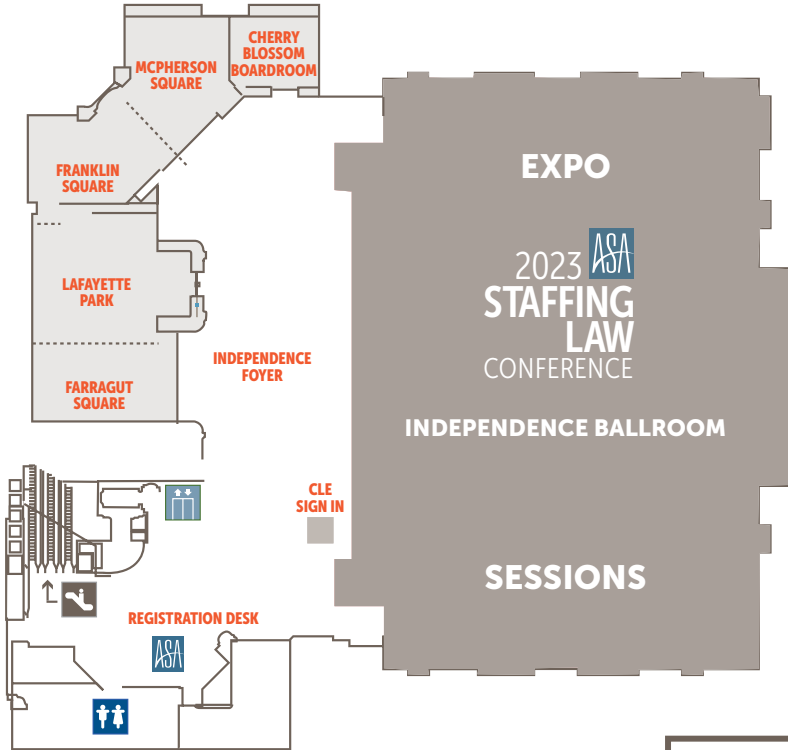
ASA Marketplace is a recently relaunched online directory featuring more than 300 suppliers serving the staffing and recruiting industry. The site organizes suppliers into 12 broad and 96 targeted categories to improve searchability and user experience.

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# CONFERENCE MAPS

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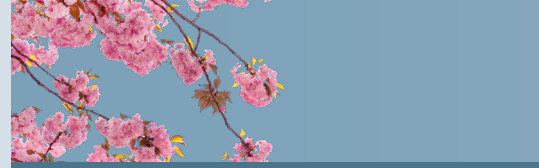
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# EXECUTIVE EDUCATION



## SESSION DESCRIPTIONS

### WEDNESDAY, MAY 17

4–5:30 p.m.

#### Special Session: Health Care Staffing— Combating the Legal and Legislative Issues Ahead

**Sarah Kroll-Rosenbaum, Esq.**, partner, Akerman LLP;  
**Toby Malara, Esq.**, VP, government relations, American  
Staffing Association

This special session is open to all Staffing Law Conference attendees. Whether or not your company focuses on health care staffing, you will come away with important legal and legislative updates that affect a major sector of the staffing industry, including federal and state efforts to regulate staffing agencies with health care lines of business; top current and forthcoming legal issues in health care staffing; and current best practices for compliance and growth. There will also be time for Q&A and discussion. *Qualifies for 1.5 CE hours.*

### THURSDAY, MAY 18

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.

#### You Can't Be Serious! Pay Transparency, Pay Equity, and Fee Restrictions

**Benjamin M. Ebbink, Esq.**, partner, Fisher & Phillips LLP;  
**Evan M. Rosen, Esq.**, principal, Jackson Lewis PC

The times they are a-changing—no longer are staffing agency pay and bill rates confidential information. State and local laws increasingly require public disclosure of such information—to government agencies, job candidates, and even clients. As tempting as it might be, a “none of your business” approach won't work. What's more, some states are seeking to cap client bill rates and prohibit conversion fees. Learn about the latest

laws and proposals and find out how to comply while still remaining competitive in an increasingly transparent business environment. *Qualifies for 1.0 CE hour.*

10:45–11:45 a.m.

