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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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American Staffing Association

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

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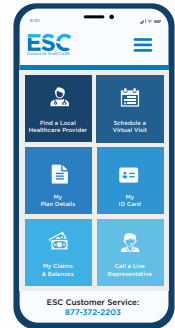
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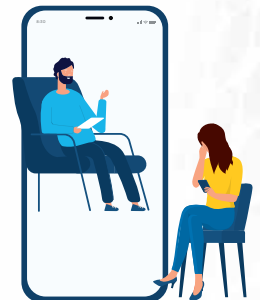
-  Large Selection
-  Simple Reimbursement
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The American Staffing Association is pleased to recognize all of its sponsors for Staffing World 2022—especially its corporate partners. Please join ASA in thanking this year’s sponsors for their commitment to the success of the ASA convention and expo. This list is current as of Sept. 16.

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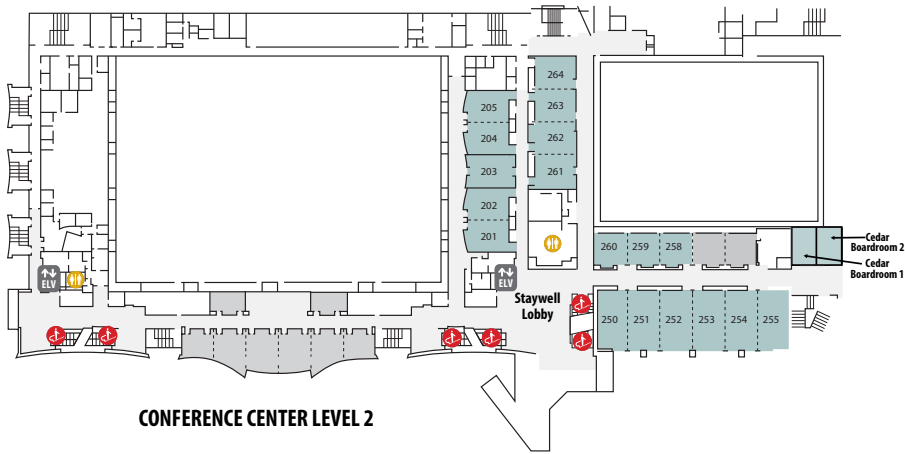
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STAFFING WORLD 2022 MAPS



MGM Grand Las Vegas Conference Center

#StaffingWorld

MARQUEE BALLROOM
Staffing World Expo

- ASA Booth #426
- Knowledge Hub #353
- ASA Cares LIVE and Pawvana #601
- Staffing World Arcade #126
- Kittrell Relaxation Lounge #101

Staffing World 2022 Agenda

All convention events take place at the MGM Grand Las Vegas, unless indicated otherwise.

MONDAY, OCT. 24

8 a.m.–1 p.m.	ASA Board of Directors Meeting	Room 150
1–5 p.m.	Registration Open	Conference Center Main Lobby
1:30–6 p.m.	Preconvention Program: THRIVE Live at Staffing World (Part I)	Room 250
6–7:30 p.m.	THRIVE Live Reception (invitation only)	Room 151
6:30–9 p.m.	ASA Board of Directors Dinner (invitation only)	Emeril's New Orleans Fish House

TUESDAY, OCT. 25

8 a.m.–7 p.m.	Registration Open	Conference Center Main Lobby
8:30 a.m.–1:30 p.m.	Preconvention Program: THRIVE Live at Staffing World (Part II)	Room 250
	Preconvention Program: Owners Peer Group Masterclass (invitation only)	Room 260
	Preconvention Program: Emerging Leaders: Next-Level Leadership Skills	Room 253
8:30 a.m.–5 p.m.	THRIVE Pop-Up Shop (open to everyone!)	Room 152
1:30–2:45 p.m.	Welcome Mixer	Room 150
3–5 p.m.	SUPER SESSION	Boulevard Ballroom
	Presentation of the ASA Leadership Hall of Fame Award	
	Presentation of the ASA Volunteer of the Year Award	
	Keynote Address: “Building World-Class Teams and the ‘Magic’ of Winning,” presented by Earvin “Magic” Johnson	
5–7 p.m.	Expo Reception: 80s Rewind!	Marquee Ballroom
5:30–6:30 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #353)



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. 26

7:15-8:15 a.m.	Volunteer Appreciation Breakfast (invitation only)	Room 151
7:30-8:30 a.m.	Continental Breakfast	Boulevard Ballroom Foyer
7:30 a.m.-6:30 p.m.	Registration Open	Conference Center Main Lobby
8:30-10 a.m.	SUPER SESSION	Boulevard Ballroom
	Annual Membership Meeting	
	Presentation of the 2023 National Staffing Employee of the Year Award	
	Panel Discussion: Straight Talk From Staffing CEOs <i>Facilitated by Richard Wahlquist</i>	
10 a.m.-7 p.m.	Expo Open	Marquee Ballroom
10-11:15 a.m.	Refreshment Break in the Expo	Marquee Ballroom
10:15 a.m.-2:15 p.m.	Chief Legal Officers Meeting With Lunch (invitation only)	Room 260
11:15 a.m.-12:15 p.m.	BREAKOUT SESSIONS	
	2022's Top Trending Technology Tools You Should Have in Your Tech Stack <i>Facilitated by James A. Essey, CSP</i>	Boulevard Ballroom
	Building a Self-Managed, Seven-Figure Recruitment Desk <i>Suky Sodhi</i>	Room 150
	How to Solve for Generationally Diverse Approaches in the Workplace <i>Facilitated by Henna Pryor</i>	Room 261
	Immigration-Related Employment Discrimination and HR Software Programs <i>Helen Konrad, Esq.; Alberto Ruisanchez</i>	Room 253
	Managing Organizational Stress and Beating the Great Resignation <i>Michael Levitt</i>	Room 152
	Redefining Marketing: From Cost Center to Strategic Growth Driver <i>Facilitated by Leslie Vickrey</i>	Room 250
12:15-2:15 p.m.	ASA Cares LIVE in the Expo	Marquee Ballroom (Booth #601)
12:15-2:15 p.m.	Lunch in the Expo	Marquee Ballroom
1-2 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #353)
2:30-3:15 p.m.	BREAKOUT SESSIONS	
	A Career Wallet: The Digital Transformation of Recruitment <i>Raj Chopra; Tammy Cohen; John W. Healy; Jim Owens</i>	Room 261

Staffing World 2022 Agenda

	Cultivating an Organizational Culture of Inclusion Through Empathy and Innovation <i>Nish Parikh</i>	Room 152
	Hybrid Work Environment—Set Yourself Up for Success <i>Joel Schaffer</i>	Room 250
	Staffing Industry M&A Outlook for 2023 <i>Andrew Brown; Tom Gimbel; Paul Pincus</i>	Room 150
	Workers' Compensation Claims: Minimizing Costs and Maximizing Care <i>Sharon Davis; Bill Nagel; Bob Thompson</i>	Room 253
3:15-4:15 p.m.	Refreshment Break in the Expo	Marquee Ballroom
4:15-5 p.m.	BREAKOUT SESSIONS	
	Best Practices in Navigating Remote Work <i>Sharon Davis; Steve Whitehead, Esq.; Robbin Wilder, Esq.</i>	Room 152
	Building the Culture Within Your Firm: Case Studies From Industry Leaders <i>Lisa Brezonik; Christina Miner; Seth Stein</i>	Room 253
	The Demographic Drought: Bridging the Gap in Our Labor Force <i>Ron Hetrick; Scott Vanderbilt</i>	Room 150
	Optimization: Making the Most of Your Tech Stack Investment <i>Danny Ashraf; Todd Baval; Lauren Jones; Rob Mann; Bruce Morton</i>	Room 250
	The Three Cs of Disability Inclusion: What's in It for Your Company, Clients, and Candidates <i>Steven Nissen; Andy Traub</i>	Room 261

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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5-7 p.m.	Expo Reception: Fast Track to Charlotte!	Marquee Ballroom
5:30-6:30 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #353)
7-10 p.m.	StaffingPAC Industry Leader Event (invitation only)	Keep Memory Alive Event Center (off site)

