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LEARNING + INNOVATION

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#StaffingWorld

ENGAGE WITH COLLEAGUES VIA SOCIAL MEDIA

There's a steady buzz on various social media platforms about this year's Staffing World experience.

Use **#StaffingWorld** and **#SWKnowledgeHub** in all your social media postings and become part of the conversation—during and after the event.

CHECK IT OUT! An exclusive online community just for Staffing World attendees is live on ASA Central, asacentral.americanstaffing.net.

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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.

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The American Staffing Association is pleased to recognize all of its sponsors for Staffing World 2023—especially its corporate partners. Please join ASA in thanking this year's sponsors for their commitment to the success of the ASA convention and expo. This list is current as of Sept. 4.

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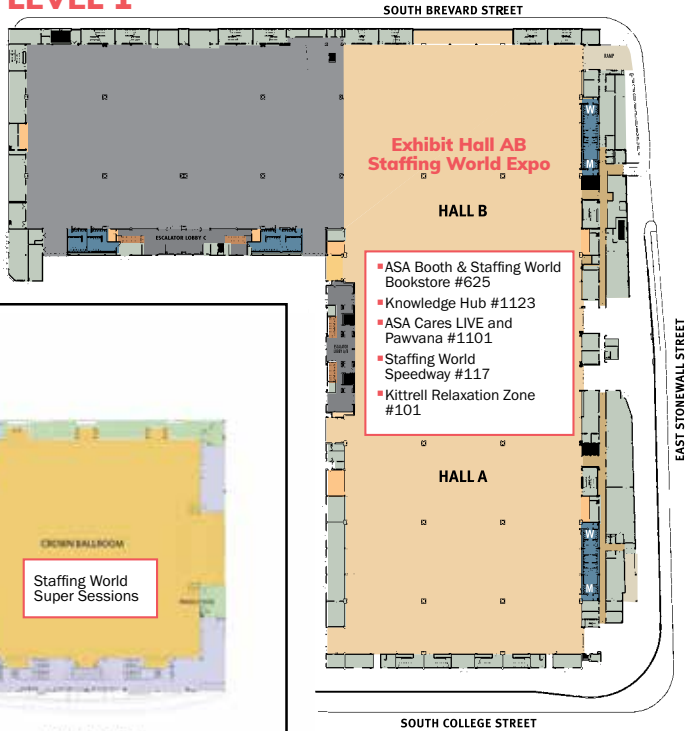


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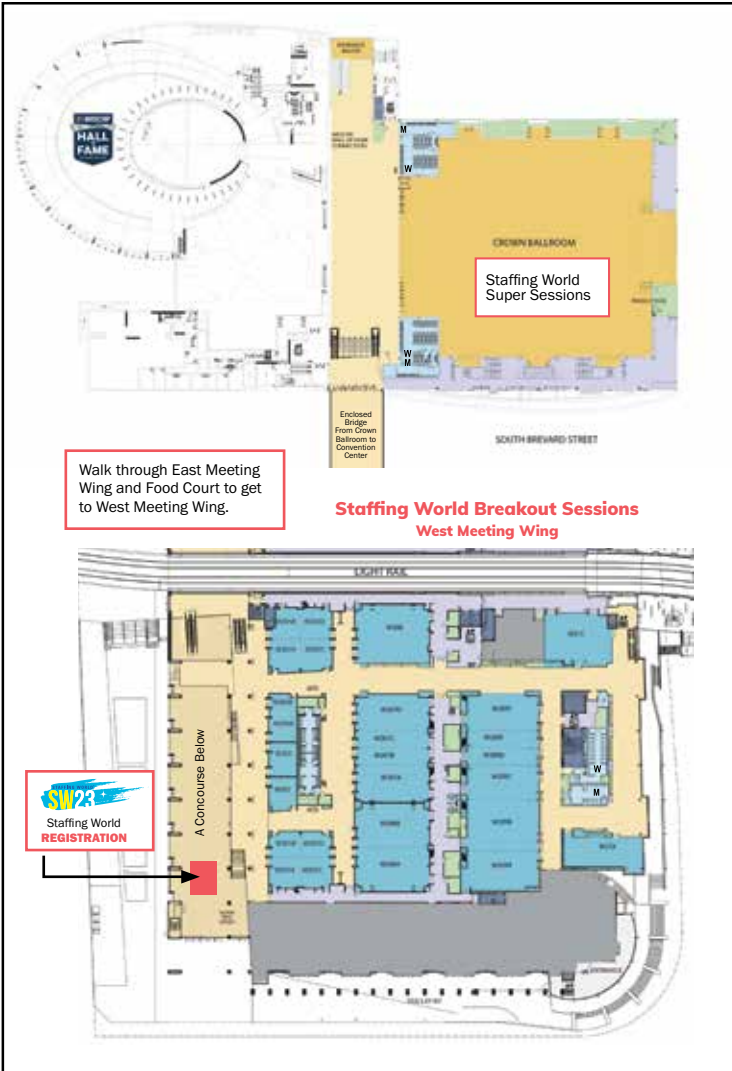
STAFFING WORLD 2023 MAPS

CHARLOTTE CONVENTION CENTER #STAFFINGWORLD

LEVEL 1



LEVEL 3



Staffing World 2023 Agenda

All convention events take place at the Charlotte Convention Center, unless indicated otherwise.

MONDAY, OCT. 2

8 a.m.–1 p.m.	ASA Board of Directors Meeting (invitation only)	Room W208
1–5 p.m.	Registration Open	Convention Center A Concourse
1:30–6 p.m.	Preconvention Program: THRIVE Live (Part I)	Room W209E
6–7:30 p.m.	THRIVE Live Reception (invitation only)	Room W208
6:30–9 p.m.	ASA Board of Directors Dinner (invitation only)	The Custom Shop (off site)

TUESDAY, OCT. 3

8:30 a.m.–7 p.m.	Registration Open	Convention Center A Concourse
9 a.m.–2 p.m.	Preconvention Program: THRIVE Live (Part II)	Room W209E
	Preconvention Program: Staffing Firm Owners Masterclass	Room W211
	Preconvention Program: Recruiting Masterclass	Room W210
11 a.m.–4 p.m.	THRIVE Pop-Up Shop (all Staffing World attendees welcome)	Room W209F
2–3:15 p.m.	Welcome Mixer	Room W208
3:30–5 p.m.	SUPER SESSION	Crown Ballroom
	Presentation of the ASA Leadership Hall of Fame Award	
	Presentation of the ASA Volunteer of the Year Award Keynote Address: “Master Motivator,” presented by Mike “Coach K” Krzyzewski	
5–7 p.m.	Expo Grand Opening: Life in the Fast Lane	Exhibit Hall AB
5:15–6:30 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #1123)
5:15–7 p.m.	Author Talks at the Staffing World Bookstore	Adjacent to ASA Booth in the Expo Hall (#625)
5:45–6:15 p.m.	IDEA Group Meet-and-Greet	ASA Booth in the Expo Hall (Booth #625)



Don't Miss the Knowledge Hub in the Expo

The Knowledge Hub in the Staffing World expo hosts **Speed Talks** (see p. 46) and **Tech Talks** (p. 48) throughout the convention week. Mix and match these microlearning opportunities for a customized experience.



WEDNESDAY, OCT. 4

7:15–8:15 a.m.	Volunteer Appreciation Breakfast (invitation only)	Room W207D
7:30–8:30 a.m.	Continental Breakfast	Crown Ballroom Foyer
7:30 a.m.–6:30 p.m.	Registration Open	Convention Center A Concourse
8:30–10 a.m.	SUPER SESSION Annual Membership Meeting Presentation of the 2024 National Staffing Employee of the Year Award Keynote Address: “Generative AI: The Good, the Bad, and ChatGPT,” presented by Paul Zikopoulos	Crown Ballroom
10 a.m.–7 p.m.	Expo Open	Exhibit Hall AB
10:15–11 a.m.	Refreshment Break	Exhibit Hall AB
10:30–11 a.m.	Author Talks at the Staffing World Bookstore	Adjacent to ASA Booth in the Expo Hall (#625)
11:15 a.m.–12:15 p.m.	BREAKOUT SESSIONS 2023’s Top Trending Technology Tools You Should Have in Your Tech Stack <i>Facilitated by Jim Essey, CSP</i>	Crown Ballroom
	Developing and Maintaining a Strong Company Culture—Pre- and Post-Investment <i>Tom Gimbel</i>	Room W209E
	How to Effectively Market Your Benefits to Recruit and Retain Top Talent <i>Marco Nunez</i>	Room W211
	Empowering Women in Staffing: Strategies From Industry Leaders <i>Facilitated by Eric Gregg</i>	Room W206B
	Navigating a Changing Market With a Scalable Sales Process <i>Facilitated by Lauren B. Jones</i>	Room W207D
	Level Up Your Recruitment Marketing to Compete (and Win) <i>Matt Lozar</i>	Room W209B
	Considerations in Managing Litigation Risk in the Staffing Setting <i>Facilitated by Sarah Kroll-Rosenbaum, Esq.</i>	Room W208
12:15–2:15 p.m.	ASA Cares LIVE	Exhibit Hall AB (Booth #1101)
12:15–2:15 p.m.	Lunch With Exhibitors	Exhibit Hall AB
12:30–2 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #1123)
12:30–2:15 p.m.	Author Talks at the Staffing World Bookstore	Adjacent to ASA Booth in the Expo Hall (#625)


Staffing World 2023 Agenda


2:30–3:30 p.m.	BREAKOUT SESSIONS	
	Banish Burnout: Move From Stress to Success <i>Janice Litvin</i>	Room W206B
	Understanding and Valuing Neurodiversity in the Staffing Network <i>Victoria Hill</i>	Room W207D
	Negotiating Staffing Service Agreements <i>Bob Goldberg</i>	Room W209E
	Candidate Sourcing Strategy: Actionable Talent-Finding Strategies <i>Facilitated by Ashley Bowlin</i>	Room W208
	Tales From the Other Side: The Journey From HR to Recruiter <i>Rachel Anevski</i>	Room W211
	Successful Sales Tactics: How to Go From Sales Insecure to Sales Confident <i>Natasha Hemmingway</i>	Room W209B
3:30–4 p.m.	ASA Section Communities Meet Up	ASA Booth in the Expo Hall (#625)
3:30–4:15 p.m.	Refreshment Break	Exhibit Hall AB
3:45–4:15 p.m.	Author Talks at the Staffing World Bookstore	Adjacent to ASA Booth in the Expo Hall (#625)
4:30–5:30 p.m.	BREAKOUT SESSIONS	
	Increase Collaboration and Communication Through Chaos and Change <i>Krista Ryan</i>	Room W208


ENGAGE WITH COLLEAGUES

VIA SOCIAL MEDIA

There's a steady buzz on various social media platforms about this year's Staffing World experience. Use #StaffingWorld in all your social media postings and become part of the conversation—during and after the event. Plus, continue your conversations on ASA Central, asacentral.americanstaffing.net.

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 [@americanstaffingassociation](https://www.instagram.com/americanstaffingassociation)

	Why Sustainability and ESG Matter to the Staffing Industry <i>Shea Cunningham</i>	Room W211
	Consumer Behavioral Trends Impacting Staffing <i>Facilitated by Jeff Pelliccio</i>	Room W206B
	Why You Should Double Down on Digital Differentiation <i>Jeff Neumann</i>	Room W209E
	We Need to Chat! Managing the Legal Risks of Generative AI in the Workplace <i>Jason Klimpl, Esq.; Jim Paretti, Esq.</i>	Room W207D
	Are You Emotionally Intelligent? <i>Rob Mosley</i>	Room W209B
5:30–7:30 p.m.	Expo Reception: Get Your Honky Tonk On!	Exhibit Hall AB
5:45–7 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #1123)
5:45–7 p.m.	Author Talks at the Staffing World Bookstore	Adjacent to ASA Booth in the Expo Hall (#625)
6:30–10 p.m.	StaffingPAC Industry Leader Event (invitation only)	NASCAR Hall of Fame (adjacent to convention center)

THURSDAY, OCT. 5

7:30–9 a.m.	Legal and Legislative Committee Meeting With Breakfast (invitation only)	Room W210
8–9 a.m.	Breakfast	Exhibit Hall AB
8 a.m.–2 p.m.	Registration Open	Convention Center A Concourse
8 a.m.–2 p.m.	Expo Open	Exhibit Hall AB
9:15–10:45 a.m.	Roundtable Discussions	Rooms W206B, W207D, W208
9:15–10:45 a.m.	DEI Masterclass: Embracing Authentic Leadership <i>Yemi Akisanya</i>	Room W209B
10:30 a.m.–12:30 p.m.	ASA Cares LIVE–Pawvana	Exhibit Hall AB (Booth #1101)
10:45–11:30 a.m.	IDEA Group Networking Reception	Room W209B
10:45–11:30 a.m.	Refreshment Break	Exhibit Hall AB
11–11:30 a.m.	Author Talks at the Staffing World Bookstore	Adjacent to ASA Booth in the Expo Hall (#625)

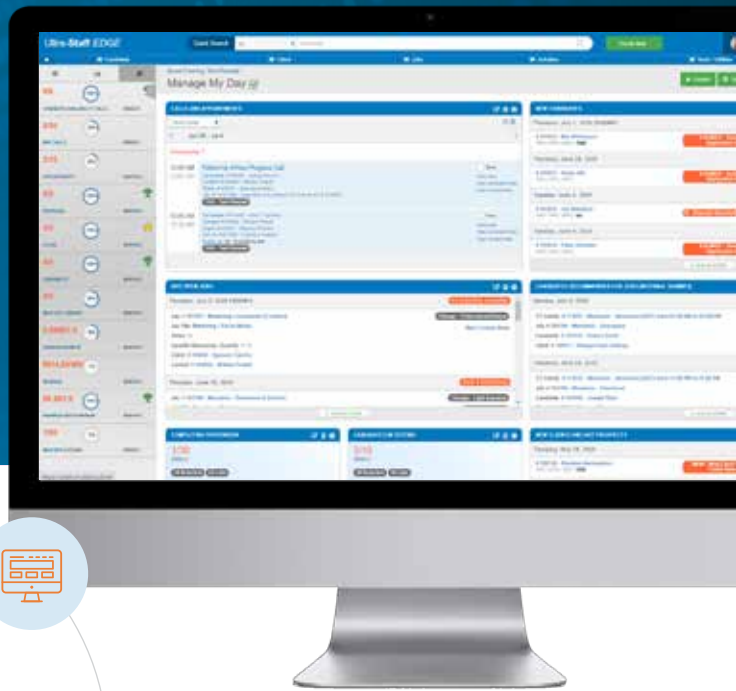
Staffing World 2023 Agenda

11:30 a.m.–12:30 p.m.	BREAKOUT SESSIONS Designing and Executing a Winning M&A Strategy in an Uncertain Market <i>Patrick Morin; Michael Napolitano, Esq.; Paul Pincus, Esq.</i>	Room W207D
	Family Matters: Running a Successful Family-Owned Business <i>Facilitated by Richard Wahlquist</i>	Room W209E
	Direct Hire Sector: A Growth Mindset For Your Direct-Hire Vertical <i>Facilitated by Sue Jagan</i>	
	Engineering, IT, and Scientific Sector: Enhancing Your Firm's KPIs for Success <i>Facilitated by Lenore Convery</i>	Room W211
	Health Care Sector: The Practitioner's Point of View <i>Facilitated by Andrea West</i>	Room W206B
	Industrial Sector: Finding and Tracking Models and Metrics: Roundtable Discussion <i>Craig Kirby; Tom Kosnik; Maggie Williams</i>	Room W209B
12:30–1:45 p.m.	Safety Committee Meeting With Lunch (invitation only)	Room W205D
12:30–2 p.m.	Lunch	Exhibit Hall AB
12:45–1:30 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #1123)
2–3:15 p.m.	BREAKOUT SESSIONS The Most Entertaining Employment Law Game Show Ever! <i>Stephen C. Dwyer, Esq.; Toby Malara, Esq.; Brittany Sakata, Esq.; Lia Elliott, Esq.</i>	Room W209E
	Clear Communication Without the Drama: Effective Feedback in the Workplace <i>Joel Schaffer</i>	Room W207D
	Top 3 Secrets to Differentiate You and Your Company in a Crowded Market <i>Will Matthews</i>	Room W208
	Going From Rock-Star Solo Contributor to Results-Driven, People-Focused Leader <i>Karen Weeks</i>	Room W211
	Build vs. Buy: How to Approach Your Tech Stack Needs <i>Danny Ashraf; Lawrence Dearth; Jim Essey, CSP; Kara Rogan</i>	Room W209B
	The Future Recruiter: How Emerging Technology Will Transform the Role of the Recruiter <i>Christopher Ryan</i>	Room W206B
3:15–3:30 p.m.	Refreshment Break	Crown Ballroom Foyer
3:30–5 p.m.	SUPER SESSION Presentation of the ASA Care Awards Presentation of the ASA Elevate Awards Keynote Address: "Determination, Dedication, and Desire," presented by Dominique Dawes	Crown Ballroom

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DOWNLOAD THE FREE STAFFING WORLD 2023 APP!

The Staffing World 2023 mobile app is a must-have tool for your smartphone or tablet—during and after the convention. The app, sponsored by Work First Casualty Co., features live and convenient access to schedules, session descriptions, and presenter bios; direct access to social media; and much more.

Download the free Staffing World 2023 app—available in the App Store, for the iPhone and iPad, and in the Android Market. Note that there is free Wi-Fi available for Staffing World attendees.

USE THE APP TO RATE SESSIONS!

Set up your profile in the Staffing World 2023 app and submit ratings for sessions taking place throughout the convention. Each rating will count toward a grand donation to a worthy charity.

GENERAL CONVENTION INFO

WHEN AND WHERE DO ATTENDEES REGISTER?

Go to the Registration Desk, located in the Convention Center A Concourse, during the following hours to complete your registration and pick up your name badge:

Monday, Oct. 2 1–5 p.m.

Tuesday, Oct. 3 8:30 a.m.–7 p.m.

Wednesday, Oct. 4 7:30 a.m.–6:30 p.m.

Thursday, Oct. 5 8 a.m.–2 p.m.

DO ATTENDEES HAVE TO WEAR STAFFING WORLD NAME BADGES?

Yes. The Staffing World name badges attendees receive at the Registration Desk should be worn prominently at all times. Staffing World name badges are required to be scanned for admission to every session and the expo hall. If you are an ASA-certified staffing professional, scanning your name badge before each session will also allow you to earn continuing education hours toward ASA certification renewal.

#StaffingWorld

WHERE ARE THIS YEAR'S ASA AWARDS DISPLAYED?

Winners of the 2023 ASA Elevate Awards, 2023 ASA Care Awards, and 2024 National Staffing Employee of the Year and All-Star Awards are on display on Level 3 in the West Meeting Wing, near the breakout session rooms. Learn more about ASA award programs at americanstaffing.net/awards.

ASA National Staffing Employee of the Year program sponsored by



TAP INTO THE STAFFING WORLD WI-FI

Staffing World attendees have access to free Wi-Fi, provided especially for the convention.

Note that the password is case-sensitive.

- Wi-Fi Network: Staffing World 2023
- Password: ESC2023SW

Staffing World Wi-Fi sponsored by



HOW CAN I GET A LIST OF STAFFING WORLD ATTENDEES?

All registrants are members of the online Staffing World community on ASA Central. The Staffing World 2023 attendee list is accessible via the community, and it will be available after the convention is over as well. Access the Staffing World community when you log in to ASA Central at asacentral.americanstaffing.net. Go to the "My Communities" tab to access the Staffing World community.

STAFFING WORLD IS GOING CASHLESS



Whether you're paying for a registration or buying books in the Staffing World Bookstore, keep in mind that this year Staffing World will not accept cash. Credit and debit cards, Apple Pay, and Venmo will be accepted. We are aiming to give you a quicker experience with less contact.

DON'T MISS THE ASA LEADERSHIP HALL OF FAME

Be sure to stop by this year's elegant ASA Leadership Hall of Fame exhibit, located in the Convention Center A Concourse. This impressive display pays tribute to the best and brightest in the industry—visit to learn more about this elite group of leaders who have helped make the staffing, recruiting, and workforce solutions industry what it is today.

This year's ASA Leadership Hall of Fame inductee will be honored at the opening Super Session, Tuesday, Oct. 3, starting at 3:30 p.m. Read more about the 2023 honorees on page 36–37.

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Staffing World 2023 FAQs

NETWORKING AND SOCIAL MEDIA

WHAT IS THE FIRST NETWORKING EVENT OF THE CONVENTION?

The Welcome Mixer is your first opportunity to enjoy refreshments and get into the Staffing World spirit while greeting old friends and making new connections. Make sure you attend the Welcome Mixer on Tuesday, Oct. 3, 2–3:15 p.m. in Room W208.

Welcome Mixer sponsored by



See page 20 for a complete list of networking opportunities at the convention—including the Staffing World Speedway, sponsored by Essium; Expo Grand Opening: Life in the Fast Lane; Expo Reception: Get Your Honky Tonk On; two ASA IDEA Group meetups; a section networking meetup; and more.

HOW CAN I USE SOCIAL MEDIA DURING STAFFING WORLD?

ASA encourages attendees to share their Staffing World experiences by posting comments, photos, and videos on social media, using the hashtags **#StaffingWorld** and **#SWKnowledgeHub**.


Follow ASA:

 **@StaffingTweets @StaffingData**

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 **facebook.com/AmericanStaffingAssociation**

 **linkedin.com/company/american-staffing-association**

 Post discussions about what you've learned to the Staffing World community (asacentral.americanstaffing.net).

EXPO HALL INFO

WHAT ARE THE EXPO HALL HOURS?

The Staffing World 2023 expo is located in Exhibit Hall AB and showcases a diverse range of products and services in more than 40 categories—which means staffing professionals are sure to find what they need.

Staffing World 2023 expo hours:

Tuesday, Oct. 3	5–7 p.m.
Wednesday, Oct. 4	10 a.m.–7 p.m.
Thursday, Oct. 5	8 a.m.–2 p.m.

WHAT'S AT THE ASA BOOTH IN THE EXPO HALL?