#### The IT Factor: Emerging Technologies and Potential Liability

**Christy S. Hawkins, Esq.**, partner, Akerman LLP;  
**Helen L. Konrad, Esq.**, director, McCandlish Holton PC

Bots. Applicant tracking systems. Job boards. Artificial intelligence. Apps. Biometrics. The list goes on, and the landscape is constantly changing. The dramatic increase in the use of technology to recruit, screen, select, and assign candidates has increased the risk of lawsuits claiming discrimination based on citizenship, national origin, race, and other characteristics, as well as privacy claims. Join industry veterans as they help you avoid enforcement and class action liability under ever-expanding immigration, civil rights, and workplace privacy laws. *Qualifies for 1.0 CE hour.*

1:15–2:15 p.m.

#### Best Practices in HR: Employee Discipline, Performance Reviews, Terminations, and Reductions in Force

**Gerald L. Maatman Jr., Esq.**, partner, Duane Morris LLP;  
**Robert W. Sanders, Esq.**, partner, Taylor English Duma LLP

Let's face it: Employee discipline, difficult performance reviews, terminations, and reductions in force are an unfortunate and inevitable reality of every workplace—whether due to uncertain economic circumstances, the return-to-office dynamic, misconduct, poor performance, or otherwise. The key is handling them professionally and legally. In this session, learn the best practices and find out what not to do when engaging in these delicate personnel matters. *Qualifies for 1.0 CE hour.*

3–4 p.m.

#### Hands Off, They're Mine! Protecting Staffing Agency Employees and Goodwill

**Lauren E. Briggerman, Esq.**, member, Miller & Chevalier  
Chartered; **Jason B. Klimpl, Esq.**, partner, Tannenbaum  
Helpert Syracuse & Hirschtritt LLP

The lifeblood of every staffing agency is its recruiters, account





managers, temporary workers, and executives—and they are hard to find. It’s natural to want to protect your investment in them through nonsolicitation and noncompete agreements and other measures, but increased criminal and civil antitrust scrutiny, new laws limiting restrictive covenants, and other developments have made those measures risky. To avoid lawsuits and maintain goodwill, staffing agencies need to know what to do. Learn more about recent legal developments and about how to keep your agency compliant with the law in this important session. *Qualifies for 1.0 CE hour.*

4:30–5:30 p.m.

### You Be the Judge: Top Staffing Cases of 2022

**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 experts in staffing who will argue their cases before you—the jury—and let you decide the verdict. 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 all staffing professionals to sharpen their knowledge, this session delivers strategies and takeaways specifically focused on staffing and recruiting companies. *Qualifies for 1.0 CE hour.*

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## FRIDAY, MAY 19

8:30–9:30 a.m.

### Getting to Know You: Why Are Background Checks and Drug Tests So Hard?

**Pamela Q. Devata, Esq.**, partner, Seyfarth Shaw LLP;  
**Lia Elliott, Esq.**, co-managing partner, Staffing GC

As every staffing firm owner, recruiter, and HR professional knows, background checks and drug tests are critical to reducing risk and complying with client requirements. So why is it getting harder to conduct them? With more courts restricting

access to personal information, background checks are getting delayed or becoming impossible to complete. At the same time, state and local laws are increasingly limiting how employers can use background check and drug test results. What’s a staffing agency to do? Come to this essential session for the answers. *Qualifies for 1.0 CE hour.*

10:30–11:30 a.m.

### Survey Says: Emerging Trends and ‘Gotcha’ Issues Every Staffing Agency Should Know About

**Michael R. Gotzler, Esq.**, shareholder, Littler Mendelson PC;  
**Geri L. Haight, Esq.**, member, Mintz, Levin, Cohn, Ferris, Glovsky, and Popeo PC

To protect their business, every staffing agency owner and manager must be aware of potential legal threats that could complicate their employment decisions. In this interactive session, attendees will learn about the major trends and “gotcha” issues that could trip up their businesses—including the continuing explosion of paid and protected leave laws; employee remote work demands; pandemic-related safety concerns and other issues; political and social justice issues in the workplace; disciplinary issues and so-called “quiet quitting”; class actions; and more. *Qualifies for 1.0 CE hour.*

11:30 a.m.–12:30 p.m.