THURSDAY, OCT. 27

7:30-9 a.m.	Legal and Legislative Committee Meeting With Breakfast	Room 260
8-9 a.m.	Breakfast in the Expo	Marquee Ballroom
8 a.m.-2 p.m.	Registration Open	Conference Center Main Lobby
8 a.m.-2 p.m.	Expo Open	Marquee Ballroom
9:15-10:45 a.m.	Special Session: Inspirational Staffing Stories and Speed Networking <i>Kendra Cato; Aaron Copeland; Nina Vaca</i>	Boulevard Ballroom
10:30 a.m.-12:30 p.m.	ASA Cares LIVE—Pawvana	Marquee Ballroom (Booth # 601)
10:45-11:30 a.m.	Refreshment Break in the Expo	Marquee Ballroom
11:30 a.m.-12:30 p.m.	BREAKOUT SESSIONS	
	Avoiding Retaliation Claims in the Age of Covid <i>Jason B. Klimpl, Esq.; Marisa Sandler, Esq.</i>	Room 150
	Industrial & Office Administrative Sectors—The Culture Divide: How to Hire, Onboard, and Retain Veterans <i>Joshua Atkinson</i>	Room 250
	Does Change Have to Be So Hard? <i>Daniel Masata</i>	Room 152
	Health Care Sector—Predicting the Future of Health Care Staffing <i>Bob Livonius; Toby Malara, Esq.</i>	Room 261
	Engineering, IT, and Scientific Sector—Grow Your Business by Maximizing Client Relationships <i>Tom Erb, CSP</i>	Room 253
12:30-2 p.m.	Lunch in the Expo	Marquee Ballroom
12:30-1:45 p.m.	Safety Committee Meeting With Lunch	Room 260
12:45-1:45 p.m.	Knowledge Hub Talks	Knowledge Hub in the Expo Hall (Booth #353)

Staffing World 2022 Agenda

2-3:15 p.m.

BREAKOUT SESSIONS

Conquering Contract Negotiations: How to Protect Your Business and Still Win the Deal
Stephen Dwyer, Esq.; Lia Elliott, Esq.; Catherine Joiner; Lauren Tucker McCubbin Room 250

Culture Building: Keys to Attracting, Engaging, and Retaining Today's Workforce
Eric A. Gregg; Steve Wasik Room 152

Cybersecurity Masterclass
Steve Akers; Michael Baker; Owen Meehan; Jorge Quintana; Mike Sisk Room 253

Using KPIs to Maximize Sales, Forecast Growth, and Optimize Cash Flow
Raphael Torres Room 261

What Are They Thinking? Understanding How Clients and Candidates Make Decisions
Rob Mosley Room 150

3:15-3:30 p.m.

Refreshment Break Outside Super Session
Boulevard Ballroom
Foyer

3:30-5 p.m.

SUPER SESSION

Presentation of the ASA Elevate Awards

Keynote Address: "Overcoming Fear With Optimism, Resilience, and Courage,"
presented by Val Vigoda



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Staffing World 2022 FAQs



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DOWNLOAD THE FREE STAFFING WORLD 2022 APP!

The Staffing World 2022 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 2022 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 AND WIN!

Set up your profile in the Staffing World 2022 app and submit ratings for sessions taking place throughout the convention. Each rating is an additional entry in a drawing for one of five \$50 Amazon gift cards.

GENERAL CONVENTION INFO

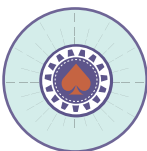
WHEN AND WHERE DO ATTENDEES REGISTER?

Go to the Registration Desk, located in the Conference Center Main Lobby, during the following hours to complete your registration and pick up your name badge:

Monday, Oct. 24 1–5 p.m.
Tuesday, Oct. 25 8 a.m.–7 p.m.
Wednesday, Oct. 26 7:30 a.m.–6:30 p.m.
Thursday, Oct. 27 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 for admission to every session and the expo hall. If you are an ASA-certified staffing professional, then you also need to scan your name badge before each session you attend to earn continuing education hours toward ASA certification renewal. There will be barcode scanners available at each preconvention program, breakout session, and Knowledge Hub presentation.



#StaffingWorld



WHERE ARE THIS YEAR'S ASA AWARDS DISPLAYED?

Winners of the 2022 ASA Elevate Awards are on display in the Staywell Lobby, and winners of the National Staffing Employee of the Year and All-Star Awards are on display in the Boulevard Ballroom Lobby. Learn more about ASA award programs at americanstaffing.net/awards.

ASA National Staffing Employee of the Year program 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 2022 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.

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 (#426) in the Staffing World expo, located in the Marquee Ballroom. 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.

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
- Password: ESCSW2022

Staffing World Wi-Fi sponsored by



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 Boulevard Ballroom Lobby. 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 inductees will be honored at the opening Super Session, Tuesday, Oct. 25, 3–5 p.m. Read more about the 2022 honorees on pages 36–37.

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Staffing World 2022 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. 25, 1:30–2:45 p.m. in Room 150.

Welcome Mixer sponsored by




See pg. 20 for a complete list of networking opportunities at the convention—including the Staffing World Arcade, powered by SUNZ Insurance; Expo Reception: 80s Rewind!, sponsored by Essium; and Expo Reception: Fast Track to Charlotte!

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**
-  **@americanstaffingassociation**
-  **facebook.com/AmericanStaffingAssociation**
-  **linkedin.com/company/american-staffing-association**

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

EXPO HALL INFO

WHAT ARE THE EXPO HALL HOURS?

The Staffing World 2022 expo is located in the Marquee Ballroom 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 2022 expo hours:

Tuesday, Oct. 25.....	5–7 p.m.
Wednesday, Oct 26.....	10 a.m.–7 p.m.
Thursday, Oct. 27	8 a.m.–2 p.m.



DON'T MISS THE EXPO RECEPTION: 80s REWIND!

Showcasing the largest, most comprehensive expo in the industry, this 80s-themed, festive yet strategic visit with exhibitors will feature hors d'oeuvres, cocktails, and the chance to gain fresh ideas and meet future business partners.

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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. 25	5:30–6:30 p.m.	
Wednesday, Oct. 26		1–2 p.m.
		5:30–6:30 p.m.
Thursday, Oct. 27	12:45–1:45 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



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 Arcade. Head over to booth 126 to play 80s-style arcade games such as Ms. Pac-Man and Galaga, charge your phone, and enjoy refreshments. It's open whenever the expo hall is open.

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Staffing World 2022 FAQs

EDUCATION INFO

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

By attending the various pre-convention programs, keynote sessions, breakout sessions, and Knowledge Hub presentations at Staffing World, you can earn up to 21.5 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. CE for Super Sessions will be automatically applied.

CAN ATTENDEES EARN HOURS TOWARD OTHER CREDENTIALS AT STAFFING WORLD?

Yes. Staffing World is valid for up to 21.5 PDCs for the SHRM-CP® or SHRM-SCP®. Send an email to certification@americanstaffing.net for the Activity-ID and additional details.

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

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

The majority of sessions at Staffing World 2022 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 2022 (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 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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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 of Las Vegas? Join us for ASA Cares LIVE during lunch on **Wednesday, Oct. 26 (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 601.)

Put together hygiene kits, assembly-line style, to be distributed to homeless teens in Las Vegas through the homeless shelter Project 150. 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. 26, 7:15–8:15 a.m. in Room 151, celebrating volunteers on ASA committees, taskforces, and councils; chapter board members; 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 601). Donations benefit the Las Vegas Humane Society, a nonprofit organization dedicated to the rescue of sick, injured, and homeless animals in Southern Nevada.

**Thursday, Oct. 27,
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 Conference Center Main Lobby.

Industry Leader Event sponsored by



A Division of Philadelphia Insurance Companies

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 (most of them based in Las Vegas). Vendors include book sales for THRIVE Live preconvention program presenters, greeting cards, candles, clothing, and much more. All Staffing World attendees are invited to support local and woman-owned businesses and stop by the shop from 8:30 a.m.–5 p.m. on Tuesday, Oct. 25, in Room 152.



sponsored by



Staffing World 2022 FAQs

NETWORKING OPPORTUNITIES

WELCOME MIXER

Tuesday, Oct. 25, 1:30–2:45 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 connections with new ones, to start your week of networking, education, expo shopping, and fun.