The ASA booth is always a hub of activity and networking throughout Staffing World. Meet up with your colleagues, talk with members of the ASA staff and board of directors, and learn more about ASA.

Be sure to stop by the ASA booth (#625) in the Staffing World expo, located in Exhibit Hall AB. And if you're a member of ASA, be sure to join the conversation on ASA Central—where you'll find discussions on timely industry topics, resources for your firm, sector-specific communities, and much more. Visit ASA Central at asacentral.americanstaffing.net.

NEW THIS YEAR! Author Meet-and-Greets at the Staffing World Bookstore

Stop by the Staffing World Bookstore, located adjacent to the ASA Booth (#625), to learn from industry authors, purchase and have your books signed, and network with fellow attendees and authors. This is a great opportunity to hear from some of the best in the business! Plan to meet your favorite author during the following Author Talk times:

Oct. 3
5:15–7 p.m.

Oct. 4
10:30–11 a.m.
12:30–2:15 p.m.
3:45–4:15 p.m.
5:45–7 p.m.

Oct. 5
11–11:30 a.m.

See full Author Talk schedule details on page 76.

STAFFING WORLD KNOWLEDGE HUB

Connect with colleagues and experts; glean knowledge, insight, and best practices; learn from experiences; and get inspired by new, innovative ways of working. You can do all of this and more at the Knowledge Hub in the Staffing World expo—home to Speed Talks and Tech Talks. All presentations will be on dueling stages and you'll listen in through your Staffing World personal radio. Mix and match these microlearning opportunities to create a customized learning experience that fits your schedule and interests. See page 44 for more information.

The Knowledge Hub will feature 30+ presentations on dueling stages during breaks and lunches in the expo hall. Here's this year's schedule:

	Speed Talks	Tech Talks
Tuesday, Oct. 3	5:15–6:30 p.m.	
Wednesday, Oct. 4		12:30–2 p.m.
		5:45–7 p.m.
Thursday, Oct. 5	12:45–1:30 p.m.	

Keep your Staffing World radio, which you can pick up at the Knowledge Hub, with you throughout the convention to listen to these insightful presentations.

Staffing World Knowledge Hub sponsored by



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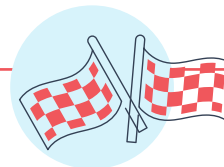
WHERE CAN I TAKE A BREAK AT THE CONVENTION?



The Kittrell Relaxation Zone in the expo hall (booth 101) is your destination for relaxation. The lounge features comfortable seating, convenient charging stations, fruit-infused water service, massage therapists, and more.

It's open whenever the expo hall is open.

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Another great spot to unwind is the Staffing World Speedway. Head over to booth 117 to take your shot at racing, charge your phone, and enjoy refreshments. It's open whenever the expo hall is open.

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Staffing World 2023 FAQs

EDUCATION INFO

CAN ATTENDEES EARN CONTINUING EDUCATION HOURS TOWARD RENEWING THEIR ASA CREDENTIAL AT STAFFING WORLD?

By attending the various preconvention programs, breakout sessions, and Knowledge Hub presentations at Staffing World, you can earn up to 22.75 of the 30 CE hours required for ASA certification renewal. To earn CE hours at Staffing World, you must scan your name badge before each session you attend. There are barcode scanners outside each session room and at the Knowledge Hub.

CAN ATTENDEES EARN HOURS TOWARD OTHER CREDENTIALS AT STAFFING WORLD?

Yes. Staffing World is valid for up to 22.75 PDCs for the SHRM-CP® or SHRM-SCP®.

Activity Name: ASA Staffing World 2023

Activity ID: 23-PWUDK

Staffing World sessions have been approved by the HR Certification Institute for recertification credit hours. Send an email to certification@americanstaffing.net for details.

WILL RECORDINGS OF STAFFING WORLD SESSIONS BE AVAILABLE AFTER THE EVENT?

The majority of sessions at Staffing World 2023 will be recorded and made available to attendees after the event. Recordings are only available to those individuals who registered and paid to participate in the educational content at Staffing World 2023 (either as a staffing professional or industry supplier).

CAN I DOWNLOAD SLIDE PRESENTATIONS FROM THE VARIOUS SESSIONS DURING OR AFTER THE CONVENTION?

Yes. Attendees receive a link via email both before and after the convention that directs them to an ASA handouts web page (sponsored by Tannenbaum Helpert Syracuse & Hirschtritt LLP) where they can view and download available slide presentations and resources from this year's convention and expo. The available materials will also be in the event app. Please note that some materials may not be available until after the event.



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Go to americanstaffing.net/top-legal-resources to access valuable, reliable legal information for your company.

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SPECIAL EVENTS

ARE THERE VOLUNTEER OPPORTUNITIES AT STAFFING WORLD THIS YEAR?



Want to have some fun, meet fellow convention attendees, and give back to Staffing World's host city? Join us for ASA Cares LIVE during lunch on Wednesday, Oct. 4 (12:15–2:15 p.m.) in the expo hall. (Follow the ASA Cares LIVE signs to the front right of the expo hall, booth #1101.)

Put together hygiene kits, assembly-line style, to be distributed to those in need through the Hope for All Charlotte organization. We have the supplies—we just need the helping hands!

Whether you have five minutes, 10 minutes, or more to spare, you can make a difference.

ASA APPRECIATES ITS VOLUNTEERS!

Don't miss the Volunteer Appreciation Breakfast on Wednesday, Oct. 4, 7:15–8:15 a.m. in Room W207D, celebrating volunteers on ASA committees, taskforces, and councils; award winners; and more. **By invitation only.**



YOUR EXPO HALL FAVORITE RETURNS: ASA CARES LIVE—PAWVANA!

Spend a few minutes playing with adorable foster dogs during ASA Cares LIVE—Pawvana in the expo hall (booth #1101). Donations benefit South Charlotte Dog Rescue, a nonprofit organization dedicated to the rescue of homeless animals in the Charlotte area.

**Thursday, Oct. 5,
10:30 a.m.–12:30 p.m.**

*ASA Cares LIVE and Pawvana
sponsored by*



WHO CAN ATTEND THE INDUSTRY LEADER EVENT DURING STAFFING WORLD?

Each year at Staffing World, the ASA political action committee, StaffingPAC, hosts the Industry Leader Event to recognize its top contributors. Invitations to this year's event were distributed before the convention. If you are interested in supporting StaffingPAC, stop by the registration desk in the Convention Center A Concourse.

Industry Leader Event sponsored by



WILL THE THRIVE POP-UP SHOP BE BACK AGAIN THIS YEAR?

Yes! Shop 'til you drop at the THRIVE Pop-Up Shop, showcasing woman-owned businesses. Vendors include book sales for THRIVE Live pre-convention program speakers, candles, clothing, jewelry and accessories, gifts, and much more. All Staffing World attendees are invited to support local and woman-owned businesses and stop by the shop from 11 a.m. to 4 p.m. on Tuesday, Oct. 3, in Room W209F.



Staffing World Networking Opportunities

WELCOME MIXER

Tuesday, Oct. 3, 2–3:15 p.m.

Kick off your Staffing World experience at the first networking event. Meet ASA staff, volunteers, and board members. Enjoy hors d'oeuvres and refreshments. Catch up with long-time colleagues, and make future business with new ones, to start your week of networking, education, expo shopping, and fun.

Sponsored by  | 

EXPO GRAND OPENING: LIFE IN THE FAST LANE

Tuesday, Oct. 3, 5–7 p.m.

Visit the largest, most comprehensive staffing industry expo, with a racetrack-themed flair. Enjoy hors d'oeuvres and cocktails. Gain fresh ideas and meet future business partners. Nowhere else will you be able to peruse, compare, and shop for so many staffing-specific products.

ASA IDEA GROUP MEET-AND-GREET AT THE EXPO GRAND OPENING

Tuesday, Oct. 3, 5:45–6:15 p.m.

At 5:30 p.m., head to Stage 1 in the Knowledge Hub to hear the Speed Talk “Practical Solutions for Navigating DEI Challenges.” Then, head over to the ASA booth (#625) to meet members of the ASA IDEA Group council, network with fellow interest group members, and hear about upcoming IDEA group initiatives.

VOLUNTEER APPRECIATION BREAKFAST

(by invitation only)

Wednesday, Oct. 4, 7:15–8:15 a.m.

ASA honors the many volunteers on the association's committees, taskforces, interest groups, and councils; award winners; and more.

REFRESHMENT BREAKS

Wednesday, Oct. 4, and Thursday, Oct. 5

Attendees and exhibitors can have a mini networking catch up and enjoy a quick refreshment and snack several times throughout the convention.

Wednesday Refreshment Breaks Sponsored by



NETWORKING LUNCHES

Wednesday, Oct. 4, 12:15–2:15 p.m.

Thursday, Oct. 5, 12:30–2 p.m.

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

ASA CARES LIVE AND PAWVANA

Wednesday, Oct. 4, 12:15–2:15 p.m.

Thursday, Oct. 5, 10:30 a.m.–12:30 p.m. (Pawvana)

Join fellow Staffing World attendees for a special volunteer opportunity. Participants will assemble hygiene kits for a local

homeless shelter and pet puppies for a wonderful cause. Help out for the whole time or even just five minutes—you will make a difference! Booth #1101 in the expo hall.

Sponsored by 

ASA SECTION COMMUNITIES MEET UP

Wednesday, Oct. 4, 3:30–4 p.m.

Visit the ASA booth in the expo hall (#625) to meet up with members of the six ASA section communities to network and learn more about upcoming section programs.

EXPO RECEPTION: GET YOUR HONKY TONK ON!

Wednesday, Oct. 4, 5:30–7:30 p.m.

Unwind during a special evening reception with a country theme (in honor of the Staffing World 2024 Nashville location), music, dancing, games, and chances to win prizes.

ASA STAFFINGPAC INDUSTRY LEADER EVENT

(by invitation only)

Wednesday, Oct. 4, 6:30–10 p.m.

The industry leader event is a special evening of great food and entertainment. To find out how you can become an industry leader and receive an invitation to attend, visit the ASA booth, #625 in the expo hall.

Sponsored by 

ASA IDEA GROUP NETWORKING RECEPTION

Thursday, Oct. 5, 10:45–11:30 a.m.

Immediately following Yemi Akisanya's “DEI Masterclass: Embracing Authentic Leadership,” stay post-session to make additional connections, brainstorm ideas for implementing key takeaways, and be in community with each other.

Sponsored by 

KITTRELL RELAXATION ZONE

This is your destination for relaxation. The lounge features comfortable seating, massage therapists, fruit-infused water service, and more. It's open whenever the expo hall is open—booth #101.

Sponsored by 

STAFFING WORLD SPEEDWAY

Bring out your inner child and challenge your Staffing World friends to a car race. The Speedway features games, refreshments, and lots of fun. Located in booth #117, it's open whenever the expo hall is open.

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-  No computer? No problem. New hires can easily complete onboarding with mobile.
-  Simplify login for employees with the convenience of a magic link.

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Auto-Assign Tasks

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Ken Taunton, CSC
The Royster Group



Kelly McCreight, CSP
Hamilton-Ryker



Mark Toth, CSP
ManpowerGroup



Ranjini Poddar
Artech LLC



Steve Wehn
AMN Healthcare



Peter W. Quigley
Kelly



DeLibra Wesley
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ASA Information

Past Chairmen

The association was founded in 1966 as the Institute of Temporary Services to ensure that quality temporary help services were available to businesses and to promote flexible employment opportunities for people. In 1970, the institute became the National Association of Temporary Services. In 1994, the name was expanded to National Association of Temporary and Staffing Services because many members were offering more than temporary help services. Five years later, the name was changed to American Staffing Association to better reflect the full range of staffing and human resource services offered by member companies. Through these years of change, the association has been ably led by the following past chairmen.



1967
Frank Rumpf
The Rumpf Co.



1968
John J. Husic Jr.
Credit Temps



1969
Helga Tarver
TeleSec Staffing
Services



1970
William Olsten
Olsten Corp.



1971
Ted K. Cobb
TOPS* Total
Personnel Services



1972-73
Howard W. Scott Jr.
parTime Inc.



1974
Richard P. Essey
The TemPositions
Group of Cos.



1975
Guy Millner
Norrell



1976
James D. Scheinfeld
Manpower Inc.



1977
Peter D. Durham
Durham Staffing Inc.



1978
Charles J. Sigrist
Stivers Staffing
Services



1979
Harlan Hassberg
Greyhound Temporary
Personnel



1980
John W. Nugent
Nugent Enterprises



1981
Sharon N. Bredeson
Staff-Plus Inc.



1982
Allan C. Sorensen
Interim Personnel Inc.



1983
Bob Gibson
Norrell



1984
Lawrence E. Derito
Modis Professional
Services



1985
Barry B. Wright
AVTek Staffing Services



1986
Margo Berk-Levine
Temporarily Yours
Staffing Services



1987
Frank Liguori
Olsten Staffing Services



1988
Jaci Carroll
Jaci Carroll Staffing
Services Inc.



1989
Salvatore A. Balsamo
TAC Worldwide Cos.



1990
Richard Reinhold
SOS Staffing Services



1991
Dan Struve, CSP
Helpmates Staffing
Services



1992
JoAnn Wagner
SOS Staffing Services



1993
Chad Lincoln
Esprit Business
Services Inc.



1994
Karla Hertzog
Innovative Employee
Solutions



1995
Karen Pitts
Link Staffing Services



1996
Robert M. Whalen
Office Specialists Inc.



1997
Tim Doherty
Doherty Employment
Group



1998
**Robert D. Mulberger,
CPC, CSP**
NRI Staffing Resources



1999
Katherine Hanratty
Jaci Carroll Staffing
Services Inc.



2000
Jerry Kapalko
Olsten Corp.



2001-02
**Judith Anne Zacha,
CSP**
Beacon Services Inc.



2003
Kathy B. Rogers, CSP
Time Services Inc.



2004
James A. Essey, CSP
The TemPositions
Group of Cos.

ASA Information



2005
Jeffrey S. Burnett, CSP
Labor Finders
International Inc.



2006
David Bartholomew
Staffmark



2007
Pat Rohe, CSP
Custom Staffing



2008
Linda Carchidi, CSP
JFC Staffing Associates



2009
**William H. Stoller,
CPC, CSP**
Express Services Inc.



2010
Mark Toth, CSP
ManpowerGroup



2011
**William C. Yoh,
TSC, CSP**
Yoh



2012
Aaron Green, CSP
Professional Staffing
Group



2013
Robert Livonius
AMN Healthcare



2014
Dan Campbell, CSP
Hire Dynamics



2015
John A. Elwood, CSP
Elwood Staffing Services
Inc.



2016
Lesa J. Francis, CSP
Supplemental Health
Care



2017
Susan Dietrich
AllTek Staffing and
Resource Group Inc.



2018
Kelly McCreight, CSP
Hamilton-Ryker



2019
Karenjo Goodwin
Exact Staff Inc.



2020
Leo Sheridan
Advanced Group



2021
Joyce Russell
Adecco Group US
Foundation



2022
**W. Benjamin "Ben"
Elliott**
Randstad

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It was more than just the funding, it was what came with it that I really needed. I spent a lot of time with the finances, the payroll, receiving paychecks, and doing collections.

I took advantage of a bunch of what TRICOM offers. It was so easy for me to just give it all to TRICOM and focus on growing the company.”

— Nurys Harrigan-Pedersen, President/CEO, Careers in Nonprofits


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Staffing Awards



PHOTO BY ADRIAN TATUM PHOTOGRAPHY

The National Staffing Employee of the Year represents the millions of talented temporary and contract employees who make valuable contributions to U.S. companies and the nation's economy every business day.

Kelly M. Byrd, Ph.D., is the 2024 National Staffing Employee of the Year and health care sector All-Star.

Byrd always knew she wanted to work with kids and ensure that their voices were heard. As a child, she wanted to see characters in books that looked like her. As she says, "I think it is very important for children to be able to see themselves in books as the scientist, the smart kid, the ballerina, or the president, so they get a better understanding of who they are in the world. And representation in books helps to provide that."

As an adult, she turned to Supplemental Health Care, where her contract assignments provided her with the flexibility to go back to school and complete her doctorate degree studying child language disorders and examining traditions of African American family literacy practices. She also founded the nonprofit organization Love for Literacy, which promotes Black family literacy in her community, and wrote the children's book *Like Sunshine on an Otherwise Miserable Day*.

In November 2022, Byrd partnered with Supplemental Health Care to create family literacy resources for Family Literacy Day that were shared with the company's speech-language pathologists, students, and school districts across the country. Supplemental also made a financial donation to Love for Literacy's book giveaway and donated hundreds of copies of her children's books to school districts across the country. Byrd used staffing to grow her career and give back to her community, showing what can happen when talented people partner with staffing.

Help celebrate the 2024 National Staffing Employee of the Year and hear from Byrd during the Super Session on Wednesday, Oct. 4, starting at 8:30 a.m. in the Crown Ballroom.

Sponsored by





2024

ASA NATIONAL STAFFING
EMPLOYEE
ALL ★ STAR

ASA also named National Staffing Employee of the Year All-Stars in four other industry sectors, in addition to Byrd as the health care sector All-Star.



**Engineering, IT,
and Scientific
Sector**

Meisha Millwee
Harvey Nash

PHOTO BY MATTHEW PESSONI, GEMINI PRODUCTION GROUP INC.



**Office-Clerical
and Administrative
Sector**

Cassandra Hughes
Express Employment
Professionals



Industrial Sector

Kathy Stanifer
EmployBridge

PHOTO BY JUST GO CREATIVE



**Professional-
Managerial Sector**

Carla Monroe
Kelly Services

PHOTO BY DOUBLE TAKE PHOTOGRAPHY



Learn more about the awards program for the National Staffing Employee of the Year and All-Stars at americanstaffing.net/nsey.

Staffing Awards



2023 ASA Elevate Awards

The ASA Elevate Awards recognize the best work-based learning programs that train, reskill, and upskill temporary and contract employees among ASA member staffing companies. These awards celebrate companies that are creatively handling the skills gap, lack of qualified talent, and too many open requisitions—with a focus on enhancing the skills of their workforce.

Award Winners

Staffing Agencies With More Than \$100 Million in Annual Sales

- Nomad Health
Every Clinician Matters

Staffing Agencies With \$25 Million–\$100 Million in Annual Sales

- Hamilton-Ryker
WorkWell

Staffing Agencies With \$7.5 Million–\$25 Million in Annual Sales

- Williams Staffing
Real Estate Learning Network

Honorable Mentions

Staffing Agencies With More Than \$100 Million in Annual Sales

- PeopleReady
WorkUp
- Randstad North America
Transcend

The 2023 ASA Elevate Award recipients will be recognized during the closing Super Session on Thursday, Oct. 5, starting at 3:30 p.m. Learn more about the honorees at americanstaffing.net/elevate.



2023 ASA Care Awards

The ASA Care Awards recognize outstanding social responsibility initiatives among ASA member companies. The 2023 ASA Care Award recipients will be recognized during the closing Super Session on Thursday, Oct. 5, starting at 3:30 p.m.

The honorees are shining examples of how the staffing industry is making a difference in the communities where its employees live and work, and around the globe. Learn more about the ASA Care Awards program at americanstaffing.net/careawards.



Award Winners

Staffing Agencies With More Than \$100 Million in Annual Sales

- LaSalle Network
Community Champions
- Medix Staffing Solutions LLC
Talentomorrow Foundation

Staffing Agencies With \$25 Million–\$100 Million in Annual Sales

- Workbox Staffing
Give Serve Connect

Staffing Agencies With \$7.5 Million–\$25 Million in Annual Sales

- Award Staffing
Highlighting What Matters

Staffing Agencies With Less Than \$7.5 Million in Annual Sales

- PPL Events Inc.
Community Outreach Program

Industry Supplier Members

- Avionté Software
Avionté Hope Foundation
- Bullhorn Inc.
Bullhorn IMPACT



Honorable Mentions

Staffing Agencies With \$25 Million–\$100 Million in Annual Sales

- Conexus MedStaff LLC
Conexus Connects
- L.K. Jordan & Associates
Jeans for Means
- Queen Consulting Group, A Talent Group Co.
Queen Cares

Staffing Agencies With \$7.5 Million–\$25 Million in Annual Sales

- vChief
Pro Bono Services Program

Staffing Agencies With Less Than \$7.5 Million in Annual Sales

- Chisholm Consulting LLC
5% Give Back Program
- Qwalifize Staffing & Consulting
Job Readiness and Success Program—Bilingual (English & Spanish)

Staffing Awards



2023

Sara Luchsinger, CSP

SEEK Careers/Staffing Inc.

Sara Luchsinger, vice president of organizational development at SEEK Careers, has been named the 2023 ASA Volunteer of the Year. This honor is a testament to her outstanding commitment as an ASA volunteer, as recognized through nominations from her fellow volunteers.

Over the course of two decades, Luchsinger has been an active and influential figure within the staffing community. Her leadership has been instrumental to several volunteer groups at ASA, including the women in leadership interest group council, education and certification committee, and social responsibility committee. In addition to being a valued mentor in the ASA Mentor Match program, Luchsinger serves on both the industrial section council and the staffing technology taskforce. Her dedication to the industry extends beyond the association, as evidenced by her contributions as a board member of the Wisconsin Association of Staffing Services.

During her tenure as the 2020 chair of the ASA women in leadership council, Luchsinger led her fellow council volunteers through a transformative year. Under her guidance, the council established impactful initiatives like ASA THRIVE and the ASA women in leadership scholarship program, leaving a lasting impact on women in the staffing industry.

Luchsinger's enthusiasm and passion for our industry and for ASA are noticed by all who work with her as a volunteer. This year, she combined two of her passions—eco-friendly, sustainable clothing and helping women advance—and launched a fundraising campaign to fund a scholarship for a rising woman leader in the industry to attend ASA THRIVE and Staffing World 2023. Her efforts not only contributed to the scholarship fund, but amplified and raised awareness of the association's women's initiatives.

As noted by one of her nominators, Luchsinger is sought out by her colleagues for actionable solutions to problems everyone faces in the industry. "Sara truly loves the staffing industry, and we in staffing could not ask for a better representative."