### Buyer Beware! Potential Risks With Employee Health Plans, EOR Services, and Online Platforms

**Alden J. Bianchi, Esq.**, counsel, McDermott Will & Emery;  
**David Fuller, Esq.**, counsel, McDermott Will & Emery;  
**Edward A. Lenz, Esq.**, senior counsel, American Staffing Association

Staffing agencies use a wide range of products, services, and business strategies. Most are sound and provide value. Some, however, may pose legal risks to staffing agencies, their employees, and clients. In this session, you’ll learn what issues to look for and questions to ask before using employer-of-record services—or buying employee benefit plans that promise big employer tax savings. You’ll also learn how to deal with online staffing platforms that may be misclassifying employees as independent contractors. *Qualifies for 1.0 CE hour.*

# CONTINUING EDUCATION



By participating in this conference, ASA-certified professionals can earn up to 9.5 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



SPHRi<sup>TM</sup> recertification through HR Certification Institute® (HRCI®).

This Staffing Law Conference program, ID No. 627614, has been approved for 9.5 conference 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

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## 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, Tennessee, Texas, Utah, and Virginia. CLE application approval times will vary per state. ASA will provide CLE documentation based on verified session attendance after the conference concludes. Attorneys interested in seeking CLE for states other than those listed should contact their state bars for consideration. **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: 23-3C5TX, is valid for 9.5 PDCs toward the SHRM recertifications. 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



**Katharine O. Beattie, Esq.**  
Partner, Foley & Lardner LLP

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.



**Alden J. Bianchi, Esq.**  
Counsel, McDermott Will & Emery LLP

Bianchi is an experienced employee benefits and executive compensation lawyer based in the Boston office of McDermott Will & Emery LLP. He regularly advises corporate, not-for-profit, governmental, and individual clients on a broad range of executive compensation and employee benefits matters, including qualified and non-qualified retirement plans and health and welfare plans. Bianchi has been recognized as a leading employee benefits and executive compensation attorney nationwide by organizations including Best Lawyers in America, Chambers USA, and Legal 500.



**Lauren E. Briggerman, Esq.**  
Member, Miller & Chevalier Chartered

Briggerman focuses her practice on white collar defense in criminal and civil matters. She represents corporations and executives in government and internal investigations as well as related litigation, including in the areas of criminal antitrust, money laundering, bank fraud,

and government contracts fraud. In particular, she has developed expertise in global cartel investigations. Briggerman is co-founder of the Women's Antitrust Forum, a Washington, DC-based organization that brings together women antitrust practitioners for professional development purposes. She is also vice chair of the American Bar Association's Compliance & Ethics Committee for the Antitrust Law Section and is an active member of the ABA Cartel and Criminal Practice Committee and the Women's White Collar Defense Association.



**Pamela Q. Devata, Esq.**  
Partner, Seyfarth Shaw LLP

Devata is a partner in the labor and employment practice group of the law firm Seyfarth Shaw LLP. She specializes in all aspects of employment defense, including counseling, training, and litigation. She also has extensive experience with employment litigation in administrative agencies, as well as the Fair Credit Reporting Act and state laws affecting background screening. Devata counsels both employers and providers (resellers and consumer reporting agencies) on compliance requirements under the FCRA and related state laws and has been involved in litigation regarding these issues.



**Benjamin M. Ebbink, Esq.**  
Partner, Fisher & Phillips LLP

Ebbink is a partner in the Sacramento office of Fisher & Phillips LLP and is a legislative advocate and principal of FP Advocacy LLC. With two decades of experience in labor and employment law and in assisting the development of California labor law and regulations, he focuses on legislation introduced at the federal, state, and local levels. For nearly 15 years, Ebbink served as chief consultant to the California Assembly Committee on Labor and Employment, where he was the primary policy expert on labor and employment matters for the California State Assembly. He played a key role in virtually every major labor and employment issue to come before the legislature during his tenure, and personally drafted hundreds of legislative proposals. During his service in the legislature, Ebbink earned a reputation for his integrity, his ability to work with diverse stakeholders on all sides, and his skill as a problem-solver.