Sponsored by  ZipRecruiter
The smartest way to hire.

EXPO RECEPTION: 80s REWIND!

Tuesday, Oct. 25, 5–7 p.m.

Visit the largest, most comprehensive staffing industry expo, with an 80s-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.

Sponsored by  ESSION

VOLUNTEER APPRECIATION BREAKFAST

(by invitation only)

Wednesday, Oct. 26, 7:15–8:15 a.m.

ASA honors the many volunteers on the association's committees, taskforces, interest groups, and councils; chapter board members; and more.

REFRESHMENT BREAKS

Wednesday, Oct. 26, and Thursday, Oct. 27

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

Sponsored by   LEADLINE

NETWORKING LUNCHES

Wednesday, Oct. 26, 12:15–2:15 p.m.

Thursday, Oct. 27, 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. 26, 12:15–2:15 p.m.

Thursday, Oct. 27, 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 #601 in the expo hall.

Sponsored by  AVIONTE

EXPO RECEPTION: FAST TRACK TO CHARLOTTE!

Wednesday, Oct. 26, 5–7 p.m.

Unwind during a special evening reception with a Charlotte theme (in honor of the Staffing World 2023 location), music, dancing, games, and chances to win prizes.

ASA STAFFINGPAC INDUSTRY LEADER EVENT

(by invitation only)

Wednesday, Oct. 26, 7–10 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, #426 in the expo hall.

Sponsored by  WORLD WIDE
Specialty
A Division of Pridelphia Source Company

KITRELL 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  Kittrell
PAYCARD

STAFFING WORLD ARCADE

Bring out your inner child and challenge your Staffing World friends to an old-school game of Ms. Pac-Man. The retro arcade features games, refreshments, and lots of fun. Located in booth #126, it's open whenever the expo hall is open.

Sponsored by  SUNZ
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WHY YOU SHOULD GET ASA-CERTIFIED TODAY:

REASON #1



An ASA credential is the **MOST PRESTIGIOUS** in the staffing industry.

REASON #2



You will be a **MORE VALUABLE PARTNER** to your clients.

REASON #3



You'll be better equipped to **ATTRACT** and **ADVOCATE** for talent.

REASON #4



Your staffing company will have an **EXPERT IN YOU.**

REASON #5



Protect your staffing firm from potentially costly legal missteps.



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Joyce Russell
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Chris Hartman
Allegis Group



Leo Sheridan
Advanced Group



Janette Marx
Airswift



Ken Taunton, CSC
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Kelly McCreight, CSP
Hamilton-Ryker



Mark Toth, CSP
ManpowerGroup



Ranjini Poddar
Artech LLC



Steve Wehn
AMN Healthcare



Peter W. Quigley
Kelly



DeLibra Wesley
National Recruiting Consultants

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

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Staffing Awards



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.



PHOTO BY LAVETTE STUDIOS

Miechia Esco, MD, is the 2023 National Staffing Employee of the Year and health care sector All-Star.

Esco looked to staffing to help her regain her passion for medicine. As a vascular surgeon, Esco has trained and practiced in a number of environments, including academia, military medicine, and private practice. But when she started to feel out of touch with her patients and the communities she served, Esco knew it was time for a change.

Yet, even as she agreed to become a locum tenens physician through LocumTenens.com, she thought she would return to her previous role in a few months. That all changed once she recognized the flexibility her new role provided her. Practicing locum tenens medicine allowed Esco the flexibility she needed to fulfill her mission of providing care to underserved communities across the country. She loves traveling to communities where she's needed the most. Oftentimes, she's the only vascular surgeon for hundreds of miles!

The flexibility of her role has also allowed Esco to become a certified yoga teacher and even climb Mount Kilimanjaro.

In addition, Esco's time as a locum tenens physician allowed her to identify gaps in health care staffing, leading LocumTenens.com to name her their first-ever chief medical resource officer.

Help celebrate the 2023 National Staffing Employee of the Year and hear from Esco during the Super Session on Wednesday, Oct. 26, starting at 8:30 a.m. in the Boulevard Ballroom.

Sponsored by





2023

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 Esco as the health care sector All-Star.



**Engineering, IT,
and Scientific
Sector All-Star**

Jeremy Denton
Airswift

PHOTO BY @RACHEALAPHOTOGRAPHY



**Office-Clerical
and Administrative
Sector**

Noel Samuel
Integrity Staffing
Solutions

PHOTO BY FINAL FOCUS PHOTOGRAPHY



Industrial Sector

Lisa Goodrich
Working Fields

PHOTO BY FORMONT PHOTOGRAPHY



**Professional-
Managerial Sector**

LaKeatia Daniels-Owens
AtWork Personnel

PHOTO BY HEADEN PHOTOGRAPHY



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

Staffing Awards



2022 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

- SThree
STEM Equity Coalition

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

- Hamilton-Ryker
TalentGro Military

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

- Year Up Professional Resources, PBC
YUPRO IBM Certification Program Partnership

The 2022 ASA Elevate Award recipients will be recognized during the closing Super Session on Thursday, Oct. 27, starting at 3:30 p.m. Learn more about the honorees at americanstaffing.net/elevate.



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Staffing Awards



2022

DeLibra Wesley

National Recruiting Consultants

DeLibra Wesley, chief executive officer of National Recruiting Consultants, has been named the 2022 ASA Volunteer of the Year. The Volunteer of the Year award is selected through nominations from volunteer peers, and Wesley's nominations exemplified what it means to be a committed ASA volunteer.

Having volunteered with ASA since 2016, Wesley has exhibited a tremendous passion for ASA and devotes her time and dedication to the association and the staffing industry in a variety of ways. She currently sits on the ASA board of directors, serves as vice chair on the inclusion, diversity, and equity advocacy (IDEA) group council, and is a member of the ASA women in leadership council, as well as the ASA Texas Network council. Wesley has also completed two cycles as a mentor in the ASA Mentor Match program and is a sought-out diversity, equity, and inclusion subject matter expert.

Wesley has been named to SIA's DE&I Influencers list in 2021 and 2022. She was also named to the SIA Global Power 150 Women in Staffing list in 2018, 2020, and 2021. In 2021, she also created and launched the Black Women in Staffing networking group. One peer shared that Wesley has become an authority in the staffing industry, in large part due to what she has given to ASA: "The industry needs more of what DeLibra stands for and shares with all whom she comes to know."

Wesley's enthusiasm and passion for our industry and for ASA is noticed by all who work with her as a volunteer, and ASA thanks her for all of her contributions to the association and the industry. **She will be honored during the Opening Super Session on Tuesday, Oct. 25, starting at 3 p.m.**



2022 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 chapter to the industry.

- Illinois Search & Staffing Association
- Mid Atlantic Staffing Association



Chapter Engagement Award

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

- Illinois Search & Staffing Association
- Ohio Staffing & Search Association



Chapter Innovator Award

Recognizes a chapter that demonstrates an innovative approach to programming, communications, or technology to better serve its membership.

- Florida Staffing Association
- Wisconsin Association of Staffing Services



Chapter Legislative Excellence Award

Recognizes a chapter that demonstrates the most successful legislative activity.

- Massachusetts Staffing Association



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
- Minnesota Recruiting and Staffing Association
- New York Staffing Association



2022 ASA-Affiliated Chapters

ASA recognizes the following chapters for their ongoing affiliation with ASA and support of the industry: California Staffing Professionals ▪ Colorado Staffing Association ▪ Florida Staffing Association ▪ Georgia Staffing Association ▪ Illinois Search & Staffing Association ▪ Massachusetts Staffing Association ▪ Mid Atlantic Staffing Association ▪ Minnesota Recruiting and Staffing Association ▪ Missouri & Kansas Search and Staffing Association ▪ New Jersey Staffing Association ▪ New York Staffing Association ▪ Ohio Staffing & Search Association ▪ Rhode Island Staffing Association ▪ South Carolina Staffing Association ▪ Wisconsin Association of Staffing Services



Congratulations to the 2022 winners! Learn more about ASA chapters at americanstaffing.net/asa-chapters.