We thank Luchsinger for her remarkable contributions to ASA and the industry as a whole. **Join us in honoring her achievements during the opening Super Session on Tuesday, Oct. 3, starting at 3:30 p.m.**

2023 Chapter Excellence Awards

The ASA Chapter Excellence Awards recognize extraordinary communications, programming, and member engagement efforts for ASA-affiliated chapters in four categories—Chapter Communicator Award, Chapter Engagement Award, Chapter Innovator Award, and Chapter Legislative Excellence Award.



Chapter Communicator Award

Recognizes excellence in communicating with chapter membership and promoting the chapter to the industry.

- Colorado Staffing Association



Chapter Engagement Award

Recognizes chapters for extraordinary efforts to recruit, retain, and/or strengthen their membership through programming and engagement activities.

- Colorado Staffing Association
- Illinois Search & Staffing Association



Chapter Innovator Award

Recognizes chapters that demonstrate an innovative approach to programming, communications, or technology to better serve their membership.

- Colorado Staffing Association
- New Jersey Staffing Alliance



Chapter Legislative Excellence Award

Recognizes chapters that demonstrate the most successful legislative activity.

- Colorado Staffing Association
- New Jersey Staffing Alliance



Certificate of Legislative Achievement

Recognizes actions taken by the chapter on legal, legislative, or regulatory issues that arose during the year at either the state or federal level.

- California Staffing Professionals
- Illinois Search & Staffing Association
- Massachusetts Staffing Association
- Minnesota Recruiting and Staffing Association
- New York Staffing Association
- Rhode Island Staffing Association



2023 ASA-Affiliated Chapters

ASA recognizes the following chapters for their ongoing affiliation with ASA and support of the industry:

- Alabama Staffing Association
- California Staffing Professionals
- Colorado Staffing Association
- Florida Staffing Association
- Georgia Staffing Association
- Illinois Search & Staffing Association
- Kentucky Staffing Association
- Massachusetts Staffing Association
- Mid Atlantic Staffing Association
- Minnesota Recruiting and Staffing Association
- Missouri & Kansas Search and Staffing Association
- New Jersey Staffing Alliance
- New York Staffing Association
- Ohio Staffing & Search Association
- Rhode Island Staffing Association
- South Carolina Staffing Association
- Wisconsin Association of Staffing Services



Congratulations to the 2023 winners! Learn more about ASA chapters at americanstaffing.net/asa-chapters.

Staffing Awards

2023 Women in Leadership Scholarship Recipients



The Women in Leadership scholarship program honors rising stars who show exemplary professional growth potential and a commitment to a career in the staffing and recruiting industry. Program recipients are awarded free registration and travel to ASA events.

Eight women were awarded scholarships in 2023:



Christine Bowden
CoWorx Staffing Services



Anneris Coplin
Elwood Staffing



Kim Coull
National Recruiting Consultants



Natasha Davis
BGSF



Cari Ducoff
Adecco U.S.



Jennifer Fitzpatrick
Staffmark Group



Traci Johnson
BelFlex Staffing Network



Sabrina Alexis Sayoc
Kelly



Each recipient is attending Staffing World 2023 and the THRIVE Live preconvention program free of charge. These scholarships are made possible with the support of Women in Leadership interest group sponsors, with special recognition to the 2022 Women in Leadership scholarship winners; Joanie Bily, author of *Dive In D.E.E.P.*; the authors of *Together We Rise*; and additional donors who have supported this program. Generous proceeds from *Dive In D.E.E.P.* and *Together We Rise* book sales supported additional scholarships this year.

Those interested in supporting the Women in Leadership scholarship program can do so through the ASA Foundation at americanstaffing.net/foundation. See page 74.



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Leadership Hall of Fame Award



2023

Robert A. Funk

**Co-Founder, President, and Executive Chairman
Express Employment Professionals**

Bob Funk has dedicated his life to growing the staffing industry and providing hope through employment. As co-founder, president, and executive chairman of the board of Express Employment Professionals, Funk and the Express team reached record sales of \$4.46 billion and employed 579,000 people in 2022. Since inception, Express has put more than 10 million people to work worldwide, with a long-term goal to put a million people to work annually.

Funk is a true entrepreneur; he owns 48 Express offices in Arkansas, Kansas, Oklahoma, and Texas and stays active with Express-affiliated companies—Express Ranches, Express Clydesdales, Express Sports, Funk Companies, and Express UU Bar Ranches.

Funk's accomplishments in the staffing industry earned him induction into the International Franchise Association Hall of Fame in 2010. He was recognized in 2013 as Most Admired CEO by *The Journal Record* and in 2014 by the Oklahoma State University division of agriculture sciences and natural resources with their Champion Award. OSU again recognized Funk in 2015 as their Man of the Year in the university's *IMPACT* magazine. In 2017, he was one of eight inductees to the Oklahoma Hall of Fame. He was inducted into the Career Tech Hall of Fame in 2022 and into the Hall of Great Westerners in 2023.

Having a pulse on the national economy, Funk served as chairman of the Kansas City Federal Reserve Bank, serving the 10th district, from 2006 to 2007, and in 2007 went on to serve as chairman of the Conference of Chairmen of the Federal Reserve Bank System. His insight is widely sought after across multiple industries, and he has been cited by countless media outlets, including the *Wall Street Journal*, CNBC, Fox Business News, and CNN.

Funk is actively involved in the community and gives back in a big way. He is a former board member of the American Staffing Association as well as former chairman of the Greater Oklahoma City Chamber of Commerce. He currently serves as chairman of the Oklahoma Youth Expo, awarding over \$8 million in scholarships to future leaders pursuing some form of higher education.

A graduate of Seattle Pacific University with a bachelor's degree in business administration and theology, Funk continued his graduate studies at the University of Edinburgh, Scotland, and received his masters' degrees in business administration and theology from SPU. He holds honorary doctorate degrees from SPU, Oklahoma Baptist University, and Southern Nazarene University.

Leadership Hall of Fame Award



2023

Sam Sacco

Owner, R.A. Cohen Consulting

With a career spanning decades in the staffing industry, Sam Sacco has had a profound influence on the industry's growth and evolution. His journey in the staffing world began in 1982 when he joined the National Association of Temporary Services, known today as the American Staffing Association, as its director of public relations. In this role, he pioneered the creation of prominent NATS publications. His deep understanding of the industry's nuances and his ability to articulate its essence were evident from the very beginning.

In 1984, Sacco's leadership skills paved the way for him to assume the position of chief executive officer and executive vice president of NATS. During his impressive tenure until October 1997, Sacco orchestrated a rapid rise in the association's growth; membership soared from around 300 companies to 1,600. Under his guidance, the staff grew from a modest three employees to a robust team of 22 professionals. Notably, this period saw a significant enhancement in the staffing industry's reputation and credibility, owing much to Sacco's leadership.

Sacco's impact extends far beyond the confines of association walls. He has authored more than 100 industry-related articles; addressed countless national, state, and local industry platforms as a speaker; and represented the staffing sector on numerous TV and radio broadcasts.

Sacco left NATS to accept the role as chairman of Work International Corp. During his time there, he orchestrated the assembly of 16 companies across various sectors, displaying his acumen in valuing, assessing, and integrating businesses. This experience solidified his standing as a leading strategist, capable of navigating complex corporate landscapes.

Sacco continues to utilize his lifetime of industry knowledge and experience in his current role as the owner of R.A. Cohen Consulting—a leading mergers and acquisitions firm that focuses solely on the staffing industry. Over a span of more than 25 years, Sacco has advised and facilitated the growth of hundreds of staffing firms across all industry sectors. He is one of the industry's most passionate supporters and advocates.

A proud alumnus of the University of Virginia, Sacco earned a bachelor of science degree in commerce. He currently resides in Wilmington, NC.

Check Out the ASA Leadership Hall of Fame Exhibit

Be sure to stop by this year's impressive tribute to an elite group of leaders who have helped make the staffing industry what it is today—located in the Convention Center A Concourse.

Funk and Sacco will be honored with the ASA Leadership Hall of Fame award during the Opening Super Session on Tuesday, Oct. 3, starting at 3:30 p.m.

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Staffing Awards

Leadership Hall of Fame

The ASA Leadership Hall of Fame Award was created in 1985 to recognize outstanding individual contributions made through dedicated service to ASA and the staffing industry. Since that time, 50 distinguished leaders have been honored with this award. Awards have been presented to the following recipients.

1985

Peter D. Durham
Durham Staffing Inc.

1985

Richard P. Essey
The TemPositions
Group of Cos.

1985

William Olsten
Olsten Corp.

1985

Cedric Richner
Kelly Services Inc.

1985

James D. Scheinfeld
Manpower Inc.

1985

Helga Tarver
TeleSec Staffing Services

1986

Ted K. Cobb
TOPS* Total
Personnel Services

1986

John J. Husic Jr.
Olsten of Hartford

1986

William R. Kelly
Pioneer Award
Kelly Services Inc.

1986

Aaron Scheinfeld
Pioneer Award
Manpower Inc.

1986

Elmer L. Winter
Pioneer Award
Manpower Inc.

1987

David J. Nugent
Pioneer Award
D.J. Nugent Co.

1987

John W. Nugent
Flexi-Force
Temporary Services

1988

Willis C. Bullard Sr.
Kelly Services Inc.

1989

Charles J. Sigrist
Stivers Staffing Services

1990

Sharon N. Bredeson
Staff-Plus Inc.

1990

Samuel L. Workman
Pioneer Award
Workman Services

1991

Barry B. Wright
AVTek Staffing Services

1992

Allan C. Sorensen
Interim Services Inc.

1993

Howard W. Scott Jr.
parTime Inc.

1994

Lawrence E. Derito
Office Specialists

1995

Margo Berk-Levine
Temporarily Yours Staffing Services

1996

Frank Ligouri
Olsten Corp.

1997

Jaci Carroll
Jaci Carroll Staffing Services

1998

Salvatore A. Balsamo
TAC Worldwide Cos.

1999

Richard Reinhold
SOS Staffing Services

2000

JoAnn Wagner
SOS Staffing Services

2001

Mitchell Fromstein
Manpower Inc.

2002

John Smith
Spherion Corp.

2003

Karla Hertzog
Innovative Employee Solutions

2004

Eileen Lesberg
World Wide Specialty Programs Inc.

2005

Joel Biller
Manpower Inc.

2006

Terence E. Adderley
Kelly Services Inc.

2007

Judith Anne Zacha
Beacon Services Inc.

2008

**Robert D. Mulberger,
CPC, CSP**
NRI Staffing Resources

2009

Tim Doherty
Doherty Employment Group

2010

Jerome Shaw
Volt Information Sciences Inc.

2011

Robert J. Gibson
Norrell

2012

Karen Pitts
Link Staffing Services

2013

Robert E. McDonough
RemedyTemp

2014

Katherine Hanratty
Jaci Carroll Staffing Services

2015

Bob Livonius
AMN Healthcare

2016

Harold M. "Max" Messmer Jr.
Robert Half International

2017

Patricia J. Rohe, CSP
The Custom Group of Cos.

2018

Linda Carchidi
JFC Staffing Cos.

2019

David Bartholomew
Shearwater Health

2020

Jeffrey A. Joerres
ManpowerGroup

2021

Dorothy Taylor
World Wide Specialty

2022

Ed Lenz, Esq.
American Staffing Association

2022

Dan Struve, CSP
Helpmates Staffing Services

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Staffing World Keynote Presenters

Hear from some of the brightest minds in business today on current hot topics: motivating teams, the ins and outs of generative AI, turning negative situations into positive ones, and more. This is a unique opportunity to come together with your staffing community to learn and collaborate.



Mike “Coach K” Krzyzewski: Head Men’s Basketball Coach, Duke University (1980–2022)

Master Motivator

Passionate, dynamic, and inspiring, coach Mike Krzyzewski (known by fans as Coach K) is a master motivator—not only of teams, but of individuals and organizations, spurring them on to succeed beyond even their own expectations. He led Team USA to three Olympic gold medals and is a member of the Naismith Memorial Basketball Hall of Fame. Coach K shows audiences how they, too, can compile winning numbers in both their professional and personal lives. In this stirring keynote presentation, Coach K will map out a clear game plan for achieving success—motivating, leading, and providing powerful strategies for building confidence, trust, communication, and teamwork.

 Follow @MikeCoachK
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Keynote Presentation

Tuesday, Oct. 3
3:30–5 p.m.

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Paul Zikopoulos

Artificial Intelligence Expert and Vice President of Cognitive Data Systems for IBM

Generative AI: The Good, the Bad, and ChatGPT

While AI has gone through many hype cycles, seemingly overnight it went from a “need to eventually have” type of conversation to one that “needed to be had last month.” Even to skeptics, the release of ChatGPT seems to have marked a turning point—with AI able to tell jokes, churn out essays that look human-written, and so much more. And while ChatGPT has captured the world’s imagination, the real question is if AI is ready to deliver a transformative change for companies. In this high-octane, demo-rich keynote, Paul Zikopoulos delves into the topic of generative AI in a language everyone can easily understand: What is it? How does it work? What are the opportunities across the staffing industry? This keynote will not just help attendees demystify the new world of generative AI, but also help them prepare a strategy to execute to enhance productivity, streamline processes, and improve decision making.



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Keynote Presentation

Wednesday, Oct. 4

8:30–10 a.m.

Staffing World Keynote Presenters



Dominique Dawes

U.S. Olympic Gymnast and Gold Medalist

Determination, Dedication, and Desire

Dominique Dawes—among the most accomplished gymnasts in U.S. Olympic history—will deliver an inspiring and energizing presentation that will recharge your professional batteries and give you thought-provoking strategies for taking your best self to the next level. She calls her approach D-3: Determination, Dedication, and Desire—and it is what gave her the strength and confidence to handle the professional and personal challenges in her life, to persevere amid defeat and triumph in victory. In this uplifting presentation, Dawes will share with the Staffing World audience that success is a journey, not a destination, and how this mindset helps you continually strive for excellence and turn a negative situation or obstacles into a positive situation full of opportunity.



Follow [@dominiquedawes](#)
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Keynote Presentation

Thursday, Oct. 5

3:30–5 p.m.

Continuing Education

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

Continuing Education at Staffing World 2023

By attending the various preconvention programs, sessions, and Knowledge Hub presentations at Staffing World, you can earn up to 22.75 CE hours required for ASA certification renewal.



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More than 12,000 staffing professionals have reached the height of industry excellence; these individuals have earned one or more credentials from ASA. Join the industry elite—learn more at americanstaffing.net/certification.

HR Certification Institute

Staffing World sessions have been approved by the HR Certification Institute for recertification credit hours. Contact certification@americanstaffing.net for details.

SHRM-CP and SHRM-SCP Certification

Staffing World sessions have been approved by the Society for Human Resource Management for recertification credit hours.

Activity Name:

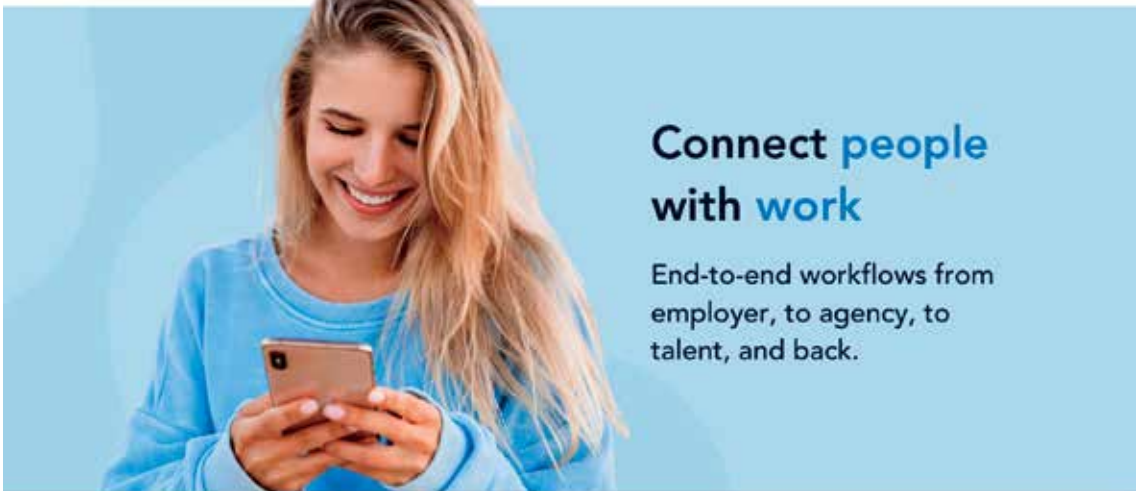
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Knowledge Hub in the Expo



Staffing World Knowledge Hub

BOOTH #1123



Staffing World Knowledge Hub
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Connect with colleagues and experts; glean knowledge, insight, and best practices; learn from experiences; and get inspired by new, innovative ways of working. You can do all of this and more at the Knowledge Hub in the Staffing World expo—home to Speed Talks and Tech Talks throughout the convention week. All presentations will be on dueling stages and you'll listen in through your Staffing World personal radio. **Mix and match these microlearning opportunities to create a customized learning experience that fits your schedule and interests.**

ASA-certified? Make sure to scan your name badge to earn CE hours toward recertification.

Check out the Staffing World app or staffingworld.net for full presentation descriptions.

Post about Knowledge Hub presentations using the hashtags [#SWKnowledgeHub](https://twitter.com/hashtag/SWKnowledgeHub) and [#StaffingWorld](https://twitter.com/hashtag/StaffingWorld).

CHECK OUT THIS YEAR'S TECH STANDS These technology-focused exhibitor mini booths, called Tech Stands, are part of the Knowledge Hub in the expo hall—making it convenient to visit these companies before and after Tech Talks and Speed Talks.

HOW TO USE YOUR RADIO

Remove the battery tab and plug in the ear buds provided. Turn your radio on by rotating the power/volume dial up to the optimal level. Turn your radio off by rotating the volume down until you hear a click.

Use the UP and DOWN buttons to toggle between the pretuned event channels.

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Tech Talks and Speed Talks
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E2—Knowledge Hub 2

E3—ASA Bookstore
E4—ASA Booth



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Knowledge Hub in the Expo



Staffing World Knowledge Hub!

Booth #1123

Gain a competitive edge by accessing the latest trends, best practices, and emerging innovations. Ignite meaningful conversations and foster collaboration with like-minded professionals. The Knowledge Hub at Staffing World provides a vibrant community where you can engage with industry leaders, share ideas, and gain valuable insights by listening to dueling presentations of Speed Talks and Tech Talks. Mix and match these microlearning opportunities to customize your learning experience to suit your unique needs.



Speed Talks in the Expo

Join a distinguished group of visionaries for unique, fast-paced networking and thought leadership discussions. These 10-minute sessions are easy to fit in during lunch and receptions.

Tuesday, Oct. 3

5:15–5:25 p.m.

Stage 1

Creating an Effective Flexible Staffing Model in the Changing Gig Economy

Miechia A. Esco, M.D., Ph.D., RPVI, vascular surgeon and chief medical resource advisor

Stage 2

What Is the Workers' Compensation Market for Staffing Really Up To?

John Cassidy, assistant VP, StaffPRO³ at PMC Insurance Group

5:30–5:40 p.m.

Stage 1

Practical Solutions for Navigating DEI Challenges

Diane Geller, partner, Fox Rothschild LLP; Heather Ries, partner, Fox Rothschild LLP

Stage 2

Navigate the Current Banking Environment and Manage Cash Flow to Grow Your Business

Sheri Tischer, VP of business development-staffing, TCI Business Capital



Speed Talks in the Expo

Tuesday, Oct. 3

5:45–5:55 p.m.

Stage 1

Funding to Grow Your Staffing Business

Julie Murphy, VP of marketing, Commercial Funding Inc.

Stage 2

Employee Benefits and ACA Compliance Made Easy (and Affordable)

Tim Varone, regional sales director, Options Plus

6–6:10 p.m.

Stage 1

ESOPs for Staffing Companies

Kelly McCreight, CEO, Hamilton-Ryker

Stage 2

Safety Matters: Best Practices for Host Employers

Sharon Davis, occupational safety manager, Elwood Staffing

6:15–6:25 p.m.

Stage 1

Creating an Ideal Gen Z Candidate Experience

Alison Goldman, senior sales manager, Monster

Stage 2

From Satisfaction to Raving Fans: The Social-Proof CX Connection

Ryen Salo, director of customer success, ClearlyRated

Thursday, Oct. 5

12:45–12:55 p.m.

Stage 1

The Current State of Staffing M&A: Strategies and Tips for Potential Buyers and Sellers

Jeremy Falendysz, partner and managing director, UHY Corporate Finance

Stage 2

Value and Transparency—The Evolution of Staffing Benefits

Thomas Blomberg, SVP-national sales, Fundamental Care Staffing (Coterie Advisory Group)

1–1:10 p.m.

Stage 1

Empowering a Safer and Healthier Workplace With Oral Fluid Drug Testing

Suman Rana, Ph.D., director-scientific leadership, Abbott

Stage 2

Health Care Staffing: Accelerating Growth Efficiently With Lessons Learned From the Great Resignation

Ellen Verhaagen, software trainer, BlueSky Synergy

1:15–1:25 p.m.

Stage 1

The Impact of Remote I-9 Verification on Staffing Organizations

Marc Vilella, president and CTO, GryphonHR

Stage 2

The Rule of 5

Cody Cope, TSC, CSP, senior manager, talent acquisition and training/development, AccountStaff Inc.

Knowledge Hub in the Expo



Tech Talks in the Expo

Get all the technology-related answers your staffing and recruiting company needs by tapping into Staffing World Tech Talks. These 10-minute presentations by technology experts will address staffing-specific tech challenges. Want to continue the conversation? Visit the experts' booths in the expo hall.

Wednesday, Oct. 4

12:30–12:40 p.m.

Stage 1

Getting Paid Faster: How Automation and AI Can Help You Control Cash Flow

Sean Smalley, director, business services sales, Billtrust

Stage 2

AI or Intelligent Automation in Recruitment—What Really Matters?