**Lia Elliott, Esq.**  
Co-Managing Partner, Staffing GC

Elliott is an attorney and c-suite advisor with more than 20 years of boots-on-the-ground executive and legal experience in the workforce solutions and staffing industry. She is solutions-focused and works with clients to achieve business objectives while aligning legal compliance within risk tolerance and budget. An accomplished executive and attorney, Elliott's diverse experience in both the practice of law and executive management offers unique value-add legal solutions to her clients.

Prior to launching Staffing GC, Elliott served for 15 years as general counsel to Elwood Staffing, where she led legal strategy, compliance, litigation management, and department operations and implemented enterprise-wide systems, solutions, procedures, and programs to protect profit and reduce risk. She also served on the executive committee and helped grow and scale Elwood Staffing from a \$160 million company to a nearly \$1 billion enterprise with more than 250 service locations and more than 130,000 contingent employees assigned across more than 6,000 diverse client facilities with 1,000 internal corporate employees.



**David Fuller, Esq.**  
Counsel, McDermott Will & Emery

Fuller focuses his practice on matters that include employee fringe benefits, independent contractor/employee classification, payroll taxes, information reporting, supplemental unemployment compensation benefits, and the contingent workforce (outsourcing, PEOs, and employee leasing). His unique practice includes tax litigation on a wide range of significant FICA and tax refund matters. A former manager of the U.S. Internal Revenue Service employment tax/fringe benefits branch, Fuller also has extensive experience in employment tax, employee-independent contractor, and fringe benefits planning strategies, as well as handling tax controversy matters with IRS Exam and IRS Appeals. Fuller was named to the 2023 list of Best Lawyers in America, Employee Benefits (ERISA) Law.



**Michael R. Gotzler, Esq.**  
Shareholder, Littler Mendelson PC

Gotzler represents employers in all aspects of labor and employment matters, including labor management relations. His practice includes employment litigation, employee leave and accommodation issues, wage and hour compliance, noncompete agreements and other restrictive covenants, independent contractor issues, and labor relations. Gotzler is skilled in responding to claims and issues surrounding joint and co-employment, the use of third-party workers, independent contractors, and outsourced HR services. He has presented at national conferences, represented businesses at White House briefings, and participated on expert panels, and has been regularly interviewed and quoted as a result. Gotzler has also represented the staffing industry on a wide range of legal issues and legislative and regulatory matters. Prior to joining Littler, he was general counsel of an organization that provided temporary staffing, executive recruiting, HR consulting, and integrated HR services throughout the U.S. Gotzler partners with and provides legal counsel to employers of all sizes and industries throughout the U.S., from multinational Fortune 50 companies to startup companies looking to hire their first employee.



**Geri L. Haight, Esq.**  
Member, Mintz Levin Cohn Ferris  
Glovsky and Popeo PC

Haight is a member in Mintz'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 non-competition and nondisclosure agreements, independent contractor and employee classification, internal investigations, and compliance matters. In addition to her practice, Haight chairs the steering committee of

# PRESENTER BIOGRAPHIES

the Mintz Women's Initiative, an affinity group dedicated to supporting and enriching the lives and careers of the firm's female attorneys.



**Christy S. Hawkins, Esq.**  
Partner, Akerman LLP

Hawkins focuses her practice on privacy, cybersecurity, and incident response. She advises clients on state, federal, and international data security and privacy issues, including compliance and risk management, and supports organizations of all sizes and in various market sectors. Hawkins conducts risk assessments and prepares key documentation to enhance and support privacy and cybersecurity programs of all sizes and maturity levels through the rapidly changing privacy and security landscapes in the U.S. and abroad.



**Jason B. Klimpl, Esq.**  
Partner, Tannenbaum Helpern  
Syracuse & Hirschtritt LLP

Klimpl is a partner in the employment law group of Tannenbaum Helpern Syracuse & Hirschtritt LLP. In this capacity, he advises clients on a broad range of employment law matters, such as wage and hour compliance, health care, equal opportunity actions and policies, employment agreements and restrictive covenants, independent contractor and consulting issues, reductions in force, technology and privacy concerns, and other human resource counseling. He is general counsel of the New York Staffing Association, an ASA-affiliated chapter, and is heavily involved in legal and legislative efforts to support the staffing industry. He has written numerous employment law articles and is a contributing faculty member of both Lawline and the National Academy of Continuing Legal Education. Klimpl also is a member of the Manhattan Chamber of Commerce speakers bureau and help desk. He was awarded Martindale-Hubbell's "preeminent" peer review rating, named 2013–2022 New York Super Lawyer (Rising Star), and won the "Rising Star Attorney" category in New York Enterprise Report's 2012 Best Attorneys and Accountants list.