Staffing Awards

2022 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.

The eight scholarship awardees for 2022 are:



Cheryl Campanaro

Adecco USA



Dawn Fry

Specialist Staffing Solutions Inc.



Chloe Giffin

Medix



Madison Kaldenberg

Akkodis



Kristy Pierce

BelFlex Staffing Network



Celeste Randall

Staffmark Group



Pa Houa Vang

QPS Employment Group



Noelle Williams

Kavaliro



Each recipient is attending Staffing World 2022 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 authors of *Together We Rise*. Generous proceeds from *Together We Rise* book sales supported additional scholarships this year. You can purchase the book at the THRIVE Pop-Up Shop on Tuesday, 8:30 a.m.–5 p.m., in Room 152.



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Booth 525

Service American
Indemnity Company

AM Best A-VIII Rated



WE DEFINE STAFFING FRIENDLY

Meet the Executive Team

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Jennifer Jennings

Vice President of Underwriting

Michael Wright

Vice President of Claims



Michael Casto

Vice President of Compliance

Valerie Peer

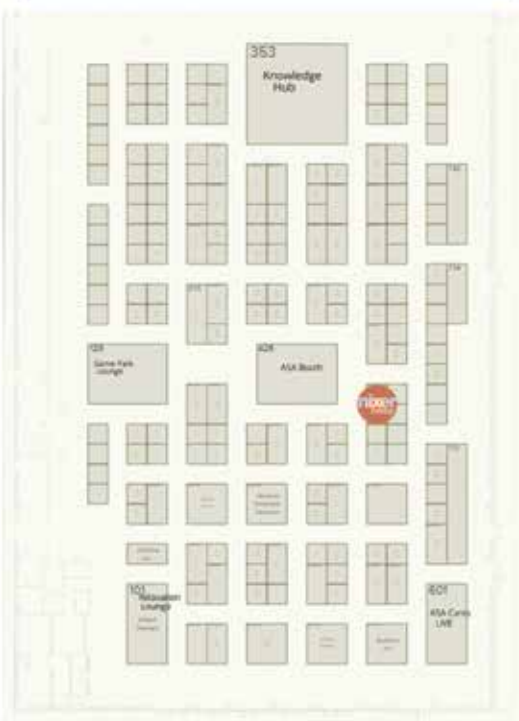
Vice President of Finance



Rob Schild

Founder & President

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Staffing Awards

Leadership Hall of Fame Award

2022

Edward A. Lenz, Esq.

Senior Counsel, American Staffing Association

For more than 40 years, Ed Lenz has been at the forefront of the staffing industry's advocacy efforts. A national authority on the legal and public policy aspects of staffing, he has

written hundreds of articles and papers, and spoken to business groups throughout the country, on the unique regulatory issues affecting the industry. He is the author of the definitive book on co-employment, which is a basic text in ASA's professional certification programs and a widely cited reference on the subject.

Lenz entered the staffing industry in 1982 as vice president and assistant general counsel of Kelly Services and served for four

years as chairman of the ASA legal and legislative committee before joining ASA in 1989 as the association's first in-house counsel. As senior vice president for legal and public affairs, he was the staffing industry's chief legal and legislative strategist for 23 years before taking senior counsel status in 2012.

Beginning in 2009, he led the staffing industry's multiyear advocacy efforts on the Affordable Care Act, testifying before Congress and the Obama administration on the unique concerns of staffing firms and playing a key role in crafting regulations that helped mitigate the impact of the ACA on the industry.

In 2017, after guiding the industry through the ACA, Lenz helped lead a successful lobbying effort to allow staffing firms to take advantage of passthrough tax treatment worth billions in tax savings. During the Covid-19 pandemic, he played a significant role in the association's effort to ensure that staffing agencies could take advantage of federal relief programs like the Employee Retention Tax Credit and the

Paycheck Protection Program—and developed programs and papers explaining the eligibility rules.

He began his legal career in 1970 in Washington, DC, as a trial lawyer with the U.S. Department of Justice. After leaving government, he practiced law with the firm of Miller & Chevalier, litigating government contract cases and advising the Blue Cross and Blue Shield associations on various matters relating to the Federal Employees Health Benefits Program. Before joining Kelly Services, he served as counsel for the trade association representing the nation's largest health insurance carriers.

Lenz served in the U.S. Army from 1968 to 1970. In 1969, he was assigned to the 1st Logistical Command Headquarters in Vietnam and was awarded the bronze star for meritorious service. Following his discharge with the rank of captain, he served as a reserve officer in the Judge Advocate General's Corps from 1971 to 1975.

Lenz holds a bachelor of arts degree with honors in political science from Bucknell University and law degrees from Boston College and New York University, and is a member of the New York and the District of Columbia bars. He has served on the Employee Benefits and Labor Relations Committees of the U.S. Chamber of Commerce and the Healthcare Staffing Advisory Council of the Joint Commission on Accreditation of Healthcare Organizations. In 2001, in recognition of his contributions in the field of labor and employment law, he was inducted as a fellow of the College of Labor and Employment Lawyers.

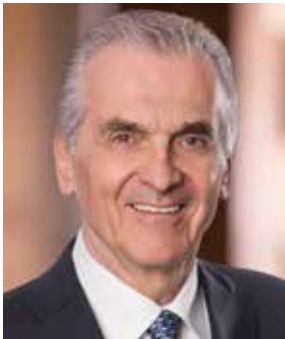
Check Out the ASA Leadership Hall of Fame Exhibit

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 Boulevard Ballroom Lobby.

Lenz and Struve will be honored with the ASA Leadership Hall of Fame award during the Opening Super Session on Tuesday, Oct. 25, starting at 3 p.m.

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comp.





2022

Dan Struve, CSP

Former founder, chairman, and CEO, Helpmates Staffing Services

Struve has been a visionary and standout leader in the staffing business for decades—as well as a passionate advocate of the industry and longtime member of the American Staffing Association board of directors.



Struve began his staffing career when he joined Norrell Corp. in 1978. As an area manager, he led the company's expansion into the Los Angeles County market. In 1980, Struve left Norrell to start his own staffing company and later that year founded Helpmates Staffing Services in Orange County, CA.

Struve became an ASA member and then co-founded the Orange County chapter of

ASA-affiliated California Staffing Professionals, ultimately serving for two years as statewide president. Struve also co-founded the Independent Staffing Services Association, comprised of the most prominent regional staffing companies—all ASA members.

In 1985, he became a member of the ASA board of directors and served on the board in several capacities. He chaired the association's convention committee twice; chaired the education and certification committee; and chaired the workers' compensation committee. In 1991, Struve was elected chairman of the ASA board, and during his year as chairman he visited and was the keynote presenter at 21 ASA chapter events.

Struve was well known in the industry as a champion for ASA certification programs and continuously raising the professionalism of the industry. His staffing company was among the first and the few in the country to require that all field employees earn the ASA Certified Staffing Professional® credential as a condition of employment.

In 2021, Struve sold Helpmates Staffing Services to ASA member Talent Launch and completed his ASA board tenure after 36 years of dedicated service. He has served on several other boards, including the Young Presidents Organization and the dean's advisory board for California State University's Fullerton Business School. His philanthropic efforts include organizations focused on helping populations in need, such as the Interval House for domestic violence and the International Medical Corps—a humanitarian aid organization that provides emergency medical services to those affected by disaster or conflict, including many parts of Africa and Ukraine.

Currently Struve is the managing member of Western States Mobile Home Parks LLC, which owns and manages The Lakes at Hemet West, providing 1,400 resident seniors with affordable housing in a resort-style setting.

Struve has been married to his wife, Bobbie, for 54 years. They have two daughters and five grandchildren. The family enjoys spending time together bayside in Long Beach, CA, as well as in Park City, UT, and Lake Tahoe and Lake Mead, NV, where they like snow and water skiing and wake surfing.

Struve earned a bachelor's degree in business administration from California State University Fullerton, where he captained the water polo team. He later received a distinguished alumni award from his alma mater, and now actively supports his grandchildren's academic and athletic endeavors.