David Barthel, VP of sales, AkkenCloud

12:45–12:55 p.m.

Stage 1

How to Optimize Your Backend Software to Increase Margins

Matt Fisher, product owner, Crowe

Stage 2

The Future of Open AI and Microsoft in Staffing Technology

Jonathan Marcer, commercial director, Professional Advantage Software Solutions Inc.

1–1:10 p.m.

Stage 1

Voice AI Boosts Revenue, Job Turnaround, and Candidate Experience

Ashwarya Poddar, founder and CEO, ConverzAI

Stage 2

The Quantifiable Top 5 Best Practices for Maximizing SMS Outreach

Martin Payne, CEO, TextUs

1:15–1:25 p.m.

Stage 1

Transforming the Staffing Industry: The Power of AI

Matthew Carson, president, Evoove

Stage 2

Mastering Market Expansion With Data-Driven Insights

Brian Leslie, enterprise account executive, Lightcast

1:30–1:40 p.m.

Stage 1

Automation Tune-Up: 10 Ideas in 10 Minutes

Jeff Staats, CMO, Haley Marketing

Stage 2

The Role of Leading and Lagging Indicators in Driving Productivity at Your Firm

Mike Perrone, chief revenue officer, Prodoscore

1:45–1:55 p.m.

Stage 1

Business Rules Engine: What You Need to Know

Adam Rochelle, VP of information technology, Essential StaffCARE

Stage 2

Automate Your On-Site Programs for a Competitive Advantage

Kathy Gans, head of sales North America, Beeline

5:45–5:55 p.m.

Stage 1

Unleashing the Power of Holistic Job Matching

Thad Price, CEO, Talroo

Stage 2

The Rise of AI in Recruiting: How It's Revolutionizing the Industry

Pankaj Jindal, co-founder, Sense



Tech Talks in the Expo

Wednesday, Oct. 4

6–6:10 p.m.

Stage 1

Come to the Knowledge Hub to see who is on Stage 1.

Stage 2

Don't Let Shiny Tech Lead You Away From Solid Process

Tom Hunley, senior product marketing manager, Crelate

6:15–6:25 p.m.

Stage 1

How Will Machine Learning and Automation Revolutionize Recruiting?

Jeremy Schiff, founder and CEO, RecruitBot

Stage 2

Why Staffing Companies Struggle With CRMs

Mark Winter, principal and CEO, WinSource Group

6:30–6:40 p.m.

Stage 1

Come to the Knowledge Hub to see who is on Stage 1.

Stage 2

Texting in the Staffing Industry—One Size Does Not Fit All

Thomas Hoffman, partner manager and senior account manager, Text-Em-All

6:45–6:55 p.m.

Stage 1

Combatting the Great Resignation

Anthony Socci, CEO, Leadline Inc.

Stage 2

VMS Doesn't Have to Be a Dirty Word

Rob Geist, director of sales, SimpleVMS

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Staffing World Sessions



KEEP AN EYE OUT FOR EACH SESSION'S
KEY FOCUS AREAS.

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

TUESDAY, OCT. 3

3:30–5 p.m.



Super Session and Keynote Presentation by Mike Krzyzewski: Master Motivator

Passionate, dynamic, inspiring, coach Mike Krzyzewski (known by fans as Coach K) is a master motivator—not only of teams, but of individuals and organizations, spurring them on to succeed beyond even their own expectations. Coach K shows audiences how they, too, can compile winning numbers in both their professional and personal lives. In this stirring keynote presentation, Coach K will map out a clear game plan for achieving success—motivating, leading, and providing powerful strategies for building confidence, trust, communication, and teamwork.

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WEDNESDAY, OCT. 4

8:30–10 a.m.



Super Session and Keynote Presentation by Paul Zikopoulos: Generative AI: The Good, the Bad, and ChatGPT

While AI has gone through many hype cycles, seemingly overnight it went from a “need to eventually have” type of conversation to one that is “needed to be had last month.” Even to skeptics, the release of ChatGPT seems to have marked a turning point—with AI able to tell jokes, churn out essays that look human-written, and so much more. And while ChatGPT has captured the world’s imagination, the real question is if AI is ready to deliver a transformative change for companies. In this high-octane, demo-rich keynote, Zikopoulos delves into the topic of generative AI in a language everyone can easily understand: What is it? How does it work? What are the opportunities across the staffing industry? This keynote will not just help attendees demystify the new world of generative AI, but also help them prepare a strategy to execute to enhance productivity, streamline processes, and improve decision making.



Up Your DEI Game With a Masterclass on Thursday!

Thursday, Oct. 5, 9:15–10:45 a.m. | Room W209B

A unique opportunity to take your leadership skills and effectiveness to the next level as part of a diversity, equity, and inclusion curriculum, this masterclass will allow you to discuss DEI goals in a business environment and learn how to cultivate self-awareness, vulnerability, and empathy in leadership, and will help you develop your own authentic leadership style.



11:15 a.m.–12:15 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions.

2023's Top Trending Technology Tools You Should Have in Your Tech Stack

Facilitated by Jim Essey, CSP, president and CEO, The TemPositions Group of Cos.

Panelists: Hope Bradford, senior director of IT, Kelly; Tom Erb, CSP, president, Tallann Resources LLC; David Francis, director of research, Talent Tech Labs



Don't miss this always-popular Staffing World tech solutions roundup—your chance to get expert views from some of the staffing industry's top tech experts on the latest tools for client and candidate attraction as well as engagement, recruitment, retention, and back-office operations. You'll learn about the newest tech solutions that address the industry's most pressing challenges through rapid-fire presentations showcasing these solutions (some of which you can later explore in the expo hall). You'll leave this session with the insights you need to make the right technology decisions to optimize your operations and drive your business.

Learning Objectives:

1. Identify emerging technologies that could have an impact on your bottom line.
2. Understand the tech ecosystem in greater detail to make smarter tech investments.
3. Develop a list of potential services or software to explore.

Developing and Maintaining a Strong Company Culture—Pre- and Post-Investment

Tom Gimbel, founder and CEO, LaSalle Network



Firms today are faced with a jobs market we've yet to see, and with all the change occurring, loyal employees are looking for some form of stability from their employers. However, when companies introduce change—whether it's bringing on investors, conducting an acquisition, or being acquired—how do companies create a culture pre- and post-transaction that retains top talent and maintains staff loyalty? This session with workplace leader Tom Gimbel of LaSalle Network will unpack all the secrets to creating a culture that drives staff engagement and passion pre- and post-sale.

Learning Objectives:

1. Understand what today's workforce is seeking based on LaSalle Network original research collected from employed professionals.
2. Develop a company culture that not only attracts top talent, but retains employees to grow and develop within the organization.
3. Develop a strategy to best communicate changes to a workforce, such as an investment or acquisition.
4. Learn how to continue building your company culture post-transaction to continue attracting and retaining top talent.

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Staffing World Sessions

How to Effectively Market Your Benefits to Recruit and Retain Top Talent

Marco Nunez, VP of operations, Essential StaffCARE



SESSION FOCUS: Business Development; Talent Management

In a tight and challenging labor market, staffing companies thrive by maximizing every opportunity to increase their recruiting and retention power. After rate of pay, medical benefits are the most commonly sought-after benefit by employees. Is your staffing firm doing everything it can to communicate why the benefits you offer are valuable to the talent pool in your market?

Learning Objectives:

1. Fully understand the financial and benefit realities of today's temporary workers.
2. Identify the benefits most valuable to today's temporary workers.
3. Communicate the most important aspects of your benefit offering at onboarding.
4. Pinpoint the biggest opportunities to better communicate/highlight your benefit offerings to prospective workers.

Empowering Women in Staffing: Strategies From Industry Leaders

Facilitated by Eric Gregg, CEO, ClearlyRated

Panelists: JJ Hurley, founder and CEO, GDH Consulting Inc; Joyce Russell, president, Adecco Group US Foundation; DeLibra Wesley, founder and CEO, National Recruiting Consultants; Maggie Williams, VP of operations, WorkForce Unlimited



SESSION FOCUS: DEI; Leadership

Fostering a culture that enables women to excel and prepares them for leadership positions requires unwavering dedication and consistent effort. Join Eric Gregg of ClearlyRated as he moderates a panel discussion featuring staffing industry leaders who have taken proactive steps toward creating more leadership opportunities for women. Gain insights and strategies from these industry experts on building a more equitable workplace where women can thrive and succeed in leadership roles.

Learning Objectives:

1. Create a supportive and inclusive workplace culture where women are encouraged to speak up, share ideas, and participate in decision-making processes.
2. Ensure that women are represented in leadership positions and have a voice in shaping firm policies and growth strategies.
3. Close the gender pay gap and ensure that women are paid fairly and equally for their contributions.

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Navigating a Changing Market With a Scalable Sales Process

Facilitated by Lauren B. Jones, CEO, Leap Consulting Solutions

Panelists: Mark Agostinelli, VP, The Davis Cos.; Lesly Cardec, SVP, ClearEdge Marketing; Keith Weightman, VP, Bullhorn

SESSION FOCUS: Sales

This panel of industry experts will guide attendees on how to create a sales process that can get results in an everchanging market. Together they'll share insights on the right combination of process, technology, culture, and accountability that empowers scaling and retention in uncertain times. You will walk away from this breakout session with tangible and implementable strategies.

Learning Objectives:

1. Establish a process that is scalable.
2. Identify steps for creating and implementing accountability measures.
3. Learn sales strategies that work in a volatile market.

Level Up Your Recruitment Marketing to Compete (and Win)

Matt Lozar, director of recruitment marketing, Haley Marketing Group

SESSION FOCUS: Marketing; Sales

Companies continue to struggle with not only recruiting candidates but keeping them on board as employees. That process starts before the candidate applies for the job. In this session, participants will take an in-depth look at recruitment marketing, which basically means "getting the right candidate to apply to your job." Looking at all four pillars of recruitment marketing (career sites, job advertising, social recruiting, and employer branding), get actionable takeaways to help your staffing company level up your recruitment marketing and create a world-class plan to beat your competition and engage the candidates you need.

Learning Objectives:

1. Understand what recruitment marketing is and how it applies to your organization.
2. Implement actual tactics to your recruitment marketing to find the right candidates for open jobs.
3. Get the know-how to compete against companies with bigger budgets to land the best candidates.
4. Bring back action items to your company that will help in the short term and long term for recruitment marketing.

Considerations in Managing Litigation Risk in the Staffing Setting

Facilitated by Sarah Kroll-Rosenbaum, Esq., partner, Akerman LLP

Panelists: Steve Pedersen, chief legal officer, Medical Solutions; Marianela Peralta, general counsel, Allegis Group; Vanessa P. Williams, SVP, general counsel, and assistant secretary, Kelly

SESSION FOCUS: Legal

Join this panel of chief legal officers and general counsels as they walk you through real-life scenarios on how they approached class action/Private Attorneys General Act risk in recent cases. They will discuss topics such as the scope of release in anticipation of an evolving legal framework and practical considerations for staffing firms—such as how to protect clients and concerns about mass arbitrations. Learn how to identify risk factors and methods of mitigating that risk.

Learning Objectives:

1. Discover alternative approaches to assessing risk.
2. Learn how to recognize and utilize compliance efforts to mitigate risk.
3. Consider alternative frameworks for settlements to manage risk.

Staffing World Sessions

2:30–3:30 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions.

Banish Burnout: Move From Stress to Success

Janice Litvin, award-winning wellness speaker



SESSION FOCUS: Personal Development; Talent Management

In this lively, interactive session, Janice Litvin shows recruiters and their managers how to manage stress from the inside out. While all attempts to manage stress—such as meditation, sleep, and exercise—are important, Litvin’s Banish Burnout methodology offers a unique solution for preventing burnout by teaching attendees how to change their behavior from the inside out. Her methodology is based on the premise that you can change your behavior with desire, awareness, and appropriate tools. That is where her best-selling book, *Banish Burnout Toolkit*, comes in. Complete with stories, discussion, and exercises, the reader accomplishes this important work of managing their stress to prevent burnout. Litvin will keep audiences engaged with stories, humor, and audience interaction.

Learning Objectives:

1. Access a methodology and supporting tool kit to help employees uncover their behavior patterns in response to stress.
2. Learn how to interrupt negative thoughts and replace them with positive thoughts and outlook.
3. Change the way you react to stress, so you can change your behavior.
4. Learn how to set healthy boundaries, even at work—and learn how to say “no” without saying “no.”
5. Get the tools to manage and prevent organizational burnout.

Understanding and Valuing Neurodiversity in the Staffing Network

Victoria Hill, director of diversity and social Impact, Advanced Group



SESSION FOCUS: DEI; Recruiting; Talent Management

We all experience, interact with, and interpret the world in unique ways. This session will deepen your understanding of neurodiversity (learning and thinking differences). Participants will learn to recognize the differences in each of our brains and develop a wider view of “normal,” which results in more effective recruitment strategy, client interaction, communication, development, and leadership style. Participants will learn how to listen and engage respectfully for a more inclusive workplace. We all have different minds, and that’s a beautiful thing worthy of respect and celebration.

Learning Objectives:

1. Demonstrate inclusive behaviors of diverse talent in recruiting, hiring, and promoting.
2. Create a more accepting, inclusive work environment so all members of your company and the companies you work with can thrive.
3. Widen the general view of “normal” and appreciate that everyone learns differently.
4. Reduce stigmas around learning and thinking differences.
5. Learn best practices when creating a culture that is more inclusive of neurodiversity.

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Negotiating Staffing Service Agreements

Bob Goldberg, partner, Taylor English Duma LLP

SESSION FOCUS: Legal

Staffing service agreements are important documents that define the terms and conditions of the relationship between a staffing agency and its clients. Join Bob Goldberg, partner with Taylor English Duma, as he covers the key elements of staffing service agreements, tips for effective negotiation, case studies, and examples of successful and unsuccessful negotiations. By the end of this session, you will be better equipped to negotiate staffing service agreements that meet your needs and goals and to build strong and mutually beneficial relationships with your clients. Goldberg will leave you with a better understanding of the legal considerations involved in negotiating these agreements and able to apply best practices to your own negotiations.

Learning Objectives:

1. Learn how to prepare for and conduct negotiations and how to identify and address potential sticking points.
2. Gain insights into common pitfalls and mistakes in negotiating staffing service agreements and strategies for finding creative solutions.
3. Develop skills and techniques for maintaining a collaborative and respectful approach to negotiations and building strong relationships with clients.
4. Acquire practical tools and resources for negotiating staffing service agreements, including sample contract language, negotiation checklists, and evaluation criteria.

Candidate Sourcing Strategy: Actionable Talent-Finding Strategies

Facilitated by Ashley Bowlin, chief growth officer, Tracker ATS & CRM

Panelists: Adam Conrad, CXO and founder, Great Recruiters; Jeff Staats, CMO, Haley Marketing

SESSION FOCUS: Technology

Identifying qualified candidates quickly and filling jobs are essential to your bottom line. It may seem obvious, but proactively sourcing candidates and making your jobs (and your brand) discoverable require a focused strategy. Especially in a candidate-driven market, a solid proactive sourcing strategy enables you to enjoy a stacked pipeline, regardless of the time of year or current candidate economy. Finding great candidates isn't easy. In this session, participants will dig through today's top strategic practices and recruitment technology integrations that can elevate a staffing firm's sourcing return, such as

- Social media (including LinkedIn and Facebook)
- Your own database (CRM/ATS)
- Job boards
- Inbound website traffic and discoverability
- Automation for sourcing

Tales From the Other Side: The Journey From HR to Recruiter

Rachel Anevski, founder and CEO, Matters of Management LLC

SESSION FOCUS: Recruiting

Session presenter Rachel Anevski explains her approach by telling this short story: "I used to think recruiters were the bane of my existence. I was a human resources director, and I couldn't stop the flood of calls coming into the company I worked for—no matter how much I bribed the employees to give up the recruiters' names. I could not stop the sea of staff members who chose alternative workplaces to the one I was representing. Worse yet, I couldn't understand why the recruiter was more powerful than the relationships I had built internally. Then it dawned on me—a recruiter is a trusted influencer. A staffing professional understands the

Staffing World Sessions

marketplace, the industry, and the salary and value of an employee. A true recruiter with integrity and dedication to the profession could be far more helpful to an ambitious employee than I could ever be.”

Join Anevski as she analyzes the recruiting profession through both lenses and learn how to anticipate the needs and work more effectively with HR directors. Examine the role of a recruiter finding your true motivation, all with the goal of getting the HR director to make you their No. 1 choice.

Learning Objectives:

1. Discover how to lean in to your recruiter superpowers.
2. Get guidance on how to further educate HR directors, clients, and candidates on the recruiter partnership.

Successful Sales Tactics: How to Go From Sales Insecure to Sales Confident

Natasha Hemmingway, sales coach and consultant



Stumped when it comes to selling? Let's try something new together! Join Natasha Hemmingway, a highly rated presenter at last year's successful ASA THRIVE Live event, to learn about the four components of her tried-and-true sales process—and the importance of having an authentic and customized process in your business. Walk away with practical, how-to steps for you and your team—steps that will transform your sales mindset and boost your sales results immediately.

Learning Objectives:

1. Discover the four-step formula that will rewire your brain to think like a sales professional.
2. Familiarize yourself with a rinse-and-repeat system you can use to guide every sales conversation.
3. Learn Hemmingway's unique approach for bringing the heart—not the hustle—to your sales process.

4:30–5:30 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions.

Increase Collaboration and Communication Through Chaos and Change

Krista Ryan, professional speaker and workplace performance coach, KfG Coaching LLC



On the night of Oct. 1, 2017, life changed for Krista Ryan when she experienced the largest U.S. mass shooting by a single perpetrator at the Route 91 Harvest music festival in Las Vegas. A process Ryan followed that first began as a formula for healing quickly transitioned into an action step for living and leading through change. Join this breakout session to learn about Ryan's KfG Method—a formula to live better and lead stronger through moments of chaos and change—and how this process can help you navigate your own challenges and changes.

Learning Objectives:

1. Learn about self-accountability for success through change.
2. Adjust the mindset to view the breakdown as a breakthrough.
3. Get actionable steps to live and lead a more impactful and intentional life at work and home.



Don't Miss a Breakout Session!

These concurrent sessions at Staffing World are recorded, so you never have to miss valuable content by choosing one over the other. Attendees will receive access to the session recordings that correspond to their registration package following the convention.

Questions? Contact ASA at 703-253-2020.

Why Sustainability and ESG Matter to the Staffing Industry

Shea Cunningham, director of sustainability, ASGN Inc.

SESSION FOCUS: Business Development; Social Responsibility

The escalating climate crisis is proving to be a real threat to businesses across the spectrum of sectors. It is becoming an imperative focus area for clients, talent, investors, and employees—all of whom are increasingly expecting (and in some cases, requiring) businesses to have sustainability policies and practices in place, including annual environmental, social, and governance (ESG) reporting. Moreover, the U.S. Security and Exchange Commission is set to release new ESG regulations that are anticipated to go into effect on Jan. 1, 2024.

Join us to learn about ASGN's ESG journey over the past several years. Hear about the company's lessons learned so you can avoid the potential pitfalls. Shea Cunningham with ASGN will provide an overview of her firm's ESG policies and reporting frameworks, carbon emission reduction planning process, participation in the United Nations Sustainable Development Goal Accelerator program, and companywide implementation of the UN's Women Empowerment Principles.

Learning Objectives:

1. Define the primary strategic components of ESG and sustainability.
2. Develop a coherent strategy for your company.

Consumer Behavioral Trends Impacting Staffing

Facilitated by Jeff Pelliccio, founder and CEO, Allied Insight

Panelists: Alison Daley, CEO, Recruiting Innovation; Maurice Fuller, fractional CTO, StaffingTec; Kristen Harris, COO and co-founder, Portfolio Creative; Sara Summers, president and CEO, ACS Professional Staffing; Mark Winter, president and CEO, WinSource Group

SESSION FOCUS: Business Development; Marketing

The consumer experience has evolved dramatically over the past five years, creating a new level of expectation for brands today. The big question is: What impact has the evolving consumer experience had in the staffing industry when it comes to clients and candidates? This session will use consumer behavioral data from both inside and outside the staffing industry to identify the obstacles that staffing firms are facing and the opportunities they should be capitalizing on.

Learning Objectives:

1. Analyze current consumer behavioral trends and projected financial impact.
2. Learn the new expectation standards in staffing.
3. Develop a systematic approach to experience management (planning, testing, evolving).
4. Learn how to use the Core 4 (people, process, tech, and marketing) to level up your service game and meet new expectation standards.

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Why You Should Double Down on Digital Differentiation

Jeff Neumann, VP of product marketing, global enterprise, and salesforce, Bullhorn

SESSION FOCUS: Sales; Technology

Bullhorn's latest annual Global Recruitment Insights and Data survey revealed that 4,000 global recruitment agencies cite the talent shortage as their top challenge and talent acquisition as their top priority. Add to that the idea that 90% of talent wish finding jobs through recruitment agencies was more streamlined. What will separate winning agencies from the competition? The combination of transformative technology and the human touch.

How can your tech stack play a key role in helping you stand out from the competition and better serve your clients? And how can you build an engagement strategy with a focus on personalization and scalability? In this session, Bullhorn's Jeff Neumann will share why digital differentiation should be your team's primary focus when it comes to overall tech strategy, and how the top staffing firms are making it happen in 2023.

Learning Objectives:

1. Understand how your technology strategy compares with that of high-growth staffing firms.
2. Use technology to enhance your firm's value proposition and increase your competitive advantage.
3. Identify new ways to use technology to win and retain clients.
4. Identify new ways to use technology to engage talent.