**Helen L. Konrad, Esq.**  
Director, McCandlish Holton PC

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 more than 25 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.**  
Partner—Litigation, Akerman LLP

Kroll-Rosenbaum is 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 assists clients in navigating novel areas of intersecting legal compliance. In recent years, she has led the defense of nearly two dozen temporary health care staffing companies in class, collective, and representative actions that sought to attack the industry's business model. Kroll-Rosenbaum 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.



**Edward A. Lenz, Esq.**  
Senior Counsel, American  
Staffing Association

Lenz is senior counsel for the American Staffing Association and one of the nation's leading authorities on the legal and policy aspects of staffing. He joined ASA in 1989 as the association's first general counsel and later, as senior vice president for legal and public affairs, was the industry's chief legal and legislative strategist. Since passage of the Affordable Care Act, Lenz has led the industry's advocacy efforts before Congress and the





administration regarding how the ACA uniquely affects staffing firms. Before joining ASA, he was vice president and assistant general counsel for regulatory affairs with Kelly Services and chairman of the ASA legislative committee. In addition to his ongoing leadership role with ASA, Lenz also serves as senior adviser for employment, labor, and benefits to the law firm Mintz Levin Cohn Ferris Glovsky and Popeo PC.



**Gerald L. Maatman Jr., Esq.**  
Chair, Workplace Class Action Group,  
Duane Morris LLP

Maatman, chair of Duane Morris' Workplace Class Action group, has nearly four decades of experience practicing law and has defended some of the most significant bet-the-company cases ever filed against corporate America. He has represented companies, executive teams, and boards across the country in class action litigation, ranging in size from thousands to hundreds of thousands of claims by employees. Among his accomplishments, Maatman defended and defeated the largest systemic enforcement action ever brought in the history of the U.S. Equal Employment Opportunity Commission, the first attorney general prosecution of a Wall Street company for workplace discrimination and harassment, and the largest wage and hour class and collective actions ever brought in Florida and New York. Maatman pioneered the process of conducting employment-practices audits to assist employers in structuring effective and practical personnel policies and protocols.

Maatman has served as a legal commentator on PBS, NPR, MSNBC, CNBC, and U.S. talk radio, and his comments have appeared in such publications as the *Wall Street Journal*, the *Economist*, *Business Insurance*, *USA Today*, *Fortune*, and *Forbes*. He has authored six books on employment law topics and has spoken to employer groups throughout the U.S., as well as in Asia, Europe, Canada, and Mexico. Maatman was a 2021 Law360 MVP for Employment Law, which is his sixth such honor from Law360 since 2013. That same year, he was inducted into the Legal 500 Hall of Fame. He also was selected by America's Leading Lawyers for Business as one of the nation's leading class action defense lawyers in its 2006 to 2022 rankings of U.S. lawyers.



**Toby Malara, Esq.**  
VP, Government Relations, American  
Staffing Association

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.



**Evan M. Rosen, Esq.**  
Principal, Jackson Lewis PC

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 six years in the practice areas of employment law, management and litigation, and labor and employment. Rosen specializes in the staffing industry and advises staffing companies throughout the country. He has served on the board of directors for the Georgia Staffing Association for the past 10 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.**  
General Counsel, American Staffing  
Association

Sakata is an experienced labor and employment attorney with more than 11 years of experience litigating matters on behalf of individuals and employers. She advises American Staffing Association members on labor and

# PRESENTER BIOGRAPHIES

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.



**Robert W. Sanders, Esq.**  
Partner, Taylor English Duma LLP

Sanders is a partner at Taylor English Duma LLP, where he helps companies across the country understand legal risks and strategies to avoid claims—

empowering them to make confident, business-minded employment decisions. He routinely counsels employers on best practices in handling employee discipline and discharge, leave and accommodation, discrimination and harassment, wage and hour, worker safety, noncompete, and other issues.



**Donald W. Schroeder, Esq.**  
Partner, Foley & Lardner LLP

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.