Staffing Awards

Leadership Hall of Fame



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



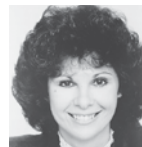
1992
Allan C. Sorensen
Interim Services Inc.



1993
Howard W. Scott Jr.
parTime Inc.



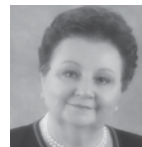
1994
Lawrence E. Derito
Office Specialists



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

Staffing World Keynote Presenters

Hear from some of the brightest minds in business today on current hot topics: building world-class teams, opportunities for growth, overcoming fear, and more. This is a unique opportunity to come together with your staffing community to learn and collaborate.



Earvin “Magic” Johnson

Professional basketball legend, business mogul, and community investor

Building World-Class Teams and the “Magic” of Winning

Well known for his achievements as a professional basketball player, Johnson is also a highly successful entrepreneur and motivational speaker with a passion for leadership and team-building. During this exciting opening keynote presentation at Staffing World, Johnson will share his unique insights on how to build the optimal leadership team in today's business environment and how to spot and maximize opportunities that will pay both financial and cultural dividends. Whether you need guidance on enhancing the success rate of your current team or you need strategies for growing your company's next generation of leaders, don't miss this once-in-a-lifetime opportunity to hear from a legendary athlete who went on to dominate the world of business and play a key role as an investor and cultivator in underrepresented communities. Don't miss this year's opening keynote presentation at Staffing World! It will be as thrilling as it is informative and insightful.



Follow @MagicJohnson
#StaffingWorld



Keynote Presentation

Tuesday, Oct. 25
3–5 p.m.

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Super Session: Straight Talk From Staffing CEOs

Facilitated by Richard Wahlquist, president and CEO, American Staffing Association

Panelists: Bert Bean, CEO, Insight Global; Karen Fichuk, CEO, Randstad North America, and executive board member, Randstad N.V.; Billy Milam, CEO, EmployBridge

Don't miss this opportunity to hear from and query three leading chief executives in the staffing industry. Bert Bean of Insight Global, Karen Fichuk of Randstad North America, and Billy Milam of EmployBridge will field questions from ASA president and CEO Richard Wahlquist as well as Staffing World attendees on a broad breadth of topics, including new opportunities for growth, the potential for an impending economic recession, how diversity and inclusion efforts are changing corporate culture, business disruptions on the horizon, and much more. This will be a frank and lively discussion—the perfect way to begin a content-rich day at Staffing World.



Follow @insightglobal;
@RandstadUSA;
@EmployBridge
#StaffingWorld



Keynote Presentation

Wednesday, Oct. 26

8:30–10 a.m.

Sponsored by



Staffing World Keynote Presenters



Val Vigoda

World-renowned singer-songwriter, electric violinist, and sought-after speaker

Overcoming Fear With Optimism, Resilience, and Courage

It's been said that the human brain is like Velcro for negative experiences and like Teflon for positive ones—and so our natural state is easily skewed toward pessimism, fearfulness, and an abundance of caution. But great achievements are fueled by bravery, optimism, and—sometimes counterintuitively—playfulness. Now more than ever we need to cultivate these qualities, and in this compelling presentation singer-songwriter Val Vigoda takes to the stage with her six-string electric violin and shows us how. An effervescent collection of adventures from her own life (as an awkward student, rebellious daughter, struggling Army cadet, nervous backup musician to rock stars, and self-critical theater artist), in which crisis forced her to face repeatedly into her greatest fears while also learning to let go of perfectionism and be more playful, inspires people to rise to their own challenges and do the same.



Follow @ValVigoda
#StaffingWorld



Keynote Presentation

Thursday, Oct. 27

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 2022

By attending the various pre-convention programs, keynote presentations, sessions, and Knowledge Hub presentations at Staffing World, you can earn up to 21.5 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.

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:** ASA Staffing World 2022 **Activity ID:** 22-ERXCM **PDCs:** 21.50

HR Certification Institute

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Knowledge Hub in the Expo



Staffing World Knowledge Hub

BOOTH #353

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 and #StaffingWorld.

CHECK OUT THIS YEAR'S TECH STANDS

These technology-focused exhibitor mini booths, called Tech Stands, are adjacent to the Knowledge Hub in the expo hall—making it convenient to visit these companies before and after Tech Talks and Speed Talks.

Tech Stand #1: Check

Check is a payroll infrastructure startup that enables staffing platforms to streamline the payroll experience for clients and workers. The company offers all the building blocks necessary to embed payroll in your app, with an API, modular white-label onboarding components, and a dashboard to manage it all.

Tech Stand #2: Opus Match

Opus Match is an innovative AI/ML candidate data platform that allows agencies the ability to match their workforce on-demand, at scale. Conduct better business with Opus Match.

Tech Stand #3: JoinedUp by Beeline

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.



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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.

RADIO CHANNELS

Tech Talks and Speed Talks
E1—Stage 1
E2—Stage 2



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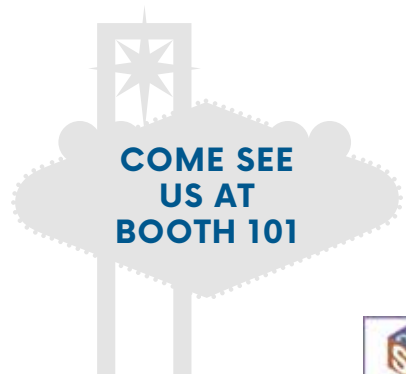
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- Exclusive Concierge Service for Client Employers and Cardholders
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- Chip Embedded and Virtual Cards
- Feature-Rich Cardholder Digital Website and App
- Touchless pay via our integration w/ Apple Pay, Samsung Pay, and Google Pay

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TOM LANDRY
CEO, Allegiance Staffing



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Knowledge Hub in the Expo



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. 25

5:30–5:40 p.m.

Stage 1

Tips and Tricks to Minimize Business Risk Before and After a Client Bankruptcy

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

Stage 2

No Competition: Building a Brand-Centric Competitive Advantage

Jeff Pelliccio, founder and CEO, Allied Insight

5:45–5:55 p.m.

Stage 1

How to Evaluate Vendors and Products at Staffing World—Tips From the Other Side

Brad Herrmann, founder and CEO, Text-Em-All

Stage 2

The Sixfold Path to Staffing Growth

Jay Mattern, chief operating officer, Proman Staffing

6–6:10 p.m.

Stage 1

Nexus—Staffing Firms' Unrecognized Tax Liability

Alison Dunleavy, principal, UHY LLP

Stage 2

How the Right Digital Strategy Can Help Smaller Staffing Firms Go Big and Grab More Market Share

Terri Gallagher, CEO, Gallagher and Consultants

6:15–6:25 p.m.

Stage 1

How a Phenomenal Candidate Experience Is Essential to Your Firm's Growth

Alison Goldman, team lead and strategic account manager, Monster

Stage 2

How to Double the Response to Your Staffing Website

David Searns, co-CEO, Haley Marketing



Speed Talks in the Expo (CONTINUED)

Thursday, Oct. 27

12:45–12:55 p.m.

Stage 1

From Silos to Strategic: Unify Your Marketing, Technology, and Operations to Drive Measurable Impact

Sara Ford, director of client services, Parqa

Stage 2

Grow Your Staffing Agency While Effectively Managing Cash Flow

Kelly Nelson, SVP of business development, TCI Business Capital; Sheri Tischer, VP of business development, TCI Business Capital

1–1:10 p.m.

Stage 1

Can You Hire Faster Without Increasing Risk? We Think So.

Brad Heber, head of growth and solution design, Vetty

Stage 2

How to Build a Talent Pool Without Using Unconscious Bias

Lynne Foster, VP of business development and strategic partnerships, Vervoe

1:15–1:25 p.m.

Stage 1

Mistakes We've Made So You Don't Have To: 10 Tips for Direct Hire Staffing

John Ruffini, VP of professional development, HealthTrust Workforce Solutions; Elizabeth Stanislowski, director of talent and culture, Focus Global Talent Solutions LLC

Stage 2

Why Workplace Motivators Matter for Companies and Candidates

Ken Graham, Ph.D., principal psychologist, PSP Metrics; Nicole Scott, principal psychologist, PSP Metrics

1:30–1:40 p.m.