We Need to Chat! Managing the Legal Risks of Generative AI in the Workplace

Jason Klimpl, Esq., partner, employment, staffing law, and corporate practice groups, Tannenbaum Helpern Syracuse & Hirschtritt LLP; Jim Paretti, Esq., shareholder, Littler Mendelson PC

SESSION FOCUS: Legal; Technology

ChatGPT and other generative AI tools present exciting opportunities for workplace productivity, collaboration, and innovation. However, the use of these emerging technologies can create significant legal risk for staffing firms and their employees. In this session, Jason B. Klimpl and Jim Paretti will provide guidance to help attendees understand and mitigate certain legal issues associated with the use of AI tools in the workplace, including

- How staffing firms and their employees may currently (or soon) be using AI tools for work purposes
- Legal risks associated with these emerging technologies, such as concerns with bias and discrimination, intellectual property, confidentiality, and privacy
- Mitigating risks through the implementation and design of proper policies, training, and other key safeguards

Walk away with actionable and practical advice that you can immediately use to improve your staffing firm's productivity and risk prevention strategies.

Are You Emotionally Intelligent?

Rob Mosley, managing partner, Next Level Exchange

SESSION FOCUS: Leadership; Personal Development

If search and staffing skills and techniques are the tools of our industry, the engine that runs them is emotional intelligence or EQ. The term EQ has been defined as "the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behavior." This session is designed to help equip you with tools and trust-based

behaviors to drive greater awareness of yourself and of others, including candidates, clients, and your own teammates. Why is this so essential? 92% of all professional and personal failures are EQ-based. Everyone has their own unique approach and style, but there will be times when we need to adjust that style to suit the client, the candidate, and even individual team members. This is not an easy task.

Learning Objectives:

1. Develop great self-awareness and challenge your paradigms.
2. Discover blind spots in judgement and how to better recognize them.
3. Start the process of building trust-based behaviors.
4. Better manage your priorities versus others' priorities.
5. Explore why your overextended behaviors limit you.

THURSDAY, OCT. 5

9:15–10:45 a.m.

DEI Masterclass: Embracing Authentic Leadership

Yemi Akisanya, VP, justice, equity, diversity, inclusion, and people experience, Axon



This masterclass is a unique opportunity for staffing professionals at all levels to take their leadership skills and effectiveness to the next level as part of a diversity, equity, and inclusion curriculum. Explore the concept of authentic leadership with your peers, discuss DEI goals in a business environment, and come away with actionable insights that can have a positive and meaningful impact on your company culture, employee engagement, and operational goals. Content leader Yemi Akisanya with Axon guides a discussion on the importance of self-awareness, vulnerability, and empathy in building trust and leading with authenticity. Come to this masterclass ready to engage with your peers through case studies, group discussions, and interactive exercise—Akisanya will help you discover a deeper understanding of authentic leadership and practical strategies for developing your own authentic leadership style.

Learning Objectives:

1. Understand the principles of authentic leadership.
2. Explore the benefits of leading with authenticity.
3. Learn how to cultivate self-awareness, vulnerability, and empathy in leadership.
4. Explore the impact of culture and diversity on leadership styles.

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9:15–10:45 a.m.

Roundtable Discussions

Roundtable discussions at Staffing World are back by popular demand! Don't miss this unique and engaging opportunity to explore the staffing industry's most pressing business and operational issues with your peers. Gain practical solutions, make strategic connections, and maximize your learning experience in these facilitated peer-to-peer discussions.

Pick up the list of Roundtable themes at the Staffing World Registration Desk:

Leadership: Room W206B

Recruiting: Room W208

Sales and Business Development: Room W207D

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11:30 a.m.–12:30 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions.

Designing and Executing a Winning M&A Strategy in an Uncertain Market

Patrick Morin, partner, Transact Capital; Michael Napolitano, partner, Citrin Cooperman; Paul Pincus, Esq., partner, Ortolini | Rosenstadt LLP



SESSION FOCUS: Business Development; M&A

The staffing industry mergers and acquisitions (M&A) market has been on a roller coaster for the past three years. After the Covid slowdown in 2020, M&A activity rebounded to record levels in 2021 and 2022. 2023 has brought higher interest rates, constricted borrowing capacity, and economic uncertainty. This content-rich session with staffing industry M&A experts from the legal, investment banking, and accounting professions will discuss what is driving and curtailing deals in the current M&A market, and the outlook for 2024. The panel will then provide strategies on how to best plan for and execute sell-side and buy-side transactions in this environment, based on their decades of hands-on experience.

Learning Objectives:

1. Understand buyers' and sellers' psychology and economic drivers in the current M&A market.
2. Learn about the common seller and buyer deal problems that industry professionals see and how to avoid them.
3. Gain best practices for selling or buying success in an economy faced with the headwinds of rising interest rates, cautious lenders, high inflation, and the risk of a recession.

Family Matters: Running a Successful Family-Owned Business

Facilitated by Richard Wahlquist, CEO, ASA

Panelists: Monte Block, CEO, Equillium; Haley Crum, co-president, FrankCrum, and president, FrankCrum Staffing; Analisa Gutierrez, COO, Summit Staffing; Gene Holtzman, CEO, Mitchell Martin Inc.



SESSION FOCUS: Business Development; Leadership

A 2021 study by the nonprofit Family Enterprise USA estimated that there are currently 32.4 million family-owned businesses, representing 87% of all business tax returns and employing 59% of the private sector workforce in the U.S. Running a family-owned firm presents many unique challenges—both professional and personal. How do you secure the future of the business? What's the best pay and benefit structure? How do you secure capital while maintaining the leadership structure? What impact will the business have on the family dynamics? A panel of the biggest names in staffing from family-owned firms will address your questions and more. If you're with a family-owned firm or are interested in exploring the intricacies of running such a business, you will gain insights on how successful owners navigate these challenges and more.

Direct Hire Sector:

A Growth Mindset for Your Direct-Hire Vertical

Facilitated by Sue Jagan, executive recruiter, MeeDerby

Panelists: Laura Fuller, chief game changer, Great Recruiters; Nick Schichtle; RyAnn Vassallo, branch manager, Hatch Staffing Services; Kim Whiteley, SVP, MeeDerby



SESSION FOCUS: Business Development; Leadership

Are you an owner interested in adding a new vertical to your agency? Or perhaps a producer with a growth mindset, looking for new ideas and resources to improve your process? Join this panel of direct-hire industry

experts who will share successes, failures, tips, and tricks on how to start and grow your desk. The session will also touch on how “the riches are in the niches” and the importance of a laser-focused niche in building a desk, as well as how to launch a new niche or build a stronger niche, stay in your niche, and get the most out of a niche.

Learning Objectives:

1. Discover how direct-hire experts view niche-focused growth.
2. Hear the roadblocks that others have experienced when launching a direct-hire vertical and how to avoid.
3. Learn what your clients are thinking, but maybe not saying.

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Engineering, IT, and Scientific Sector: Enhancing Your Firm's KPIs for Success

Facilitated by Lenore Convery, SVP, sales and marketing, ClearEdge Marketing

Panelists: Garrick Cooper, president, North America, Empresaria Group PLC; JJ Hurley, CEO, GDH Consulting Inc.; Barry Vince, president, Motive Workforce Solutions Inc.



A key performance indicator (KPI) is only as valuable as the action it encourages. Too often, organizations blindly adopt industry-recognized KPIs and then wonder why those KPIs fail to enable positive change at their business. Tracking yesterday's metrics will not get you where you want to be tomorrow. With the evolution of campaigns and automated tools, the metrics, targets, and key performance indicators your company tracks must also evolve. During this breakout session focused on the engineering, IT, and scientific sector, the panel will discuss

- Tips on evaluating the metrics and KPIs you are currently using
- Success stories in shifting from a singular to a more holistic tracking method
- The right metrics and measurements for dedicated recruiters, sales, and/or running full desks
- Creating the discipline to achieve high performance

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Health Care Sector: The Practitioner's Point of View

Facilitated by Andrea West, SVP, operations, Curative

Panelists: Alexis Campbell, physician assistant contractor, Curative Talent; Miechia A. Esco, M.D., Ph.D., RPVI, vascular surgeon and chief medical resource adviser, LocumTenens.com; Julia Kuhn, MS CCC-SLP, founder, The Traveling Traveler; Brittany Smith, RN, BSN, remote travel recruiter-travel division, HealthTrust Workforce Solutions



Opinions from health care professional talent often go unheard when agencies create policies and processes. Learn first-hand what clinicians are looking for in a staffing agency and how to better support them before and throughout their assignments. Join a panel of industry experts as they discuss pressing questions such as “How would your patient care be impacted if you had less administrative work?”; “When working with a group or agency, what differentiates one from another?”; and “What advice would you have for someone considering 1099/Locums?”

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Attendees will walk away with

- First-hand feedback on ways to better support this highly specialized talent pool
- Personal accounts from health care professionals working temporary assignments about what can set one agency apart from others
- High-level comparisons of the different experiences (and pain points) licensing and credentialing provide, whether W-2 or 1099

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Industrial Sector:

Finding and Tracking Models and Metrics: Roundtable Discussion

Craig Kirby, CFO, AtWork Group; Tom Kosnik, president, Visus Group; Maggie Williams, VP, operations, WorkForce Unlimited



When ASA asked light-industrial staffing firms to send their top challenges, there was an overwhelming response in two areas:

1. Developing a financial model and managing toward financial and nonfinancial metrics specifically for light-industrial staffing firms
2. The pros and cons in both centralized and decentralized business models

Join the presenters as they navigate these pressing challenges—providing suggested templates, guidelines, solutions, tips, and stories. Come to this interactive Staffing World breakout session ready to share your company's challenges and ideas through roundtable discussions with your industry peers.

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2–3:15 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions.

The Most Entertaining Employment Law Game Show Ever!

Stephen C. Dwyer, Esq., president, ASA; Toby Malara, Esq., VP, government relations, ASA; Brittany Sakata, Esq., general counsel, ASA; and featuring special guest Lia Elliott, managing partner, Staffing GC



Back by popular demand, Lia Elliott joins ASA's crack legal team to host a fun and fast-paced legal game show, bringing you the answers to some of your most vexing staffing law questions. This session will maximize learning and interaction and provide some fun and friendly competition focused on important staffing law topics for your company. Don't miss the legal fun and games along with must-know legal concepts. This session is guaranteed to be the most fun you'll ever have delving into complex legal issues.

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Clear Communication Without the Drama: Effective Feedback in the Workplace

Joel Schaffer, principal, Butler Street

SESSION FOCUS: Talent Management

Join Joel Schaffer as he shares the importance of effective feedback in the workplace. Whether a leader looking to reduce the drama or a team member looking to enhance communication and productivity, this session will provide actionable insights to improve. It is designed for staffing professionals, leaders, and recruiters who want to improve their feedback skills and create a positive and productive work environment. Whether you are just starting out in the staffing industry or are a seasoned professional, this session will provide you with the tools and techniques you need to deliver effective feedback and drive success in the workplace.

Learning Objectives:

1. Identify the role of feedback in staffing employee development and engagement.
2. Get best practices for delivering feedback that is constructive, actionable, and motivates salespeople and recruiters to improve.
3. Recognize triggers and strategies for providing productive feedback.
4. Gain strategies for creating a feedback-friendly culture that supports continuous learning and improvement.

Top 3 Secrets to Differentiate You and Your Company in a Crowded Market

Will Matthews, president, Matthews Performance Group

SESSION FOCUS: Business Development; Leadership; Professional Development

People in the staffing industry today are experiencing significant and unsettling new challenges. While it is true that external conditions are creating huge disruptions to the status quo, it is also an opportunity for you to tap into new levels of resiliency, to reinvent yourself, to find brand new innovative solutions, to let go of habits and approaches that don't work anymore in today's business reality, and to find new and better ways to succeed—both near and long term. Join Will Matthews as he provides research-based methods you can use to win in this and any environment.

Learning Objectives:

1. Increase personal and team effectiveness by knowing how to invest 100% of your energy, focus, and time on the things that you can control.
2. Transform concern, hesitation, and second-guessing into massive confidence and clarity, enabling faster and better decisions.
3. Build a personal brand that paves the way for better conversations, generates a more natural and authentic leadership style, and results in more buy-in from others critical to success.

Going From Rock-Star Solo Contributor to Results-Driven, People-Focused Leader

Karen Weeks, CEO and chief career coach, KDW Coaching

SESSION FOCUS: Leadership; Talent Management

Congratulations! You made it to a leadership position. You worked so hard to get here, but guess what? All the skills that helped you get to this point aren't going to be what you need to grow from here. This is no ordinary manager training. Using real-life case studies from her 20 years working with managers, presenter Karen Weeks will put a spotlight on what you should and should not do and walk you through all the skills you need to become the results-driven, people-focused leader that your team needs you to be. You will walk away with tools, resources, templates, and lists—everything you need to illuminate your new leadership career.

Learning Objectives:

1. Develop your leadership voice.
2. Build confidence to find and keep the best talent.
3. Create strong career development and feedback frameworks.

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4. Identify ways to motivate and recognize your employees in a meaningful way.
5. Find your voice to lead through change and influence others.

Build vs. Buy: How to Approach Your Tech Stack Needs

Danny Ashraf, director of sales, Monster; Lawrence Dearth, president, Insight Global; Jim Essey, CSP, president and CEO, The TemPositions Group of Cos.; Kara Rogan, CEO, CoWorx Staffing Services LLC



The question of whether to buy technology from third-party vendors or build it in-house sparks many debates, including those around cost, efficiency, and scalability. When faced with this decision, it can be difficult for firms to identify all the critical considerations and potential consequences of each approach. This session demystifies the build vs. buy decision process from the perspective of staffing leaders and industry experts.

Learning Objectives:

1. Define the key factors in determining the best approach to creating your firm's optimal tech stack.
2. Conduct an audit of your own business needs (and constraints) to be considered before deciding to build or buy.
3. Identify key technology components and understand how they integrate with one another.
4. Implement the best approach for your business based on your team, budget, and business goals.

The Future Recruiter: How Emerging Technology Will Transform the Role of the Recruiter

Christopher Ryan, chief strategy and marketing officer, Avionté Staffing Software



We've heard it all before—digital transformation of staffing will change frontline recruiting. But recruiters still face the same enduring challenges, such as scarce, unreliable talent; last-minute client requests; and advanced tech that doesn't help at crunch time. When will real change occur and what will the new recruiting function look like? In this provocative session, the presenter will argue that the new and emerging staffing technologies will lead recruiters to evolve into several new, distinct, specialized functions within the technology-forward staffing company, leading to exciting career opportunities for the staffing professional of the future.

Learning Objectives:

1. Understand how artificial intelligence (including ChatGPT), mobile technology, and digital transformation will create distinct high-value specialist roles in recruiting.
2. Recognize the tipping point (lessons learned from other industries).
3. Identify the critical skills necessary for moving into high-value recruiting roles.
4. Learn what steps can be taken today to prepare for the roles of the future.

3:30–5 p.m.



Super Session and Keynote Presentation by Dominique Dawes: Determination, Dedication, and Desire

Dominique Dawes—among the most accomplished gymnasts in U.S. Olympic history—will deliver an inspiring and energizing presentation that will recharge your professional batteries and give you thought-provoking strategies for taking your best self to the next level. She calls her approach D-3: Determination, Dedication, and Desire—and it is what gave her the strength and confidence to handle the professional and personal challenges in her life, persevere amid defeat, and triumph in victory. In this uplifting presentation, Dawes will share with the Staffing World audience that success is a journey, not a destination, and how this mindset helps you continually strive for excellence and turn a negative situation or obstacles into a positive situation full of opportunity.

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Check out the expo hall anytime, but here are some dedicated hours set aside throughout the convention:

Expo Events

Tuesday, Oct. 3

5–7 p.m.	Expo Grand Opening: Life in the Fast Lane
5:15–6:30 p.m.	Knowledge Hub Talks in the Expo
5:15–7 p.m.	Author Talks in the Expo

Wednesday, Oct. 4

10 a.m.–7 p.m.	Expo Open
10:15–11 a.m.	Refreshment Break in the Expo
10:30–11 a.m.	Author Talks in the Expo
12:15–2:15 p.m.	Lunch in the Expo
12:30–2 p.m.	Knowledge Hub Talks in the Expo
12:30–2:15 p.m.	Author Talks in the Expo
3:30–4:15 p.m.	Refreshment Break in the Expo
3:45–4:15 p.m.	Author Talks in the Expo
5:30–7:30 p.m.	Networking Reception: Get Your Honky Tonk On!
5:45–7 p.m.	Knowledge Hub Talks in the Expo
5:45–7 p.m.	Author Talks in the Expo

Thursday, Oct. 5

8–9 a.m.	Breakfast in the Expo
8 a.m.–2 p.m.	Expo Open
10:45–11:30 a.m.	Refreshment Break in the Expo
11–11:30 a.m.	Author Talks in the Expo
12:30–2 p.m.	Lunch in the Expo
12:45–1:30 p.m.	Knowledge Hub Talks in the Expo

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Essential StaffCARE is the largest provider of ACA-compliant health plans and supplemental employee benefits to the staffing industry. Serving over 2,500 staffing clients and enrolling over 750,000 temporary employees annually, ESC offers ACA-compliant MEC plans, fully insured major medical plans, supplemental fixed indemnity plans, comprehensive enrollment, and ACA audit technology solutions.



Monster Worldwide Inc.

BOOTH 706

Co-Sponsor of the IDEA Group

Front-Office Recruiting Technology; Health Care Sector Services; International Recruitment; Internet Career Sites; Recruiting Support

Danny Ashraf 📞 973-214-3356
danny.ashraf@monster.com 🌐 hiring.monster.com/solutions/staffing

Monster is a global leader in helping staffing firms and candidates find the right fit. With technology and data at the core of our innovative solutions, we

empower companies to recruit more efficiently and effectively. We help keep candidate pipelines flowing with qualified people who fit staffing firms' customers' needs.



World Wide Specialty, a Division of Philadelphia Insurance Cos.

BOOTH 701

Sponsor of the Mike "Coach K" Krzyzewski Keynote Presentation and ASA StaffingPAC Industry Leader Event

Insurance and Employee Benefits; Workers' Compensation

Bob Thompson 📞 516-743-3262
bob.thompson@phly.com 🌐 wwspi.com

For over 55 years, World Wide Specialty has provided the staffing industry with superior protection and support to help the staffing industry grow. Now, World Wide Specialty has combined its premier staffing insurance with the leading specialty commercial insurance carrier in the USA—Philadelphia Insurance Companies.

FAST TRACK to PRIZE PASS

STAFFING WORLD 2023 EXPO HALL PRIZE PROGRAM



RACE TO VISIT EXHIBITORS AND WIN PRIZES!

Staffing professionals attending this year's convention can win one of numerous high-value prizes generously donated by exhibitors—get your Fast Track to Prize Pass program at registration. When you turn in your racetrack with at least 24 boxes filled in (all blue spaces or all yellow spaces) to the Prize Pass booth, you will be entered into the drawing. The more exhibitors you visit and the more you fill in your racetrack, the more chances you have of winning!

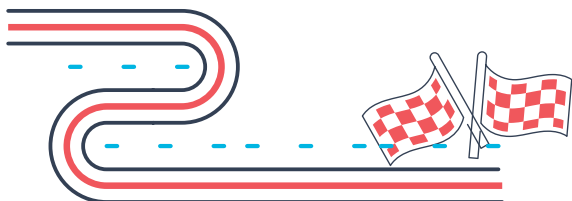
PRIZE DRAWINGS

Two drawings will take place near the Staffing World Speedway in the expo hall and you must be present to win:

- **Wednesday, Oct. 4, at 7:15 p.m. (during the Expo Reception: Get Your Honky Tonk On!)**
- **Thursday, Oct. 5, at 1:40 p.m. (during lunch in the expo)**

PRIZE PASS RULES

- **Collect colored dot stickers from Staffing World 2023 exhibitors** and put them on the squares of your racetrack to race around the expo hall and win prizes! Each length of the racetrack corresponds to different aisles in the expo hall; travel around the hall to complete a lap of your track! Fill in all of one color on your track and get one entry into the prize drawing; fill in all of the colored squares to get one additional entry.
- **You may enter the drawing for a third time** by collecting five star stickers to complete the middle of your racetrack. These can be fulfilled by answering the five video questions connected to flow codes around the expo hall, and receiving your stars at the Prize Pass desk, OR by visiting companies that donated a prize (see the full list at the Prize Pass booth).
- **Only staffing professionals (employees of a staffing company)** who are registered and attending Staffing World 2023 may participate. Exhibitors, sponsors, and attendee guests are not eligible to win prizes.
- **All eligible Prize Pass tracks (at least one complete set of colored squares) must be checked by ASA staff** at the Prize Pass booth, located near the Staffing World Speedway, no later than 7 p.m. on Wednesday and 1:30 p.m. on Thursday. The prize drawings will begin shortly thereafter.
- **You must be present in the expo hall to win and claim your prize.** Winning names will be announced using a microphone and every effort will be made to ensure that the announcements are audible. However, if you do not respond within two minutes, you forfeit your prize and another name will be drawn.
- **You may only win one prize**—the first prize for which your name is drawn—even if your name is entered and drawn multiple times.



DON'T FORGET...

Bring your business cards to use as your entries in the Prize Pass drawing.

Staffing World 2023

Sponsors

PREMIER SPONSORS

AkkenCloud BOOTH 1116

Sponsor of the Convention Bags

Application Service Provider; Front-Office Recruiting Technology; Software Systems

David Barthel 📞 313-657-1002
dbarthel@akkencloud.com 🌐 akkencloud.com

AkkenCloud offers the most comprehensive front-office, middle-office, and back-office staffing software with AkkuPay payroll for staffing agencies and recruiting agencies looking to increase efficiency, streamline operations, and grow revenue.

Essium LLC BOOTH 901

Sponsor of the Staffing World Speedway Game Lounge

Business and Administrative Services; Risk Management; Software and Services, Web-Based

David LaMontagne 📞 248-413-0194
david.lamontagne@essium.co 🌐 essiumlabs.com

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Kittrell Paycard BOOTH 101

Sponsor of the Relaxation Zone

Debit Payroll Cards; Financial Services; Payroll Cards

Mary Kittrell-Kinkaid 📞 mary@kittrellcompanies.com 🌐 kittrellpaycard.com

Kittrell Paycard is proud to sponsor the Relaxation Zone, booth 101! Stop by for a complimentary professional massage. Ask us about Kittrell's payment solutions, including fraud prevention, ACH, same day, instant pay, and employee loyalty offerings. Free to all employers, exclusive concierge service, dedicated employer and cardholder customer success teams. 214-692-0375 | kittrellpaycard.com | support@kittrellpaycard.com.