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With over 40 years of experience representing staffing, recruiting, and outsourcing firms, Tannenbaum Helpern understands the unique challenges facing staffing firms and has advised staffing and direct-hire clients on M&A, divestitures, joint ventures, HR/employment law, wage and hour, unfair competition, EEO claims, confidentiality agreements, restrictive covenants, governmental investigations, franchising, licensing, intellectual property matters, litigation, and day-to-day legal matters. Visit us at [thsh.com](http://thsh.com) for more information or to learn about our Monthly HR Support program or our tailored sexual harassment prevention training.

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Kittrell Paycard.....**301**

### Drug Testing

Lochness Medical Supplies Inc.....**206**

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Encore Funding Inc.....**105**

FoxHire.....**109**

Kittrell Paycard.....**301**

### Front-Office Recruiting Technology

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Monster Worldwide Inc.....**PARTNER**

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### Avionté Software

**Booth 211**

*Front-Office Recruiting  
Technology; Software  
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Software Systems*

Brenda Long ★ 651-556-2121

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**Booth 105**

*Financial Services;  
Payroll Funding*

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Encore Funding Inc. provides working capital to staffing firms to grow your business. With more than 25 years of industry experience and expertise, our team can help find a solution that meets your needs.

### Essium

**Booth 204**

*Business Forms; Software  
and Services, Web-Based;  
Software Systems*

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With more than 500 attorneys across the U.S., Fisher Phillips is a labor and employment firm providing practical business solutions for employers' workplace legal problems. We regularly assist our staffing industry clients with tough litigation and EPLI claims; licensing, certification, and compliance; workplace safety and workers' compensation insurance; immigration; and more.

### FoxHire

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jhenry@foxfire.com ★ [foxfire.com](http://foxfire.com)



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Booth 301

Debit Payroll Cards;

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Mary Kittrell-Kinkaid ★ 214-692-0375

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



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## Littler

Booth 207

Legal Services

Michael Gotzler ★ 608-287-3701

mgotzler@littler.com ★ [littler.com](http://littler.com)



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Booth 107

Insurance and Employee

Benefits; Risk Management;

Workers' Compensation

Myles Sherrill ★ 404-989-1779

myles.sherrill@marshmma.com ★ [assuranceagency.com](http://assuranceagency.com)



Marsh & McLennan Agency LLC is a full-service brokerage providing business insurance, employee benefits, private client insurance, and retirement services to businesses and individuals across the country. Our specialized staffing practice is dedicated to educating clients on insurance topics unique to the industry.

## Maximus

Booth 310

Business Tax Reduction Services;

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Services; Business Tax

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**Booth 209**

*Insurance and Employee  
Benefits; Risk Management;  
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Kevin M. Turner ★ 484-586-3908

kturner@odellstudner.com ★ [odellstudner.com](http://odellstudner.com)



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Kieran Cleary ★ 215-663-8000

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brian.urso@vensure.com ★ [vensurestaffingalliance.com](http://vensurestaffingalliance.com)



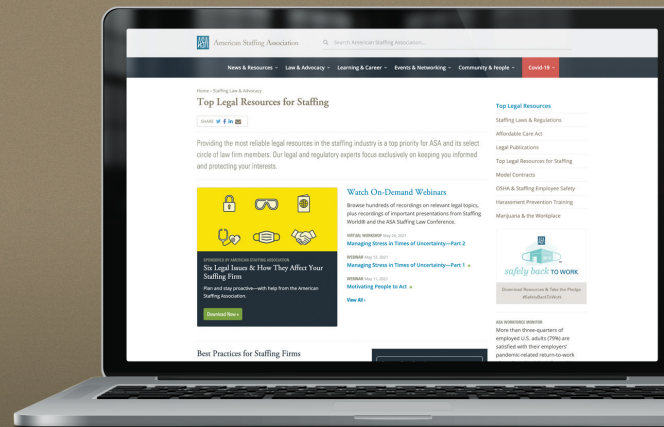
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- ★ Only staffing professionals (corporate employees of a staffing company) who are registered and attending the 2023 ASA Staffing Law Conference may participate. Exhibitors, sponsors, and attendee guests are not eligible to win prizes.
- ★ You may receive only one puzzle piece per booth in the expo hall.
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# Advocating for Staffing Firms and the Staffing Industry



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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.