Stage 1

Most Creative Ways to Attract Talent

Richard Rosner, founder, Staffing Shark LLC

Stage 2

Redesigning ROI in a Candidate-Short Market

Cassidy Stewart, North American sales manager, JobAdder

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. 26

1-1:10 p.m.

Stage 1

Evaluating Staffing Platforms: The Details That Make a Difference

Rohan Jacob, CEO, TimeSaved

Stage 2

How Embedded Technology and APIs Are Evolving the Staffing Industry

Andrew Brown, CEO, Check

1:15-1:25 p.m.

Stage 1

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

Stage 2

How Technology May Actually Hurt the Performance of Your Recruiters

Kevin O'Brien, co-founder and partner, echogravity

1:30-1:40 p.m.

Stage 1

5 Ways to Bring More Women Into the Technology Sector (and Keep Them!)

Anna Frazzetto, chief revenue officer, KORE1

Stage 2

How to Optimize Text Messaging to Maximize Revenue

Martin Payne, CEO, TextUs

1:45-1:55 p.m.

Stage 1

Digital Automation: What's the Right Blend of Human Touch and Technology for Your Industrial Staffing Business?

Andy Zarkadas, SVP of sales, WurkNow Inc.

Stage 2

Creating On-Demand Experiences With Recruiting Acceleration

Matthew Dichter, VP of sales, Staffing Engine



Tech Talks in the Expo (CONTINUED)

Wednesday, Oct. 26

5:30–5:40 p.m.

Stage 1

Staying Competitive Via AI-Driven Talent Marketing and Acquisition Platforms

Saleem Khaja, COO and co-founder, WorkLLama

Stage 2

Becoming the Agency of Choice: Utilizing a Mobile App to Engage Talent and Future-Proof Your Business

Chris Ryan, chief strategy and marketing officer, Avionté

5:45–5:55 p.m.

Stage 1

How Automation Is Changing the Role of the Recruiter

Pankaj Jindal, co-founder, Sense

Stage 2

Ansible: Let's Version Control Your Infrastructure

Adam Rochelle, executive director of IT and application development, Essential StaffCARE

6–6:10 p.m.

Stage 1

How Outsourcing Your Back Office Accelerates the Growth of Your Firm

Peter Bortignon, director of staffing services, People2.0

Stage 2

How Data Can Be Your Secret Weapon in the War for Talent

Lindsay Stanton, president and board member, Digi-Me

6:15–6:25 p.m.

Stage 1

Top 3 Cyber Security Steps With Tools You May Already Have!

Joshua Woods, identity and security architect, Moonshot Innovations

Stage 2

Ready, Set, Redeploy! How to Create a Competitive Advantage

Sarah Gossin, director of product, Crelate

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. 25

3–5 p.m.



Super Session and Keynote Presentation by Earvin “Magic” Johnson:

Building World-Class Teams and the “Magic” of Winning

Well known for his achievements as a professional basketball player, Johnson is also a highly successful entrepreneur and motivational speaker with a passion for leadership and team building. During this exciting opening keynote presentation at Staffing World, Johnson will share his unique insights on how to build the optimal leadership team in today's business environment and how to spot and maximize opportunities that will pay both financial and cultural dividends. Whether you need guidance on enhancing the success rate of your current team or you need strategies for growing your company's next generation of leaders, don't miss this once-in-a-lifetime opportunity to hear from a legendary athlete who went on to dominate the world of business and play a key role as an investor and cultivator in underrepresented communities. Don't miss this year's opening keynote presentation at Staffing World! It will be as thrilling as it is informative and insightful. **Qualifies for 1.0 CE hour.**

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WEDNESDAY, OCT. 26

8:30–10 a.m.



Super Session: Straight Talk From Staffing CEOs

Facilitated by Richard Wahlquist, president and CEO, American Staffing Association

Panelists: Bert Bean, CEO, Insight Global; Karen Fichuk, CEO, Randstad North America, and executive board member, Randstad N.V.; Billy Milam, CEO, EmployBridge

Don't miss this opportunity to hear from and query three leading chief executives in the staffing industry. Bert Bean of Insight Global, Karen Fichuk of Randstad North America, and Billy Milam of EmployBridge will field questions from ASA president and CEO Richard Wahlquist as well as Staffing World attendees on a broad breadth of topics, including new opportunities for growth, the potential for an impending economic recession, how diversity and inclusion efforts are changing corporate culture, business disruptions on the horizon, and much more. This will be a frank and lively discussion—the perfect way to begin a content-rich day at Staffing World. **Qualifies for 1.0 CE hour.**

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11:15 a.m.–12:15 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions. **Each session qualifies for 1.0 CE hour.**

2022's Top Trending Technology Tools You Should Have in Your Tech Stack

Facilitated by James A. 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

 **SESSION FOCUS:** Business development; Technology

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, including a special section for tools best suited for smaller staffing firms. 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.

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Building a Self-Managed, Seven-Figure Recruitment Desk

Suky Sodhi, founder and CEO, Professional Selection and Elite Global Recruiters

 **SESSION FOCUS:** Business development; Internal talent management; Recruiting

No one likes micromanagement, especially when the goal is well-defined and within reach. It doesn't matter if you're the recruiter or the sales manager, daily micromanaging can be exhausting and uninspiring. So why do it? When you have the right strategies, benchmarks, and work cadence in place, you don't have to. Recruiters: Take ownership of your success and build a self-managed, seven-figure recruitment desk. In this session, you'll take away the tools and know-how you need to get there and stay there as a recruiter, by creating and implementing a series of strategies for proven success. But this session is not just for recruiters! Sales managers: Come join your recruiters to maximize their takeaways and shorten your deployment time toward success.

Learning Objectives:

1. Understand what makes \$1 million billers stand out from the crowd.
2. Learn which metrics you must focus on in order to drive your revenue forward and create a consistent flow of income.
3. Walk away with tactics that you can implement today.

Don't Miss the Expo Reception: Fast Track to Charlotte!

Wednesday, Oct. 26, 5–7 p.m.

Unwind during a special evening reception with a Charlotte theme (in honor of the Staffing World 2023 location), music, dancing, games, and chances to win prizes.





Staffing World Sessions

How to Solve for Generationally Diverse Approaches in the Workplace

Facilitated by Henna Pryor, CEO and president, Pryority Group
Emily Audibert, founder and CEO, Emily Audibert Associates



SESSION FOCUS: Building an inclusive workplace; The changing workplace

It's impossible to solve today's problems with yesterday's approaches—especially since a one-size-fits-all model is no longer a viable strategy for growth. During this session, attendees will be able to discuss new approaches to the industry's most pressing issues with a panel of emerging leaders. This session will bridge the gap between tried-and-true strategies of tenured leaders and modern solutions favored by the newer generation of leaders, while maintaining core industry-wide values. Be prepared to be challenged and discuss the how's and why's of new approaches championed by each of the five generations in the workplace.

Learning Objectives:

1. Demonstrate more effective ways to communicate cross-generationally to achieve business success.
2. Understand new approaches to existing industry issues.
3. Better evaluate and implement new ideas while maintaining your firm's core mission and values.

Immigration-Related Employment Discrimination and HR Software Programs

Alberto Ruisanchez, chief, U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section; Helen Konrad, Esq., director, immigration practice group, McCandlish Holton PC



SESSION FOCUS: Legal issues; Risk management

The Immigrant and Employee Rights Section in the Civil Rights Division of the U.S. Department of Justice enforces the antidiscrimination provision of the Immigration and Nationality Act 8 U.S.C. § 1324b. This law prohibits employers from discriminating based on citizenship, immigration status, or national origin in hiring, firing, recruitment, and referral for a fee, and during the Form I-9 and E-Verify processes. Don't miss the opportunity to take part in this session and hear directly from the source: IER chief Alberto Ruisanchez will address discrimination and legal intricacies related to the tech systems your staffing company may already be using. He will draw examples from cases in which IER found violations related to the use of proprietary or commercial HR software. Plus, immigration law expert and attorney Helen Konrad joins the conversation to offer legal expertise and to discuss recent and notable cases.