Newbury Partners

Sponsor of the Lanyards

Information Technology Services; Management Consulting; Software Systems

Katie Kridler 📞 269-217-5419 🌐 katie.kridler@newburypartners.com 🌐 newburypartners.com

Newbury Partners brings years of experience as technology advisors to the staffing industry. We specialize in providing tried-and-true best practice methodologies through every consulting, implementation, reporting and analytics, development, and strategy engagement. Our commitment to our clients is to provide honest and transparent communication to create lifelong partnerships.

Nixer Comp Inc. BOOTH 610

Sponsor of the Leadership Hall of Fame

Workers' Compensation

Rob Schild 📞 407-919-6110
rob.schild@nixercomp.com 🌐 nixercomp.com

Nixer Comp is a national, A-VIII rated program designed specifically for the temporary staffing industry. Our advocacy-based claims model creates a winning relationship between the injured worker, our client-insured, the host employer, the retail agent, and the claims adjuster by following staffing-tailored claims-handling guidelines and procedures. Learn more at nixercomp.com.

PMC Insurance Group BOOTH 813

Sponsor of the National Staffing Employee of the Year Award

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Nick Barberio 📞 nbarberio@one80intermediaries.com 🌐 pmcinsurance.com

StaffPRO³ helps staffing firms to manage and reduce their second largest expense, minimizing business risk with competitive workers' compensation insurance solutions. Working through retail agents, StaffPRO³ delivers tailored workers' compensation products, industry expertise, best-in-class risk management services, and access to insurance carriers nationwide. StaffPRO³ is delivered by PMC Insurance Group.

Work First Casualty Co.

Sponsor of Staffing World Mobile App

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Bruce Winterrowd 📞 630-416-7954
bwinterrowd@workfirstcasualty.com 🌐 workfirstcasualty.com

Work First Casualty is an A-rated workers' compensation insurance company licensed in all 50 states that provides workers' compensation insurance solutions solely to the staffing industry. A focus on performance and service by a team comprised of staffing and insurance veterans is supported by solid financial backing. Partnering with Work First for your workers' compensation insurance yields real dividends through industry-specific claims management, loss prevention, and underwriting services all designed to reduce claims and lower your premium.

SIGNATURE SPONSORS



Automated Business Designs Inc. BOOTH 606

Front-Office Recruiting Technology; Payroll Distribution; Software and Services, Web-Based; Software Systems; W-2 Services

John Roeslmeier 📞 847-274-9604
sales@abd.net 🌐 abd.net

Automated Business Designs (ABD) develops the staffing and recruiting software solution Ultra-Staff EDGE. Designed for temporary, direct hire, and medical staffing, Ultra-Staff EDGE allows you to seamlessly stay connected with clients and candidates through a robust all-in-one solution that includes front and back office, web portals, onboarding, mobile, and scheduling.



Avionté Staffing Software BOOTH 716, 717

Sponsor of ASA Cares LIVE and Pawvana

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

Brenda Long 📞 651-556-2121
info@avionte.com 🌐 avionte.com

Avionté is a leader in enterprise staffing software and the most trusted technology partner to staffing and recruiting firms for front- and back-office software. Our robust platform offers solutions tailored to the needs of clerical, light industrial, IT, professional, and health care staffing firms.

Citizens Bank

Sponsor of the Staffing World Knowledge Hub

Investment Banking; Management Consulting; Mergers and Acquisitions

Dave Phillips 📞 904-292-9305 📧 dave.phillips@citizensbank.com 🌐 citizensbank.com/commercial

Citizens Bank is the next generation middle-market investment bank. We combine sector intelligence with a client-focused approach to realize our clients' true value. Within human capital management, our clients are high performing staffing/recruiting, education and training, HR services, and technology companies. Citizens Capital Markets Inc. is a member of FINRA and SIPC and is a registered broker-dealer.

Equifax Workforce Solutions

Sponsor of the Welcome Mixer

Business and Administrative Services; Immigration; Software and Services, Web-Based

Dawn Halter 📞 314-761-8659
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You can better reduce your administrative burden, demonstrate tangible HR value, and support your employees' total employment journey. Equifax has built people-driven, data-powered HR solutions that support your employees and their experiences—from onboarding through active employment and beyond.

Staffing World 2023

Sponsors

Marsh McLennan BOOTH 910

Co-Sponsor of the Women in Leadership Interest Group

Insurance and Employee Benefits; Risk Management; Workers' Compensation

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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.

SELECT SPONSORS

Advance Partners BOOTH 807

Financial Services; Payroll Funding; Risk Management

Erika Throckmorton 📞 661-645-3512
e.throckmorton3@advancepartners.com 🌐 advancepartners.com

Advance Partners champions next-level staffing firm growth through payroll funding, back-office solutions, and strategic business coaching. A company 100% dedicated to the talent acquisition industry, we're proud to support businesses that put millions of people to work every day.

ClearEdge Marketing

Co-Sponsor of the Women in Leadership Interest Group

Advertising, Sales, and Marketing; Consulting and Market Research; Social Media

Leslie Vickrey 📞 312-731-3149
lvickrey@clearedgemarketing.com 🌐 clearedgemarketing.com

ClearEdge Marketing helps industry-leading, global recruitment organizations and HR tech companies find their brand spark, expand brand reach, align businesses with a marketing strategy, improve lead generation with access to clients and candidates, and sustain a thriving digital presence.

IMS People Possible BOOTH 300

Sponsor of the Wednesday Refreshment Breaks

Advertising, Sales, and Marketing; Offshore Recruitment Support

Julieann Fouad 📞 +44 746-935-3916
julieann.fouad@imsplgroup.com 🌐 imsplgroup.com

We partner with more than 200 recruitment brands across the US, UK, EU, and APAC regions and are a leader in the offshore industry for over 17 years, offering customized solutions. We provide 360°, 180°, and single operational services from sourcing to compliance to recruitment companies in various sectors.

Mee Derby

Co-Sponsor of the Women in Leadership Interest Group

Business and Administrative Services; Consulting and Market Research; Recruiting Support

Robin Mee 📞 301-263-2663 ext. 1
robin@meederby.com 🌐 meederby.com

Mee Derby is the go-to firm for leadership search in staffing and workforce solutions. For over 30 years the Mee Derby team has filled thousands of executive and management positions for hundreds of companies of all sizes and in every staffing discipline across the USA.

Networkers Funding LLC BOOTH 500

Accounts Receivable Financing; Payroll Funding; Software and Services, Web-Based

Joyce Dieck 📞 262-334-6000
joyce@networkersfunding.com 🌐 networkersfunding.com

Networkers Funding is your trusted partner providing payroll funding and staffing software that is integrated into our billing and payroll services. Our back-office support includes tax payments and filings, W-2 processing, collection assistance, and more. Our staff takes the burden of administration, allowing you to focus on growing your company.

Sense BOOTH 817

Co-Sponsor of the Women in Leadership Interest Group

Business and Administrative Services; Recruiting Support; Software Systems

Mary Poletti 📞 mary@sensehq.com 🌐 sensehq.com

Sense is an AI-powered talent engagement platform that empowers recruiters to provide personalized interactions at every stage of the talent lifecycle. As the only all-in-one solution built for recruiting, Sense enables talent acquisition teams to accelerate hiring, boost recruiter productivity, and provide candidates with an outstanding experience.

Staffing GC

Sponsor of the "Most Entertaining Employment Law Game Show Ever" Session

Legal Services

Joanna Monroe 📞 253-208-2054
joanna@staffinggc.com 🌐 staffinggc.com

Staffing GC is an outsourced general counsel and legal services provider to the staffing industry. Our unique billing model makes it possible for staffing firms of all sizes to access high-value, practical legal advice at a predictable price.

Tannenbaum Helpern Syracuse & Hirschtritt LLP

Sponsor of the Staffing World Handouts Page

Legal Services; Mergers and Acquisitions; Risk Management

Jason Klimpl 📞 212-508-7529
klimpl@thsh.com 🌐 thsh.com

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 for more information or to learn about our Monthly HR Support program or our tailored sexual harassment prevention training.

Textkernel BOOTH 317

Co-Sponsor of the Women in Leadership Interest Group

International Recruitment; Internet Career Sites; Recruiting Support

Linda Lachenmeier 📞
lachenmeier@textkernel.nl 🌐 textkernel.com

Textkernel is a global leader in AI-powered recruitment solutions, delivering multilingual parsing, semantic search and match, and labor market intelligence solutions to over 2,500 corporate and staffing organizations worldwide. Our innovative technologies help companies better connect people and jobs.

WorkN BOOTH 811

Co-Sponsor of the Women in Leadership Interest Group and the IDEA Group

Software and Services, Web-Based; Software Systems

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jperry@workn.com 🌐 workn.com

WorkN is the most advanced and widely adopted mobile talent platform for staffing. Our solution allows agencies to consolidate all talent transactions through a seamless, custom-branded mobile app. By delivering an easy, engaging mobile experience to talent, WorkN customers report dramatic improvements in talent retention, customer satisfaction, and gross margins.



SUPPORT THE ASA FOUNDATION, THE FUTURE OF STAFFING

The ASA Foundation is a nonprofit organization affiliated with ASA that conducts educational, charitable, and research activities as determined by the ASA board of directors.

Support emerging women leaders by helping to provide professional development scholarships—and invest in the future of the staffing industry.



WOMEN IN LEADERSHIP SCHOLARSHIPS CHAMPION EMERGING INDUSTRY LEADERS

Donations to the ASA Women in Leadership interest group through the ASA Foundation support the annual recognition of emerging women leaders in the staffing industry through the ASA Women in Leadership Scholarship Program.

Scholarships provide travel, accommodations, and registration for two in-person professional development programs—THRIVE Live and Staffing World. Learn more about this scholarship program at americanstaffing.net/scholarship.

Or provide a donation to the ASA Foundation as an unrestricted fund, which allows us to support programs that need the most assistance and cover administrative costs with managing the ASA Foundation.



SCAN HERE TO LEARN MORE
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ASA in the Expo

The ASA booth (#625) is always a hub of activity and networking throughout Staffing World. Meet up with your colleagues, talk with members of the ASA staff and board of directors, and learn more about ASA (including benefits of membership, details about professional development opportunities, updates on StaffingPAC, and much more).

NEW THIS YEAR!

STAFFING WORLD BOOKSTORE: AUTHOR MEET-AND-GREETS

Stop by the Staffing World Bookstore, adjacent to the ASA booth (#625), to learn from industry authors, purchase and have your books signed, and network with fellow attendees and authors. This is a great opportunity to hear from some of the best in the business!

USE YOUR STAFFING WORLD RADIO TO LISTEN IN

You'll need your Staffing World personal radio (pick them up in the Knowledge Hub) to listen in to Author Talks in the Staffing World Bookstore—simply tune to Channel E3.

SCHEDULE

Tuesday, Oct. 3

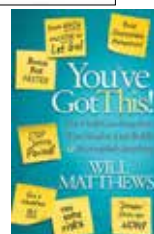
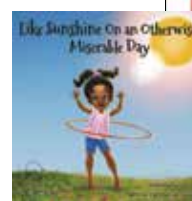
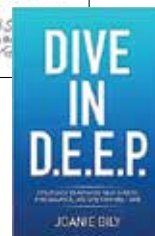
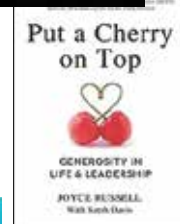
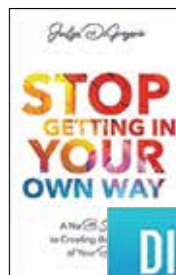
5:15–5:45 p.m.	Jaclyn Gallo	<i>Stop Getting in Your Own Way: A No B.S. Guide to Creating the Business of Your Dreams</i>
5:50–6:20 p.m.	Bill Yoh	<i>Our Way: The Life Story of Spike Yoh</i>
6:25–6:55 p.m.	The Lady Leaders Bookclub	<i>Together We Rise</i>

Wednesday, Oct. 4

10:30–11 a.m.	Meet Staffing World Keynote Presenter Paul C. Zikopoulos	
12:30–1 p.m.	Joanie Bily	<i>Dive In D.E.E.P.</i>
1:05–1:35 p.m.	Tom Erb	<i>Winning the Staffing Sales Game</i>
1:40–2:10 p.m.	Joyce Russell	<i>Put a Cherry on Top</i>
3:45–4:15 p.m.	Brittany Sakata	<i>ASA Staffing Law Handbook</i>
5:45–6:15 p.m.	Janice Litvin	<i>Banish Burnout Toolkit</i>
6:20–6:50 p.m.	Kelly Byrd, Ph.D.	<i>Like Sunshine on an Otherwise Miserable Day</i>

Thursday, Oct. 5

11–11:30 a.m.	Will Matthews	<i>You've Got This: The 5 Self-Coaching Keys You Need to Live Boldly and Accomplish Anything</i>
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ASA BOOTH: #625

DON'T MISS THESE STAFFING WORLD MEET UPS

In addition to connecting with ASA staff and board members and fellow Staffing World attendees while you're taking a break or charging your phone in the ASA booth, please also join us for the following new networking opportunities—all taking place in the ASA booth (#625) unless indicated otherwise:



ASA IDEA Group Meet-and-Greet at the Expo Grand Opening

Tuesday, Oct. 3, 5:45–6:15 p.m.

At 5:30 p.m., head to Stage 1 in the Knowledge Hub to hear the 10-minute Speed Talk “Practical Solutions for Navigating DEI Challenges.” Then, head over to the ASA booth (#625) to meet members of the ASA inclusion, diversity, and equity advocacy (IDEA) group council, network with fellow interest group members, and hear about upcoming IDEA group initiatives.



ASA IDEA Group Networking Reception

Thursday, Oct. 5, 10:45–11:30 a.m.

Immediately following Yemi Akisanya’s “DEI Masterclass: Embracing Authentic Leadership,” stay post-session to make additional connections, brainstorm ideas for implementing key takeaways, and be in community with each other. [Note: This reception will take place in room W209B, but feel free to continue the conversation at the ASA booth during the lunch break.]

ASA Section Communities Meet Up

Wednesday, Oct. 4, 3:30–4 p.m.

Visit the ASA booth in the expo hall (#625) to meet up with members of the six ASA section communities to network and learn more about upcoming section programs.



Staffing World 2023

Exhibitors & Sponsors

By Product/Service Category

As of Sept. 4, 2023

ACCOUNTS RECEIVABLE FINANCING

1st Commercial Credit LLC.....	210
Access Capital.....	217
AGR Financial LLC.....	913
Billtrust.....	1020
Bridgeport Capital.....	108
Commercial Funding Inc.....	924
eCapital.....	513
Goodman Capital Finance.....	1210
Gulf Coast Business Credit.....	406
Lone Oak Payroll.....	503
Networkers Funding LLC.....	500
Round Table Financial Inc.....	1113
TCI Business Capital.....	1018
Tricom.....	607
Webster Bank.....	126
Wells Fargo Capital Finance–Staffing Services Group...	209
White Oak Commercial Finance LLC.....	1100

ADVERTISING, SALES, AND MARKETING

ClearEdge Marketing.....	SPONSOR
echogravity.....	325
Haley Marketing Group Inc.....	617
IMS People Possible.....	300
JobGet.....	307
Lightcast.....	925
Talroo.....	1119
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CONSULTING AND MARKET RESEARCH

ClearEdge Marketing.....	SPONSOR
Experian Employer Services.....	410
Mee Derby.....	SPONSOR
R.A. Cohen Consulting.....	825
Visus Group.....	526

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Asurint.....	416
InfoMart.....	1019
Lochness Medical Supplies Inc.....	926
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HCM M&A Advisory team formerly Bowstring Advisors

Staffing World 2023 Exhibitors

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BOOTH 919

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

Kortney Harmon 📞 330-401-6353

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Serving over 1,700 organizations, Crelate's powerful and customizable ATS is integrated with a robust recruiting CRM to empower agencies with the tools to make more placements, win more business, and scale their teams. At Crelate, our mission is to grow lasting prosperity for all through the empowerment of entrepreneurship and employment.

Crimcheck

BOOTH 1003

Background Checks; Employment Screening; Health Care Sector Services

David Nadell 📞 818-519-6591

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Crimcheck, a DISA Company, protects staffing customers, employees, and brands by providing comprehensive, accurate, and compliant background screening solutions. Crimcheck is PBSA accredited and an HRO Today Customer Satisfaction award winner. Crimcheck's solutions and integrations will improve your team's efficiency, enhance your candidate experience, and accelerate your time-to-hire.

Crowe

BOOTH 319

Information Technology Services; Management Consulting; Software and Services, Web-Based

Lyndi Lloyd 📞 lyndi.lloyd@crowe.com 🌐 crowe.com/netsuite

Run your business better and grow faster with Crowe + NetSuite. Manual spreadsheet entry, disparate systems, murky data—these are all obstacles to growth. As one of the first NetSuite solution providers, Crowe can confidently recommend NetSuite as an ideal cloud-based software for fast-growing businesses. Learn more at crowe.com/netsuite.

CTK North American Insurance/INSURICA BOOTH 630

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Natalie Mocias 📞 714-321-9646
nmocias@ctkins.com 🌐 ctkins.com

We provide best-in-class insurance services to our clients in the staffing industry. Our expertise is recognized not only in Anaheim but also throughout the nation.

Daxtra Technologies Inc. BOOTH 501

Front-Office Recruiting Technology; Recruiting Support; Software and Services, Web-Based

Jessica Brooks 📞 804-767-1351
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Daxtra Technologies creates ground-breaking recruitment technology—leading the world in semantic search and match, aggregation, and multilingual résumé and job parsing. Since 2002, Daxtra has been at the forefront of recruitment process automation technology, providing clients with the competitive edge in their challenge to source the best-available talent.

E3 HR BOOTH 1117

Payroll Distribution; Risk Management; Workers' Compensation

Steve Umbrell 📞 908-516-8555
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E3 HR offers an array of services including workers' compensation insurance, the processing of payroll, payment and reporting of payroll taxes, assessing loss exposure and claim management, developing and implementing safety programs, providing employee benefits, and administering your human resources. E3's services are designed to save you time and money.



eCapital BOOTH 513

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

Dale Busbee 📞 985-640-2782
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eCapital is committed to accelerating access to capital for your business. By leveraging 700 experts and proprietary technology, eCapital is creating the future of business lending. With faster and more flexible payroll funding solutions, you will get the cashflow you need to build a stronger and more profitable staffing business.

echogravity BOOTH 325

Advertising, Sales, and Marketing

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echogravity provides outsourced marketing for staffing firms. We provide a team of marketers to implement marketing solutions that help you get more clients and candidates—all for the cost of just one full-time employee. We're a robust, but tight-knit, squad of marketers that help you grow your staffing brand.

EMP Trust HR BOOTH 326

Information Technology Services; Recruiting Support; Software and Services, Web-Based

Mary Abraham 📞 mary.abraham@emptrust.com
emptrust.com

Next-generation employee onboarding software that helps create great new-hire onboarding experiences globally. We provide customizable electronic forms and onboarding packages with electronic signature capability across countries with multi-language support. Automated task management enables new hires to get acquainted with the culture and policies to improve productivity from day one.

Staffing World 2023 Exhibitors

Employee Background Verification Checks BOOTH 418

Employment Screening

Raghu Adaveni 📞 331-269-2234
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By keeping customer satisfaction at the top, EvalRight is on its way to become the best background screening agency. We have been serving our customers since 2015, and we are the fastest, most accurate, and cost-friendly partner to work with.

Employer Solutions Staffing Group (ESSG) BOOTH 624

Health Insurance; Payroll Distribution; Workers' Compensation

Valerie Invie 📞 952-835-1288
valerie@employersolutionsgroup.com 🌐 employersolutionsgroup.com

Payroll, tax administration, workers' compensation, unemployment administration, HR management, benefits, and compliance.

Encore Funding Inc. BOOTH 816

Financial Services; Management Consulting; Payroll Funding

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mreisman@encore-funding.com 🌐 encore-funding.com

Encore Funding provides working capital to staffing firms to grow. Don't let payroll and outstanding invoices stifle your success. Encore combines quick, reliable funding with the rich industry expertise and personalized support you need to grow with confidence. Payroll funding, technology solutions, strategic consulting, back office.



Essential StaffCARE BOOTH 601

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

Jody Williams 📞 864-527-0474
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Essential StaffCARE is the largest provider of ACA-compliant health plans and supplemental employee benefits to the staffing industry. Serving over 2,450 staffing clients and enrolling over 750,000.

Essium LLC BOOTH 901

Business and Administrative Services; Risk Management; Software and Services, Web-Based

David LaMontagne 📞 248-413-0194
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Streamline onboarding with Xenqu and never lose a candidate again. Elevate your onboarding process with real-time communication tools, electronic forms, e-signature, image recognition, and compliant remote I-9 processes. Essium designed the Xenqu platform to drastically reduce the time it takes to complete paperwork, manage onboarding, and improve compliance.



Evoove BOOTH 1201

Business and Administrative Services; Front-Office Recruiting Technology; Software and Services, Web-Based

Ralph Kai 📞 916-701-3063
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Evoove connects workforce supply and demand on a single platform, offering employers the best, all-inclusive rate for quality trained workers who are protected under Evoove's workers' compensation insurance. The simple digital platform provides an open, transparent, and frictionless environment to optimize collaboration between employers, staffing agencies, recruiters, and skilled workers.

Experian Employer Services BOOTH 410

Business Tax Reduction Services; Consulting and Market Research

Leigh Munsey 📞 336-508-0597
leigh.munsey@experian.com 🌐 experian.com/employer-services

A full suite of solutions backed by unmatched service, expertise, and innovation. We've already improved the experience for more than 17 million employees and increased the bottom line for over 2,000 employers. Income and employment verification, Work Opportunity Tax Credit, and more. Turn your workforce management into a competitive advantage.