**Toby Malara, Esq.**  
Vice President,  
Government Relations

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.

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**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.

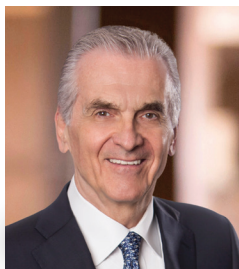
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Sakata is a former labor and employment law litigator who advises members on a broad range of matters, including EEO, wage and hour, and paid sick leave issues. She is principal ASA liaison to the ASA-OSHA temporary worker safety alliance and to the ASA-Office of Disability Employment Policy alliance.

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**Ed Lenz, Esq.**  
Senior Counsel

Lenz is former ASA general counsel and senior vice president for legal and public affairs. He led the industry's advocacy efforts regarding the Affordable Care Act and is author of ASA's book on co-employment, now in its ninth edition.

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**Shaan A. Rizvi, Esq.**  
Associate General Counsel

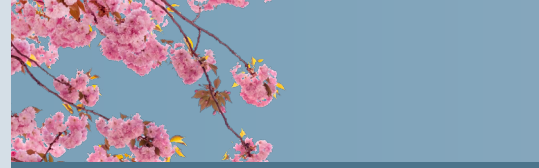
Rizvi is a seasoned labor and employment law attorney with expertise in the areas of workplace investigations, managerial and employee trainings, and administrative agency and equal employment opportunity compliance. He counsels ASA members on wage and hour, immigration, and Occupational Safety and Health Administration matters.

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# BOARD OF DIRECTORS



**Threase Baker, TSC, CSP**  
Chair

Baker is president and an owner of Abbtch 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**  
First Vice Chair

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**  
Second Vice Chair

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**  
Treasurer

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.



**Janette Marx**  
Secretary

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 a master of business administration degree.



## 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.



## W. Benjamin "Ben" Elliott

Immediate Past Chair

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.



## 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.



# BOARD OF DIRECTORS



## 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.



## 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.



## Jason Leverant, TSC, CSP, CSC, CHP

Leverant is president and chief operating officer of the AtWork Group, which helps more than 50,000 people find jobs at more than 1,500 client companies each day. Under his leadership, AtWork has grown 61% in annual revenue over the past two years and has been recognized by a number of organizations for accelerated growth and operational excellence, including ClearlyRated's Best of Staffing-Client and Best of Staffing-Talent; Staffing Industry Analyst's U.S. Largest Staffing Firms, U.S. Fastest-Growing Staffing Firms, and U.S. Largest Light-Industrial Staffing Firms; and Franchise Business Review's Top 100 Franchises for Veterans. Leverant is an active and long-time volunteer and in 2016 was recognized with the ASA Volunteer of the Year Award. He has served on the employee safety and workers' compensation committees, as well as chaired the ASA Tennessee Council. Currently, he is chair of the association's staffing tech taskforce.





### 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

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.



# BOARD OF DIRECTORS



## 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.



## 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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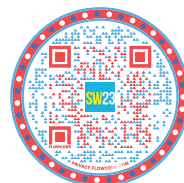
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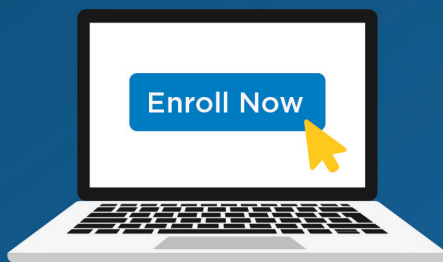
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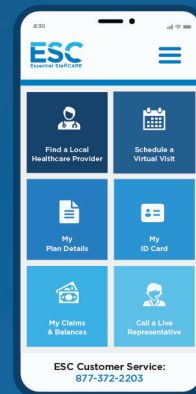
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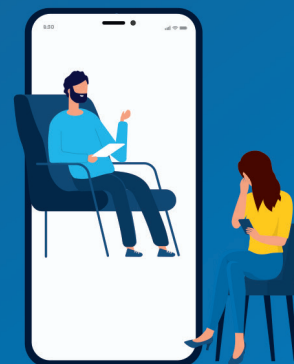
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