Learning Objectives:

1. Learn what constitutes immigration-related employment discrimination under the Immigration and Nationality Act.
2. Glean best practices to avoid discrimination when verifying employment eligibility.
3. Hear about recent cases resolving allegations of discrimination involving the use of HR software.

Managing Organizational Stress and Beating the Great Resignation

Michael Levitt, founder, Breakfast Leadership Inc.



SESSION FOCUS: Culture; Internal talent management

Employees are feeling overwhelmed at alarming rates because they feel a constant demand to deliver. Without support or strategies to help in the workplace, they're burning out, leaving their jobs, and becoming part of the Great Resignation. The Covid-19 pandemic has amplified this trend—from feelings of isolation to anxiety related to returning to the office. In this session, get key takeaways on how to identify signs of burnout in yourself and others as well as strategies you can use right now to assess your stress levels. You will leave this session with actionable steps that you can use immediately to move from an overwhelmed state of mind to one that supports wellness and well-being.

Learning Objectives:

1. Recognize stress signs within your teams and yourself and learn how to react to those signs in a helpful way.
2. Understand how you become overwhelmed in the first place.
3. Implement burnout prevention techniques that go beyond taking a two-week vacation.
4. Launch immediate steps you can take today to stop the stress from growing.
5. Establish boundaries in your life so that you can fend off potential burnout from external factors.

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Staffing World Sessions

Redefining Marketing: From Cost Center to Strategic Growth Driver

Facilitated by Leslie Vickrey, CEO and founder, ClearEdge Marketing

Panelists: Debbie Brown, VP of sales and marketing, SASR Workforce Solutions; Kip Havel, head of marketing, Disys and Signature Consultants



SESSION FOCUS: Business development; Marketing; Sales

Gone are the days where marketing departments are solely seen as a cost center. Today, marketing is at the center of revenue generation and a major contributor to broader business strategies. Marketers are no longer just practitioners of marketing; they're practitioners of the business. There's no denying it: Marketing has earned a voice and seat at the table. However, when it comes to market-leading organizations, there are core principles that are leveraged to transform marketing into a strategic influencer. In this session, a panel of staffing executives will reveal what separates today's leading brands and break down some of the latest trends reshaping the last few years of marketing.

Learning Objectives:

1. Discover what separates the "good from the great" when it comes to marketing.
2. Ensure an understanding of the latest trends in marketing—including all things digital, demand gen, and technology-related.
3. Learn what budgets and team allocations look like among the industry's leading organizations.
4. Walk away with practical, ready-to-use strategies to propel your organization's marketing efforts.
5. Get tangible advice on how to overcome some of the most common challenges to marketing success, including ways to ensure alignment of business, sales, and marketing.

2:30–3:15 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions. **Each session qualifies for 0.75 CE hour.**

A Career Wallet: The Digital Transformation of Recruitment

Raj Chopra, head of ecosystem and growth for America, Velocity Network Foundation; Tammy Cohen, founder and chief visionary officer, InfoMart; John W. Healy, VP and chair, taskforce on digitalization, World Employment Confederation; Jim Owens, president and CEO, Cisive



SESSION FOCUS: The changing workplace; Recruiting; Technology

The digital transformation of staffing and recruitment may seem daunting, but the journey is just one simple step away. Join a panel of credentialing experts as they prove that the future of work is available today, and now is the time to start innovating. Career wallets are ushering in a paradigm shift that's putting individuals in control of their identities, their careers, and their futures. The panel will explain how this technology changes the way staffing companies screen and qualify talent by empowering recruiters to collect, store, prescreen, and obtain credentials even before the interview. Talent securely stores verified credentials such as licenses, education history, employment history, skills training, and badges. This technology eliminates time wasted on interviews, lowering recruitment expenses and speeding up the background screening process. With this emerging technology, staffing companies can issue training and assessment credentials, and talent can document community service and tradeshow/conference attendance in their wallets. Deploying blockchain technology and decentralized identity through a wallet provider ensures immutable, authenticated, and verified credentials.

Learning Objectives:

1. Understand one path toward digital transformation.
2. Implement cost-saving measures at your company.
3. Decrease the time to hire.
4. Describe a paradigm shift coming to the staffing industry.



Cultivating an Organizational Culture of Inclusion Through Empathy and Innovation

Nish Parikh, co-founder and CEO, Rangam, and chief innovation officer, SourceAbled



In the ever-evolving talent landscape, diversity, equity, inclusion, and belonging (DEI&B) strategies are paramount to meeting business needs and capitalizing on the competitive advantages of DEI&B. In this interactive session, you will learn from the subject-matter experts at Rangam on why empathy, innovation, and technology are fundamental components of DEI&B strategy—most importantly as they pertain to attracting and retaining autistic, neurodivergent, and disabled talent. Learn how these philosophies cultivate an environment that more effectively harnesses the true talents and natural abilities of employees by embracing the authentic self and “screening in” instead of “screening out” candidates. This approach to DEI&B allows the organization and individual to truly thrive. Rangam will share how its holistic workforce solutions guide has helped its clients meet their talent needs. Attendees should prepare to participate in activities designed to apply knowledge gained during the session.

Learning Objectives:

1. Explain the importance of empathy to successful DEI&B strategies pertaining to the attraction and retention of autistic, neurodivergent, and disabled talent.
2. Describe unemployment data pertaining to talent with disabilities.
3. Explain how traditional hiring/recruitment strategies contribute to systemic barriers to employment for disabled, neurodivergent, and autistic candidates.
4. Analyze a sample résumé and apply knowledge gained to “screen in” instead of “screen out” talent.

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Hybrid Work Environment—Set Yourself Up for Success

Joel Schaffer, principal, Butler Street



Approximately 27% of U.S. employees worked remotely in 2021, with an expected 36.2 million remote workers by 2025—a major shift from previous years. Staffing salespeople and recruiters have shown resiliency but face additional challenges amid talent shortages and current market conditions. Communication and growth are more important than ever in a hybrid work environment. This session will address the biggest challenges you face implementing a hybrid work environment, best practices for advancing virtual relationships (both client and candidate), and where you need to focus now for long-term success.

Building trust, fostering relationships, and creating a sense of belonging among co-workers, clients, and candidates can be challenging—Schaffer shares action steps and insights to help you and your company grow.

Learning Objectives:

1. Connect with clients and candidates in a remote environment.
2. Gain prospecting skills to implement now for long-term success.
3. Foster collaboration and avoid burnout in a hybrid work environment.



Don't Miss the Knowledge Hub in the Expo Hall!

Connect with colleagues and experts; glean knowledge, insight, and best practices; learn from experiences; and get inspired by new, innovative ways of working. Check out Speed Talks and Tech Talks—they take place in the Knowledge Hub during lunches and receptions in the expo hall. See pages 44–49 for details.

Staffing World Sessions

Staffing Industry M&A Outlook for 2023

Andrew Brown, managing director, Fairmount Partners; Tom Gimbel, founder and CEO, LaSalle Network; Paul Pincus, partner, Ortolini Rosenstadt LLP



SESSION FOCUS: Business development; The changing workplace

Make sure you're prepared for what lies ahead in the staffing industry's mergers and acquisition market. From sales trends to strategic prognostications, the topics covered by this panel discussion will give you the insights and business intelligence you need to ensure you can maximize the results you seek. Panelists will examine the state of the mergers and acquisitions market and the outlook for 2023; who the active buyers are and what they are looking for; how staffing firms are being valued and why some are deemed more valuable than others; how deals are structured and executed; and best practices for how to get deals done.

Learning Objectives:

1. Better understand the current state of the M&A market.
2. Learn which trends are driving deals.
3. Learn what makes some staffing firms more valuable than others.
4. Find out how to best structure a transaction—and why it matters.
5. Take away best practices for getting deals done.

Workers' Compensation Claims: Minimizing Costs and Maximizing Care

Sharon Davis, occupational safety manager, Elwood Staffing Services Inc.; Bill Nagel, SVP and executive director, StaffPRO³ at PMC Insurance Group; Robert Thompson, VP, World Wide Specialty—a division of Philadelphia Insurance Cos.