Ezyhire Inc. BOOTH 104

Employment Screening; Front-Office Recruiting Technology; Offshore Recruitment Support

Fenil Perkh 📞 510-371-5579
fenil@ezyhire.com 🌐 ezyhire.com

AI-driven technical assessment platform. Supercharge your technical test assessments with ezyhire, the state-of-the-art tool powered by artificial intelligence. Say goodbye to manual evaluations and hello to an efficient, accurate, and objective assessment process.

Fallaize Insurance Agency Inc. BOOTH 321

Insurance and Employee Benefits

Brad Arthur 📞 516-273-1191
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Fallaize Insurance Agency Inc. is a full-service, independent insurance agency providing insurance solutions for business, personal auto, and homeowner's insurance needs. Fallaize Insurance has been serving Atlanta since 1959 and retains three generations of family commitment to honesty and quality.

Fisher Phillips BOOTH 427

Legal Services

Sarah Bigelow 📞 sbigelow@fisherphillips.com
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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 BOOTH 1218

Payroll Distribution; Payroll Funding; W-2 Services

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FoxHire is an employer of record (EOR) platform that has been helping recruiters, staffing firms, and corporate HR departments hire contract, temporary, and remote employees since 1992. Our technology eliminates the need for recruiters and HR leaders to do back-office tasks, so they can focus on hiring the best talent.

FTNI BOOTH 228

Collections and Receivables Management; Software and Services, Web-Based

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FTNI's accounts receivable automation platform, ETran, accepts any payment method, via any payment channel—all on a single, secure, cloud-based platform. ETran seamlessly integrates current business processes, bank and merchant processor relationships, online and mobile applications, and back-office systems to modernize and automate payment processing and cash application operations.

Fundamental Care Staffing BOOTH 420

Health Care Sector Services

Thomas Bloomberg 📞 952-201-3624
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fundamentalcarestaffing.com

Fundamental Care Staffing creates affordability-based medical plan strategies for staffing companies of all sizes throughout the nation. Our data-driven, customized approach combined with our staffing-specific administrative system delivers benefit solutions with unmatched value, financial transparency, and administrative ease. It's time to upgrade your benefits offering.

Global Payments BOOTH 426

Financial Services; Payroll Cards

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Netspend®, a Global Payments Company, is a leading provider in payments and payroll products. Netspend's business solutions provide companies with prepaid cards, paycard programs, Netspend Earned Wage Access and Tip Solutions. Whether reducing paper checks or streamlining the tip-out process, Netspend offers solutions beneficial to employees, customers, and partners.

Staffing World 2023 Exhibitors

Goodman Capital Finance

BOOTH 1210

Accounts Receivable Financing; Asset-Based Lending; Payroll Funding

Jason Cole 📞 214-620-5893
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Goodman Capital Finance is a leading provider of working capital facilities to the staffing industry. Celebrating our 50th anniversary, we have creative solutions to meet your unique working capital and payroll needs.

GorillaWorks

BOOTH 327

Client Services; Recruiting Support; Software and Services, Web-Based

Alessandra Willsher 📞 514-566-2835
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GorillaWorks is a software company that helps you seamlessly prepare and submit your candidates. GorillaWorks uses AI toolsets and a client portal to help automate your jobs and candidate submission, leaving you with polished submissions every time. Your clients will access everything all in one place!

GotSafety.com

BOOTH 917

Risk Management; Software and Services, Web-Based; Software Systems

Steve Crawley 📞 844-510-7233
stevec@gotsafety.com 🌐 gotsafety.com

GotSafety is a risk management and safety solutions company with over 25 years of experience in helping companies nationwide comply with OSHA standards. From creation of OSHA program documentation and a train and track app with over 1,300 different bilingual safety topics in video and PDF, to OSHA citation defense and consultations.

Great Recruiters

BOOTH 1006

Software and Services, Web-Based; Software Systems

Adam Conrad 📞 248-506-9587
adam@greatrecruiters.com 🌐 greatrecruiters.com

Great Recruiters is the only candidate experience and reputation management platform specifically designed for recruiters and staffing firms. With Great Recruiters, you can easily capture real-time candidate feedback; elevate recruiter performance and improve candidate experience; and supercharge your brand and take control of your reputation.

Greenshades Software

BOOTH 401

Payroll Distribution; W-2 Services

Mandy HaberKamp 📞 mhaberkamp@greenshades.com
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Greenshades Software is a leader in payroll, HR, tax, and compliance software. Greenshades delivers a unified, cloud-based platform with personalized support from an experienced team to a diverse range of businesses.

GryphonHR

BOOTH 110

Risk Management; Software and Services, Web-Based

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GryphonHR is a provider of an intuitive Form I-9 and E-Verify compliance platform. Our cloud-based solution helps organizations to streamline the entire I-9 process and maintain compliance. Remote and on-site I-9s can be completed with ease through a single and easy-to-use solution. Visit gryphonhr.com for more information, or email sales@gryphonhr.com.

Gulf Coast Business Credit

BOOTH 406

Accounts Receivable Financing; Asset-Based Lending; Factors

Meg Roberson 📞 megroberson@gulfbank.com
gulfcoastbc.com

Gulf Coast Business Credit (GCBC) is the factoring, accounts receivable finance and asset-based lending division of Gulf Coast Bank & Trust Co. GCBC understands the staffing industry's unique challenges and can provide the financial support your company needs to help manage growth, take advantage of opportunities, or help fund payroll.



Haley Marketing Group Inc.

BOOTH 617

Advertising, Sales, and Marketing; Social Media; Website Design and Internet Services

David Searns 🌈 716-631-8981
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Web design. Recruitment marketing. Blog writing and social media. SEO. Reputation management. Automation strategy. Integrated direct marketing. And corporate identity. At Haley Marketing, we make world-class marketing easy, fast, and affordable. Let us help your team drive sales and improve recruiting.

Headway Workforce Solutions

BOOTH 1209

Payroll Distribution; Time and Attendance; Workers' Compensation

Alan Zdanowski 🌈 919-424-5788
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Headway Workforce Solution's EOR (employer of record) solution shifts the employment responsibilities for your workforce to Headway, who becomes their official W-2 Employer of Record. This turnkey solution transfers your onboarding, payroll administration, human resource activities, and benefits plans to Headway.

Hellohire

BOOTH 230

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

Ravin Shah 🌈 647-678-7337
ravin@tryhellohire.com 🌈 tryhellohire.com

Hellohire is a virtual screening and interview platform that automates pre-screening, scheduling, and communication so you can be first to meet top applicants and win in competitive hiring markets. Try it free.

Hooray Health

BOOTH 1102

Health Insurance; Insurance and Employee Benefits

Jackey Morataya 🌈 jmorataya@hoorayhealth.com
hoorayhealth.com

Hooray Health was founded to fulfill a need in the health care industry for affordable, reliable, easy-to-understand coverage solutions that give employees, and their families, access to quality health care services. Designed to meet the unique needs of full-time, variable-hour, part-time, and contingent workforces.

HR Logics

BOOTH 907

Background Checks; Business Tax Reduction Services; Employment Screening

Natalie Frantz 🌈 natalief@sync-stream.com 🌈 sync-stream.com

HR Logics unifies the technologies and service of best-in-class HR compliance through a single-sign-on and dedicated compliance champion to empower companies to streamline HR processes, unlock hidden revenue, and manage compliance with ease. HR Logics alleviates administrative burden, time spend, and financial risk of complex HR compliance tasks.

IMS People Possible

BOOTH 300

Advertising, Sales, and Marketing; Offshore Recruitment Support

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We partner with more than 200 recruitment brands across the U.S., UK, EU, and APAC regions and are a leader in the offshore industry for over 17 years, offering customized solutions. We provide 360°, 180°, and single operational services from sourcing to compliance to recruitment companies in various sectors.

InfoMart

BOOTH 1019

Background Checks; Drug Testing; Employment Screening

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InfoMart, an expert in global background screening, has delivered quick results for more than 3 decades. Find criminal histories, criminal monitoring, employment and education verifications, drug testing, integration with systems like Bullhorn, and more. Backed by a strong presence serving staffing companies, we streamline your placements' background checks. Diverse-supplier, PBSA-accredited.

Staffing World 2023 Exhibitors

Insight Worldwide Inc.

BOOTH 502

Employment Screening; Risk Management; Testing and Training

Ben Burrell 🌈 888-314-8908
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We are a workforce development company specializing in pre-employment screening for staffing. For over 22 years, our integrity testing services have helped staffing employers improve hiring decisions, mitigate workplace risk, and increase workforce productivity. Insight integrity tests provide immediate, actionable results, identifying high-risk behaviors.

Instant Financial

BOOTH 1216

Financial Services

Ryan Ashton 🌈 604-364-3361
ryan.ashton@instant.co 🌈 instant.co

Instant provides on-demand pay technology that runs alongside your existing payroll software, allowing your agency to pay employees a portion of their pay each day. No change to your payroll processes, free of fees, and compliant with wage and labor laws in all 50 states. Instant helps improve retention.

JobDiva Inc.

BOOTH 309

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

Raafat Hamze 🌈 212-488-5446
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JobDiva is the global leader in talent acquisition, talent management, and applicant tracking technology. JobDiva's powerful software combines a full-suite CRM, powerful back-office features, synchronization with all major job boards and VMS providers, and BI analytics to deliver staffing solutions with unmatched speed and precision.

JobGet

BOOTH 307

Advertising, Sales, and Marketing

Dan Sapir 🌈 609-658-4484
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We believe that getting a job shouldn't involve hours of filling online applications and then waiting for weeks to hear back. That's why JobGet created a marketplace where employers and job seekers can instantly message each other, schedule meetings, or even video interview all within minutes.

JoinedUp by Beeline

BOOTH 524

Employment Screening; Software and Services, Web-Based

Elyssa Brooks 🌈 904-527-5789
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JoinedUp by Beeline provides the workforce management solution built specifically for the dynamic world of shift-based staffing. A fit-for-purpose tool, JoinedUp delivers a seamless experience for staffing suppliers, temporary workers, and end clients. It drives real-time visibility, productivity, and engagement—filling more shifts faster.

Key Risk (a Berkley Company)

BOOTH 507

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Cara Neff 🌈 717-829-0714
cneff@keyrisk.com 🌈 keyrisk.com

With over 35 years of proven expertise in the workers' compensation industry, Key Risk delivers innovative and responsive solutions that provide our clients the freedom to do what they do best.

KinISO Software

BOOTH 131

Recruiting Support; Software and Services, Web-Based; Software Systems

Stephanie Borel 🌈 940-453-7826
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KinISO is an all-in-one software platform designed specifically for staffing agencies. It simplifies and streamlines all aspects of business, from keeping track of potential clients, to sales, to candidate tracking, to handling payroll and other administrative functions. Staffing. Software. Simplified.

Kittrell Paycard

BOOTH 101

Debit Payroll Cards; Financial Services; Payroll Cards

Mary Kittrell-Kinkaid 🌈 214-692-0375
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Kittrell Paycard is sponsoring the Relaxation Lounge—booth 101! Stop by for a complimentary professional massage. Ask us about Kittrell's payments solutions, including fraud prevention, ACH, same day, instant pay, and employee loyalty offerings. Free to all employers, exclusive concierge service, dedicated employer and cardholder customer success teams. 214-692-0375 | kittrellpaycard.com | support@kittrellpaycard.com

Kurense BOOTH 928

Debit Payroll Cards; Financial Services; Payroll Cards

Wyatt Goins 📞 513-742-9645 ext. 101
wyatt@kurense.com 🌐 kurense.com

Kurense provides organizations a no-cost, easy-to-implement payroll card solution with unmatched personal support and services that streamlines delivery of payments, reduces payroll costs, and integrates with payroll software systems—while offering employees a faster, more convenient way to receive their pay.

Leadline Inc. BOOTH 1025

Application Service Provider

Camile Curnew 📞 856-669-8155
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Leadline is an inbound candidate lead generation software-as-a-service (SaaS) application for recruiters. Unlike traditional headhunting approaches, Leadline leverages marketing and digital advertising techniques to attract and qualify candidates in your pipeline. Leadline helps companies reduce the time and money spent on searching and qualifying candidates, while improving brand recognition.

Lightcast BOOTH 925

Advertising, Sales, and Marketing; Recruiting Support; Software and Services, Web-Based

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Lightcast is a labor market analytics firm dedicated to driving economic prosperity using data. To do this, we inform and connect three critical audiences: people, educators, and employers. Our tools are rich with decision-ready data to help staffing firms develop business, generate leads, or qualify reqs.

Lochness Medical Supplies Inc. BOOTH 926

Drug Testing; Employment Screening; Health Care Sector Services

Vadim Pikus 📞 317-490-9445
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Lochness Medical is revolutionizing the point-of-care diagnostic market by providing a solution to automate the rapid drug screen process. Our new RapidReader app is a platform that instantly uploads your urine/saliva results directly to your ATS in seconds.

Lone Oak Payroll BOOTH 503

Accounts Receivable Financing; Payroll Distribution; Payroll Funding

Sam De Leon 📞 651-452-0366
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Lone Oak Payroll began more than a decade ago with the goal of helping small businesses grow and succeed. With quick financing, competitive pricing, and flexible contracts, we offer funding and considerably discounted comprehensive solutions to help you finance growth, reduce costs, improve efficiency, and—most importantly—maximize your profitability.

Madison Resources BOOTH 302

Asset-Based Lending; Financial Services; Payroll Funding

Paige Noble 📞 833-623-4766
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Madison Resources: A more than 30-year staffing industry partner, specializing in funding, back-office solutions, tech tools, and business intelligence. We handle payroll, billing, collections, cash apps, and W2 fax filing, empowering staffing firms with seamless support to enhance efficiency and profitability.

Marsh McLennan BOOTH 910

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Kerri Sullivan 📞 312-625-5906
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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.

Staffing World 2023 Exhibitors

Meritus Capital BOOTH 1115

Financial Services

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Meritus Capital provides invoice factoring and payroll funding solutions for companies ranging from startup to those that are billing more than \$200 million in annual revenue.

Micro Distributing BOOTH 226

Drug Testing; Software Systems; Testing and Training

Justin Lee 📞 254-231-6609
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Micro Distributing is a leading provider of drug and alcohol testing products and services offering comprehensive solutions that are customized to meet your needs. We have over 20 years of experience serving the staffing industry.

MJA & Associates BOOTH 201

Business and Administrative Services; Business Tax Reduction Services; Financial Services

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MJA & Associates is a contingency-based tax credit process firm focused on the staffing industry. Work Opportunity Tax Credit (WOTC), Employee Retention Tax Credit (ERTC), Empowerment Zone Employment Credit, and various state incentives can increase your profits. There is still time to claim the ERTC. Please visit booth 201.

MONSTER

Monster Worldwide Inc. BOOTH 706

Front-Office Recruiting Technology; Health Care Sector Services; International Recruitment; Internet Career Sites; Recruiting Support

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Monster is a global leader in helping staffing firms and candidates find the right fit. With technology and data at the core of our innovative solutions, we empower companies to recruit more efficiently and effectively. We help keep candidate pipelines flowing with qualified people who fit staffing firms' customers' needs.

Moonshot Solutions BOOTH 429

Information Technology Services

Tom Fraccascia 📞 tomf@321moonshot.com
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Moonshot Solutions helps small and medium-sized businesses control costs, create more efficient operations, and protect their assets through smart, strategic, and secure implementation of the right technologies. Our mission is to collaborate with and empower you to solve complex business challenges with simple, innovative solutions.

Nationwide Screening Services BOOTH 424

Background Checks

Lorenzo Pugliano 📞 631-617-6674
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At Nationwide Screening Services (NSS), our mission is to provide a customized, personal service that enables employers to hire quickly and safely while building a positive experience. Our background checks are delivered in a timely manner, at affordable rates, by qualified staff.

Networkers Funding LLC BOOTH 500

Accounts Receivable Financing; Payroll Funding; Software and Services, Web-Based

Joyce Dieck 📞 262-334-6000
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Networkers Funding is your trusted partner, providing payroll funding and staffing software that is integrated to our billing and payroll services. Our back-office support includes tax payments and filings, W2 processing, collection assistance, and more. Our staff takes the burden of administration, allowing you to focus on growing your company.

Nixer Comp Inc. BOOTH 610

Workers' Compensation

Rob Schild 📞 407-919-6110
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Nixer Comp is a national, A-VIII rated program designed specifically for the temporary staffing industry. Our advocacy-based claims model creates a winning relationship between the injured worker, our client-insured, the host employer, the retail agent, and the claims adjuster by following staffing-tailored claims-handling guidelines and procedures. Learn more at nixercomp.com.

Odell Studner BOOTH 511

Insurance and Employee Benefits; Risk Management

Kristin McConaghy 📞 484-589-3924
kmconaghy@odellstudner.com 🌐 odellstudner.com

Odell Studner partners with forward-thinking companies who understand that taking action to reduce risk accelerates growth and increases profitability. Our approach to risk management is strategic, proactive, and impactful. We advise clients on operational best practices, offer a predictive cost structure, and provide a competitive advantage while protecting their assets.

Options Plus Plan BOOTH 125

Health Insurance; Insurance and Employee Benefits

Frank Villares 📞 877-783-0235
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Options Plus provides affordable and usable benefit plans. Our plans are designed to meet the restrictions of every budget while satisfying your health care needs. Options Plus has minimal participation requirements, full time, part time, and 1099 eligibility. Our plans makes us a great solution for staffing companies.

PaydayPERX BOOTH 421

Business Forms; W-2 Services

Olivia Bell 📞 614-471-2435
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PaydayPERX uses brand sponsorship to cut the bottom-line costs of your payroll and tax forms by 80% or more and generates revenue from every employee visit to your payroll site. Add offers from H&R Block, T-Mobile, and more. No third-party logins or software to install. Find out more at booth #421.

Peoplease BOOTH 106

Risk Management

Heather Vitelli 📞 951-796-4102
hvitelli@peoplease.com 🌐 peoplease.com

Small-to-medium-sized businesses, rapid-growth companies, and established enterprise operations alike benefit from PEOPLEASE's large employee base with customized yet cost-effective solutions for payroll, human resources, benefits, tax and finance administration, safety, and risk management. Specializing in warehousing, staffing, and transportation, PEOPLEASE manages tens of thousands of employees nationally.

PMC Insurance Group BOOTH 813

Insurance and Employee Benefits; Risk Management; Workers' Compensation

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StaffPRO³ helps staffing firms to manage and reduce their second largest expense, minimizing business risk with competitive workers' compensation insurance solutions. Working through retail agents, StaffPRO³ delivers tailored workers' compensation products, industry expertise, best-in-class risk management services, and access to insurance carriers nationwide. StaffPRO³ is delivered by PMC Insurance Group.

Praos BOOTH 428

Software and Services, Web-Based

Aaron Grossman 📞 216-273-1017
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The Praos Health platform digitally transforms health care staffing, making it easy for any organization to stand up their own online hiring marketplace and modernize the experience they can offer clients and candidates.



Prescient National Insurance Services BOOTH 1008

Risk Management; Workers' Compensation

Chris Palmer 📞 704-776-6523
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Prescient National provides innovative workers' compensation insurance products and winning strategies in loss reduction designed to meet the challenges that staffing companies face today, tomorrow, and beyond. By embracing creativity in our work and products and utilizing deep thinking and analytics, we develop solutions for what will be.

Staffing World 2023 Exhibitors

Prodoscore BOOTH 1217

Software and Services, Web-Based

Nadine Sarraf 📞 319-863-5865
nadine@prodoscore.com 🌐 prodoscore.com/how-it-works

Prodoscore is a non-invasive and employee-centric data visualization and productivity solution that creates visibility into daily digital engagement to drive recruiter success.

Proliant BOOTH 301

Financial Services; Payroll Distribution; Software and Services, Web-Based

Nate Broadbent 📞 913-972-2211
nate.broadbent@proliant.com 🌐 proliant.com

Proliant delivers fully integrated, cloud-based solutions that simplify payroll and HR processes, improve accuracy, and ensure full industry compliance. Over 5,000 clients trust us to do more for their businesses, and we pride ourselves on delivering excellent service to each of them.

PSG Global Solutions BOOTH 224

Offshore Recruitment Support; Recruiting Support

Jan Fiaui 📞 310-490-8477
jfiaui@psgglobalsolutions.com 🌐 psgglobalsolutions.com

PSG Global Solutions reimagines recruiting as the world's largest and fastest-growing outsourced recruiting support provider to the global staffing industry. Over 20% of top staffing companies trust us for faster, better talent acquisition and cost reduction. We recruit, hire faster, and hire better talent.

R.A. Cohen Consulting BOOTH 825

Consulting and Market Research; Mergers and Acquisitions

Sam Sacco 📞 910-769-4057
sam@racohenconsulting.com 🌐 racohenconsulting.com

Sam Sacco and Brian Kennedy combine more than 80 years of expertise in staffing and in mergers and acquisitions to help you buy, sell, value, or merge your business. The company has orchestrated more than 190 successful staffing industry transactions, finding the best cultural fit and business value for clients.

rapid! PayCard BOOTH 517

Payroll Cards; Payroll Distribution; Payroll Funding

Virna Wilfong 📞 813-337-5080
wwilfong@rapidpaycard.com 🌐 rapidpaycard.com

rapid! brings robust services to payroll departments in a single platform. The combination of rapid! PayCard, OnDemand, and Disbursements enables employers to cut costs and improve efficiency while giving employees the freedom to choose how and when they get paid.

RecruitBot BOOTH 419

International Recruitment; Recruiting Support; Software and Services, Web-Based

Lowell Smith 📞 512-971-2349
lsmith@recruitbot.com 🌐 recruitbot.com

RecruitBot is a sourcing tool to automate the process of finding and engaging top quality talent. RecruitBot facilitates a collaborative recruiting experience between recruiters and hiring managers, resulting in a five-time savings in getting the right candidates talking to your organization.

Recruiter GPT TECH STAND 1

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

John Kim 📞 415-205-4441
johnsungkim@gmail.com 🌐 recruitergpt.com

Tombo AI are the makers of RecruiterGPT.com. Tombo is a large language model trained on 70B parameters running on Nvidia hardware, and has been trained from the ground up to be an expert on HR and talent acquisition.

Résumé-Library BOOTH 818

Recruiting Support; Software and Services, Web-Based

Danielle Allen 📞 01252 810995
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Résumé-Library is one of the fastest-growing job boards in the U.S., providing ultimate hiring solutions for thousands of staffing agencies and employers of all sizes. With access to an entire pool of résumés belonging to talented job seekers, hiring professionals are able to headhunt perfect candidates to fill every vacancy.

Revelio Labs Inc.

BOOTH 1029

Software and Services, Web-Based

Luke Shaw 📞 208-231-1126
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At Revelio Labs, we focus on workforce analytics because we believe organizations and people suffer from a lack of understanding of the world's talent. Workforce data, unlike financial data, lacks the standardization necessary to develop sophisticated insights. Yet labor markets are the largest and most important markets in the world.

Round Table Financial Inc.

BOOTH 1113

Accounts Receivable Financing; Asset-Based Lending; Financial Services

Matt Midgett 📞 949-506-1515
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Round Table Financial is a nationwide business-funding service committed to helping companies take advantage of hidden and untapped capital potential. We provide working capital to meet cash flow needs that allows our clients to operate more effectively, and efficiently. Get more customers, more sales, and more profits.

Ryan Specialty Group

BOOTH 509

Insurance and Employee Benefits; Workers' Compensation

Bill Evans 📞 410-371-9775
bill.evans@ryansg.com 🌐 ryansg.com/programs

Our staffing services insurance program is one of the most robust in the industry with market stability, superior customer service, and options for multiple lines of coverage including workers' compensation. Our staffing team has over 50 years combined experience in the industry.

Senegal Software

BOOTH 417

Software and Services, Web-Based; Software Systems

John McNamara 📞 404-594-5853
jmcnamara@senegalsoftware.com 🌐 senegalsoftware.com

Senegal Software is a robust talent management platform that helps staffing firms improve productivity. We enable employers and candidates to easily navigate the challenges of today's hiring space. Our intuitive, configurable suite of products enables staffing firms to efficiently locate, qualify, and place talent across a wide range of industries.

Sense

BOOTH 817

Business and Administrative Services; Recruiting Support; Software Systems

Mary Poletti 📞 309-212-9908
mary@sensehq.com 🌐 sensehq.com

Sense is an AI-powered talent engagement platform that empowers recruiters to provide personalized interactions at every stage of the talent lifecycle. As the only all-in-one solution built for recruiting, Sense enables talent acquisition teams to accelerate hiring, boost recruiter productivity, and provide candidates with an outstanding experience.

SimpleVMS

BOOTH 1027

Information Technology Services

Sarah Clifton 📞 502-417-8026
sarah.clifton@simplevms.com 🌐 simplevms.com

Our goal is simple—to save you time and money. You handle the recruiting and retention; we'll handle the rest. From reporting and analytics to no-cost timekeeping options at your fingertips, we've got you covered. SimpleVMS is your all-in-one tool to enhance client communication and improve customer satisfaction.

SimpliVerified

BOOTH 124

Background Checks; Drug Testing; Employment Screening

Michael Butler 📞 855-837-1328
mike@simpliverified.com 🌐 simpliverified.com

We offer the most accurate, compliant background solutions available. SimpliVerified is a fully equipped background check and consumer reporting agency with a wide range of screening services with the best sources and technology available. It is our goal to bring the most accurate and affordable reports to our clients.

Staffing World 2023 Exhibitors



SmartSearch BOOTH 1205

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

Nicholas Vonderau 📞 760-941-2800
marketing@smartsearchinc.com 🌐 smartsearchinc.com

Since 1986, SmartSearch Inc. has led the way in the development and deployment of quality talent management and recruiting software. For over three decades, SmartSearch® has been creating digital solutions to streamline sourcing, recruiting, and hiring through one easy-to-use system. We are committed to helping our clients stay ahead of the curve in the ever-changing recruitment landscape.

SmartSource BOOTH 525

Information Technology Services

Sally McComic 📞 214-620-6304
smccomic@thesmartsource.com 🌐 thesmartsource.com

Over 35 years servicing staffing firms through hardware and software rentals, managed IT services, and around-the-clock accessibility, our project ownership extends from the time of request through deployment and completion. A trusted partner offering on-time services through a U.S. and Canadian network of company-owned and managed warehouses and field technicians.

Solvo Global BOOTH 1011

Recruiting Support

Beth Griffith 📞 406-697-2461
beth.griffith@vensure.com 🌐 solvoglob.com

Solvo is a professional service organization created to help companies optimize their workforce efforts, increase profitability, reduce HR risks, and offer peace of mind with proven results and a great partnership.

Southeast Personnel Leasing Inc.

BOOTH 102

Workers' Compensation

Shawn Harrell 📞 727-938-5562
shawn.h@spli.com 🌐 spli.com

SouthEast removes the burdens of time-consuming and complex administrative tasks, helping business owners refocus their energy on what they do best—building their company.

Spark Hire

BOOTH 413

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

Josh Tolan 📞 224-545-5599
marketing@sparkhire.com 🌐 sparkhire.com

More than 700 recruiting firms use Spark Hire's video interview platform to get candidates in front of clients quicker, leading to more placements and revenue. With the easiest-to-use product, unmatched customer service, and fair pricing, Spark Hire has become the most popular and #1 rated video interview platform.

The Staffing Exchange

BOOTH 320

Health Insurance; Insurance and Employee Benefits

Mary Ponte 📞 781-273-1425
mponte@axialbenefits.com 🌐 axialbg.com

The Staffing Exchange (TSE) can reduce your health care insurance costs while allowing you to maintain your own flexibility and freedom of choice. The Staffing Exchange is a real solution, delivering affordable health care to the staffing industry. This proven, advisor-driven program leverages TSE's bulk purchasing power, providing greater control and transparency.

Staffing Lines, a division of NSM

Insurance Group

BOOTH 227

Insurance and Employee Benefits; Workers' Compensation

Candice Arena 📞 610-808-9610
carena@nsminc.com 🌐 info.staffinglines.com

Staffing Lines, built by NSM Insurance Group, specializes in insurance solutions for temporary, permanent, and outplacement agencies. We have been the partner of choice for agents serving the staffing industry for over 25 years. Staffing Lines is a one-stop-shop for your insurance and risk management needs for the staffing market.

Staffing Referrals BOOTH 531

Recruiting Support; Social Media; Software and Services, Web-Based

Hilary Baker 📞 616-862-3045
hilary@staffingreferrals.com 🌐 staffingreferrals.com

Staffing Referrals helps your team source, engage, and place qualified candidates faster with the industry's leading automated referral management (ARM) platform. Modern agencies use Staffing Referrals to activate passive talent that they can't reach on traditional job boards. Stop by our booth to learn why more than 100 agencies choose Staffing Referrals.

StaffPak BOOTH 306

Insurance and Employee Benefits

Jeffrey Hicks 📞 214-443-3282
jeffrey.hicks@usrisk.com 🌐 usrisk.com

U.S. Risk's StaffPak division provides brokers with the solutions PEOs require to address these exposures—from errors and omissions and general liability risks to employment-related practice risks such as harassment and discrimination.

Summit BOOTH 231

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Ed Foley 📞 860-559-6964
efoley@yoursummit.com 🌐 yoursummit.com

We are a national full-service benefit, property casualty, and workers' compensation brokerage firm offering innovative and comprehensive solutions that cover the benefits, insurance, and investments landscape. We are passionate about building relationships and providing experienced, thoughtful, and professional guidance that helps secure a healthy financial outlook for contingent labor firms.

Talent.com BOOTH 324

Recruiting Support

Kristin Moore 📞 240-687-4905
kristin.moore@talent.com 🌐 talent.com

Work with the world's fastest-growing job search platform to find talent, your way. No matter your budget, technological know-how, or volume of jobs, Talent.com's dedicated, international team adapts to your job-posting needs and helps you grow.

Talroo BOOTH 1119

Advertising, Sales, and Marketing; Front-Office Recruiting Technology; Software and Services, Web-Based

Michael Novey 📞 215-688-2455
mnovey@talroo.com 🌐 talroo.com

Talroo is an award-winning talent-matching platform that empowers employers with data-driven tools to source frontline, essential, and hourly workers efficiently and at scale. Talroo has won Lighthouse Research & Advisory's award for the Best Comprehensive Solution in talent acquisition and HR Tech Product of the Year by *HR Executive Magazine*.

TargetRecruit BOOTH 310

Software and Services, Web-Based

Kristen Stache 📞 617-999-5666
kristen.stache@targetrecruit.net 🌐 targetrecruit.com

Enterprise software for staffing and recruiting firms, built on Salesforce. We are a cloud-based applicant tracking solution that is fully customizable and configurable. From front office to middle office, we've combined a powerful and flexible ATS with the world's leading CRM.

TaTiO BOOTH 329

Software and Services, Web-Based

Mor Panfil 📞 386-674-1793
mor@tatio.io 🌐 tatio.io

At TaTiO, we believe in creating an immersive recruitment experience that drives revenue and success in the staffing and recruiting industry. We can attract, engage, and screen a larger pool of candidates with virtual job simulations.

Staffing World 2023 Exhibitors



TCI Business Capital BOOTH 1018

Accounts Receivable Financing; Collections and Receivables Management; Factors; Financial Services; Payroll Funding

Katie Andrews 📞 952-656-3564
kandrews@tcicapital.com 🌐 tcicapital.com

Since 1994, TCI Business Capital has provided custom payroll funding solutions for staffing agencies. Payroll funding gives staffing owners the working capital to meet payroll every time, market their agency, invest in technology, take on new clients, fill orders, and achieve the goals they have for their agency.

TeamBridge BOOTH 528

Software and Services, Web-Based; Software Systems

Morgan Dudley 📞 434-305-7047
morgan@zira.ai 🌐 zira.ai/teambridge

TeamBridge is the world's first staffing operating system. Our flexible platform enables teams of any size to build custom workflows and automate repetitive tasks to engage clients, align staff, and grow faster. Bring your team into the future with TeamBridge's powerful scheduling, time tracking, and communication tools.



TempWorks Software Inc. BOOTH 407

Front-Office Recruiting Technology; Payroll Funding; Software and Services, Web-Based

John Mayer 📞 651-452-0366
john.mayer@tempworks.com 🌐 tempworks.com

TempWorks delivers all the software and services a modern staffing company needs to create exceptional candidate and client journeys. For every deadline and decision, you get a competitive advantage built on decades of industry expertise. Visit booth 407 to learn about our dedicated account team, personalized consulting, and integrated services.

TerraFirma Marketing BOOTH 512

Advertising, Sales, and Marketing; Social Media

Lori Headley 📞 574-213-3855
lori@terrafirmamarketing.com 🌐 terrafirmamarketing.com

At TerraFirma Marketing, we provide simple, effective, and manageable marketing solutions for the staffing industry. In a world that has become increasingly complicated, we bring simplicity to marketing strategy, content marketing, digital advertising, and web development.

TestGenius BOOTH 529

Employment Screening; Software Systems; Testing and Training

Lori Lee 📞 800-999-0438
staff@testgenius.com 🌐 testgenius.com

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

Text Request BOOTH 1021

Client Services; Information Technology Services; Software and Services, Web-Based

Dean Elrod 📞 423-817-1247
dean@textrequest.com 🌐 textrequest.com

Text Request—the text messaging service crafted to cut through the noise, so you connect with customers anytime, anywhere. We help businesses increase profits through powerful text messaging software. See how at textrequest.com.

Text-Em-All BOOTH 609

Front-Office Recruiting Technology; Information Technology Services; Software and Services, Web-Based

Jared Olfers 📞 877-226-3080
jared@text-em-all.com 🌐 text-em-all.com

Fill jobs faster with texting and calling. Staffing and recruiting teams can reach large groups of candidates, text individual contacts, and improve employee engagement with our all-in-one messaging platform. Find out more about automation, no-limit texting, and no-contract pricing.

Textkernel BOOTH 317

International Recruitment; Internet Career Sites; Recruiting Support

Linda Lachenmeier 🌈
lachenmeier@textkernel.nl 🌈 textkernel.com

Textkernel is a global leader in AI-powered recruitment solutions, delivering multilingual parsing, semantic search and match, and labor market intelligence solutions to over 2,500 corporate and staffing organizations worldwide. Our innovative technologies help companies better connect people and jobs.

TextUs BOOTH 1106

Software and Services, Web-Based; Software Systems

Maggie Mistovich 🌈 720-800-8105
maggie@textus.com 🌈 textus.com

TextUs is the leading conversational application-to-person texting platform that enables organizations to have engaging real-time conversations with customers, candidates, leads, and employees. TextUs integrates with several applicant tracking systems (ATSs), making candidate engagement a seamless extension of current business systems.

Timerack BOOTH 400

Time and Attendance

Adam Day 🌈 502-727-9255
aday@timerack.com 🌈 timerack.com

Timerack's mission is to provide innovative time and attendance solutions for staffing agencies, removing the friction from time collection through pay and bill. Timerack includes assignment management and is integrated with several ATS platforms. Timerack offers several data collection options including biometrics and is BIPA compliant.



Tracker BOOTH 225

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

Freddie Dillon 🌈 937-825-0499
freddie.dillon@tracker-rms.com 🌈 tracker-rms.com

Tracker is an Integrated ATS, CRM, and recruitment automation software. We help staffing and recruiting firms build better workflows, relationships, and revenue with our all-in-one recruitment platform. Save time and money with Tracker's customer-delighting software.



TRICOM BOOTH 607

Accounts Receivable Financing; Asset-Based Lending; Factors

Shelly Wilkinson 🌈 262-509-6200
swilkinson@tricom.com 🌈 tricom.com

People do business with other people—not brands. As the leading provider of administrative and financial services exclusively for the staffing industry, our people are what make the difference. For more than 30 years, we've persevered with our clients through challenging times and eras of opportunity, while building lasting client relationships.

uAttend Staffing BOOTH 403

Software and Services, Web-Based; Time and Attendance

Amanda Jones 🌈 919-270-0424
ajones@workwelltech.com 🌈 uattendstaffing.com

uAttend Staffing is a cloud-based time and attendance system that combines modern time clocks with easy-to-use software. Built specifically for staffing agencies, uAttend Staffing provides a simple way to track employee time and attendance seamlessly across multiple client accounts.

Staffing World 2023 Exhibitors

UHY LLP BOOTH 203

Business Tax Reduction Services; Management Consulting; Mergers and Acquisitions

Bryan Besco 📞 734-882-4608
bbesco@uhy-us.com 🌐 uhy-us.com

As a CPA firm with a deep industry focus, we fully understand the competitive forces shaping the staffing industry, on every level. We work with you to optimize how best to adapt and evolve your specific business model, while keeping your business risk at a minimum.

UKG BOOTH 906

Information Technology Services; Software and Services, Web-Based; Time and Attendance

Alvin Caughman 📞 978-947-2989
alvin.caughman@ukg.com 🌐 ukg.com/get-started

UKG offers solutions to help today's staffing organizations better manage employee time, costs, and performance. Get the automated features and high-quality information you need to control labor costs, streamline processes, minimize compliance risk, and improve workforce productivity for more competitive and profitable operations. Learn more at [ukg.com](https://www.ukg.com).

Universal Background Screening BOOTH 831

Drug Testing; Employment Screening

Alma Peniston 📞 818-880-5700
apeniston@universalbackground.com 🌐 universalbackground.com

For more than 30 years, Universal Background Screening—a fully accredited firm—has been a leading provider of screening solutions, including a comprehensive selection of employment background checks, verifications, drug testing, physicals, and compliance management services tailored to clients' specific needs. Universal ensures your company exceeds compliance guidelines.

UZIO Technology Inc. BOOTH 328

Application Service Provider; Insurance and Employee Benefits; Software and Services, Web-Based

Tanja Jacobsen 📞 516-619-6545
tanja.jacobsen@uzio.com 🌐 uzio.com

UZIO is a leading payroll processing company that specializes in providing high-quality payroll services to businesses of all sizes. With years of experience in the industry, we have developed a deep understanding of the payroll processing challenges that businesses face as well as the unique challenges specific to staffing companies.



Vensure Staffing Alliance BOOTH 801

Business and Administrative Services; Payroll Cards; Payroll Distribution

Brian Urso 📞 772-215-2096
brian.urso@vensure.com 🌐 vensurestaffingalliance.com

Vensure Staffing Alliance (VSA) is a staffing-focused program here to help companies like yours grow. We provide flexible services including payroll, workers' compensation, HR consulting and compliance, employee benefits administration, RPO, and back-office solutions. You won't find VSA's customized approach, staffing-specific consultants, and groundbreaking products or services anywhere else.

Vetty Inc. BOOTH 219

Background Checks; Drug Testing; Health Care Sector Services

Logan Clifford 📞 801-413-8047
logan.clifford@vetty.co 🌐 vetty.com

Vetty is a mobile-first industry trailblazer built to reimagine hiring for today's (and tomorrow's) workforce. We've taken long-standing and lengthy screening and verification traditions and turned them on their heads to help humans get hired like never before. Where they measure turnaround time, we measure offer to active.

Visus Group BOOTH 526

Consulting and Market Research; Financial Services; Management Consulting

Emma Kosnik 📞 312-600-9853
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Visus Group is a resource hub for the staffing industry, specializing in organizational development consulting, compensation consulting, and true peer networking and creative problem solving through our RoundTable program. With over 25 years of industry experience, we continue to assist staffing firms and their leaders in growing to their fullest potential.

VXT BOOTH 1212

Business and Administrative Services; Information Technology Services; Software and Services, Web-Based

Luke Campell 📞 +1 415-481-4764
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VXT is a cloud-based VoIP phone system built for recruiters. Sync your phone with your applicant tracking system to automatically save notes from calls to contacts, candidates, or jobs. If you want to learn more about SMS, analytics, contact management, or advanced call routing, get in touch with the team.

Webster Bank BOOTH 126

Accounts Receivable Financing; Asset-Based Lending; Payroll Funding

Kevin Henry 📞 609-273-6325
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For well over 30 years, Webster Bank—formerly Sterling National Bank—has been one of the largest payroll funders, factors, and asset-based lenders to staffing companies nationally. We offer flexible working capital solutions to help with day-to-day needs and fuel growth.

Wells Fargo Capital Finance—Staffing Services Group BOOTH 209

Accounts Receivable Financing; Financial Services

Stacy Odendahl 📞 404-987-3778
stacy.odendahl@wellsfargo.com 🌐 wellsfargocapitalfinance.com/staffing

Wells Fargo Staffing Services Group provides working capital financing for middle-market staffing companies with annual revenues from \$25 million and up.

White Oak Commercial Finance LLC BOOTH 1100

Accounts Receivable Financing; Asset-Based Lending; Factors

Robert Mocerino 📞 917-575-2390
rmocerino@whiteoakcf.com 🌐 whiteoaksf.com/
commercialfinance

White Oak is a leading alternative financing company delivering creative and timely solutions to businesses since 1987. We offer staffing companies factoring facilities, asset-based lines of credit, customizable term loans, ledgered lines of credit, and M&A financing solutions ranging from \$2 million to \$250 million.

WinSource Group BOOTH 425

Advertising, Sales, and Marketing; Management Consulting; Testing and Training

Jim Young 📞 253-341-4622
jyoung@winsourcegroup.com 🌐 winsourcegroup.com

WinSource Group is a consulting firm focused on helping staffing companies break out of price-driven commodity competition by helping them create differentiation. We take our 50 years of sales, marketing, and training experience in the staffing industry and boil it down to the priorities and actions that drive results.

Withum BOOTH 229

Business Tax Reduction Services; Financial Services; Mergers and Acquisitions

Alexandra Perrine 📞 aperrine@withum.com 🌐 withum.com

One of the top 25 public accounting firms in the country, Withum specializes in advisory, tax, and audit services for staffing firms, including PEO and HR outsourcing companies. Our staffing and consulting team offers solutions to enhance business operations and regulatory compliance.

WorkN BOOTH 811

Software and Services, Web-Based; Software Systems

Jodda Perry 📞 404-409-7746
jperry@workn.com 🌐 workn.com

WorkN is the most advanced and widely adopted mobile talent platform for staffing. Our solution allows agencies to consolidate all talent transactions through a seamless, custom-branded mobile app. By delivering an easy, engaging mobile experience to talent, WorkN customers report dramatic improvements in talent retention, customer satisfaction, and gross margins.

Staffing World 2023 Exhibitors



A Division of Philadelphia Insurance Companies

World Wide Specialty, a Division of Philadelphia Insurance Cos.

BOOTH 701

Insurance and Employee Benefits; Workers' Compensation

Bob Thompson 📞 516-743-3262
bob.thompson@phly.com 🌐 wwspi.com

For over 55 years, World Wide Specialty has provided the staffing industry with superior protection and support to help the staffing industry grow. Now, World Wide Specialty has combined its premier staffing insurance with the leading specialty commercial insurance carrier in the USA—Philadelphia Insurance Companies.

WurkNow Inc.

BOOTH 1012

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

Sammy Singh 📞 866-987-5669
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WurkNow provides a powerful web-based solution for recruiting, onboarding, error-free time tracking, automated employee scheduling, collaborative time-card approvals, and rapid job placement. A workforce technology and automation for staffing agencies and direct employers for rapid deployment.

Zeal

BOOTH 1211

Payroll Distribution; Software and Services, Web-Based; W-2 Services

Alex Dees 📞 323-809-8192
alex.dees@zeal.com 🌐 zeal.com

Zeal is a premium API platform built to turn payroll into an efficient engine for growth for large software platforms and staffing businesses. We help empower companies to build their own unique, native payroll experience, providing accessibility and helping Americans get paid.



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VP of Business Development

Encore Funding is a proud member of ASA and Sponsor of Staffing World 2023.

Connect with Encore for the experience, resources, and guidance you need to grow with confidence. We're standing by to share growth strategies and talk funding options to amplify your business today.

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- **Growth loans**
- **Strategic consulting**
- **Back-office support**

Find us online at Encore-Funding.com | info@encore-funding.com

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American Staffing Association



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With Monster you can accelerate your time to hire and stay ahead of the competition in today's fast-paced job market. For more information about staffing solutions, contact your **Monster representative** or call **1-800-monster**.