SESSION FOCUS: Culture; Risk management

We all know the frustration of working with carriers or third-party administrators to effectively manage work compensation injuries and claims. Caring for the injured worker while ensuring cost containment can be tricky. This session will demonstrate proven and effective best practices that truly maximize the care of the injured workers while providing the best cost possible. You'll also learn how client/host employer site evaluations are invaluable to minimizing costs. How can you provide the fastest medical treatment? Why and how does a return-to-work program save you so much on the cost of a claim? Can you really take control of a workers' compensation claim? Learn from both the staffing service and the carrier perspectives—the presenters have a combined more than 60 years of best-in-class experience.



Thank You, Inclusion, Diversity, and Equity Advocacy Group Sponsors

The IDEA Group is sponsoring the following Staffing World sessions:

- Cultivating an Organizational Culture of Inclusion Through Empathy and Innovation (Oct. 26)
- The Three Cs of Disability Inclusion: What's in It for Your Company, Clients, and Candidates (Oct. 26)





4:15–5 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions. **Each session qualifies for 0.75 CE hour.**

Best Practices in Navigating Remote Work

Sharon Davis, occupational safety manager, Elwood Staffing Services Inc.; Steve Whitehead, Esq., partner, Taylor English Duma LLP Robbin Wilder, Esq., attorney, Taylor English Duma LLP

 **SESSION FOCUS:** Legal issues; Risk management

So here we are coming out of the pandemic saddled with a patchwork of new regulations, expanded workers' benefits, safety regulations, and workplace cultures that have been completely upended by the emergence of remote work. What's a staffing firm to do when trying to untangle this giant regulatory knot? Join legal experts from Taylor English Duma LLP and Elwood Staffing Services as they review the various compliance and legal regulations that came about during the pandemic and let you know which ones are likely to stick. They will also address all the potential legal pitfalls and safety exposures to be aware of as your firm navigates the new world of remote work. For example, did you know if a worker trips and falls down the stairs at their remote office, there could be workers' compensation issues? This is one session on the modern workplace that you cannot afford to miss.

Learning Objectives:

1. Be informed about Covid-era regulations that will likely have a continued impact on business operations.
2. Discuss how the industry continues the journey of satisfying client needs and keeping associates safe while staying compliant.
3. Understand new worker benefits that came about during the pandemic.
4. Identify potential legal pitfalls in regard to wage and hour, safety, tax implications, privacy, and many other issues in relation to remote work.

Building the Culture Within Your Firm: Case Studies From Industry Leaders

Lisa Brezonik, president and CEO, Salo; Christina Miner, senior director, credentialing operations, AMN Healthcare; Seth Stein, CEO, Eastridge Workforce Solutions

 **SESSION FOCUS:** Culture; Internal talent management

Recognizing the need for a shift in culture within your company is challenging. Where do you start? How do you involve and support your staff in a potentially massive change in mindset? Join Lisa Brezonik, Christina Miner, and Seth Stein as they each share with you case studies of cultural shift success within their companies. Each will share what their companies have done—seeing the initial problem, addressing, overcoming, maintaining, and the results. Accelerating company growth with the importance of staff retention; integrating culture during an acquisition; and always abiding by your company's value, mission, and purpose in all decisions are just a few important topics our panelists will cover as you furiously take notes on what you can achieve within your company.

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Staffing World Sessions

The Demographic Drought: Bridging the Gap in Our Labor Force

Ron Hetrick, senior labor economist and VP of staffing strategy, Lightcast; Scott Vanderbilt, senior director, research, American Staffing Association

 **SESSION FOCUS:** The changing workplace; Research and data

In this session, Ron Hetrick (author of “The Demographic Drought” series) will discuss and show participants what data points and analysis you will need to help guide your clients in creating fillable requisitions and establishing realistic expectations. Hetrick will briefly explain the particularly difficult labor market that we are all trying to navigate, including how we got here and what strategies you can implement to weather the storm. He and co-presenter Scott Vanderbilt, who leads research initiatives for ASA, will cover how to customize conversations with your clients about the current state of the labor market. Further, Hetrick will demonstrate (by drawing on both public and privately available datasets) not only how to look for data, but how to visually represent it.

Optimization: Making the Most of Your Tech Stack Investment

Danny Ashrat, director of sales, Monster; Todd Baval, CEO and co-founder, Integrity Staffing Solutions; Lauren Jones, founder and CEO, Leap Consulting; Rob Mann, regional sales manager, Kylee Partners; Bruce Morton, head of strategy, Allegis Global Solutions

 **SESSION FOCUS:** Leadership; Technology


You’ve spent the past year researching, procuring, and implementing your new recruitment tech stack. Expectations are high that everything will work together in perfect synergy...right? Unfortunately, that assumption is wrong. A change management plan consisting of training, optimization, and then training some more is crucial to your tech stack being well-adopted by your recruitment team. Join this session to hear firsthand accounts of how industry-leading staffing firms have optimized their new automation, mobile apps, and other tech stack investments.

Learning Objectives:

1. Learn to demonstrate an understanding of how a company’s technology stack impacts its profitability and productivity.
2. Describe what technology investments typically require optimization and fine-tuning.
3. Conduct an audit of your own technology stack and identify opportunities for optimization.
4. Implement best practices learned at the session that will improve success at your own firm.

The Three Cs of Disability Inclusion: What’s in It for Your Company, Clients, and Candidates

Steven Nissen, policy advisor, U.S. Department of Labor, Office of Disability Employment Policy; Andy Traub, president and founder, Traub & Associates Consulting LLC

 **SESSION FOCUS:** Building an inclusive workplace; Culture

By learning how to build and sustain a disability-inclusive workplace, you can fuel the productivity and innovation of your company, your clients’ companies, and employees with disabilities. Appealing to the largely untapped pool of talent with disabilities, companies can harness their “inclusion” competitive advantage. To capitalize on inclusion, it is essential to know how to manage talent with disabilities. Effective disability management—particularly in hybrid work environments—requires an understanding of accessibility, a robust and pragmatic accommodation program, and the normalizing of a culture of belonging and inclusion for employees with disabilities.

In this session, presenters will offer participants a number of scenarios and conduct role plays regarding common barriers and solutions toward developing a welcoming and supportive workplace culture for people with disabilities. Topics covered include the business case for disability inclusion, the importance of disability awareness for all employees, and the role of managers during the accommodation process. This session will focus on the particular inclusionary challenges as well as opportunities of remote and hybrid work environments. Through a combination of experiential and didactic learning, this workshop can boost your comfort, competence, and confidence in attracting, hiring, and retaining people with disabilities.

Continued on page 60



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Wednesday, October 26

6:15-6:25 PM

Stage 1 - Knowledge Hub

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SCAN TO LEARN MORE >



Staffing World Sessions

Learning Objectives:

1. Summarize the benefits of developing and sustaining a disability-inclusive workplace.
2. Identify the elements of an inclusive workplace.
3. Demonstrate the steps to take when a candidate or employee discloses their disability and requests an accommodation.
4. Generate a list of available disability employment tools and resources to support your company, clients, and candidates.

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THURSDAY, OCT. 27

9:15–10:45 a.m.

Special Session: Inspirational Staffing Stories and Speed Networking

Kendra Cato, director, enterprise strategy, Bullhorn; Aaron Copeland, CEO, alignstaffing; Nina Vaca, CEO and chairman, Pinnacle Group



SESSION FOCUS: Culture; DEI

Start your final day at Staffing World with this energizing and motivational session, where you'll hear first-hand stories about overcoming business challenges, cultivating trust among teams, developing next-level leadership skills, and much more—from an impressive and diverse lineup of your peers. This session will feature speed talks by standout executives from throughout the staffing industry as well as ASA interest groups—including Women in Leadership and the IDEA group, which focuses on inclusion, diversity, and equity advocacy initiatives. Staffing industry veterans and newcomers alike will have the opportunity to make meaningful connections and tap into sources of inspiration that will last long after Staffing World. These inspirational staffing stories are followed by rounds of speed networking, giving everyone in attendance the chance to connect and share their experiences. You don't want to miss this special Staffing World session. **Qualifies for 1.5 CE hours.**

11:30 a.m.–12:30 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions. **Each session qualifies for 1.0 CE hour.**

Avoiding Retaliation Claims in the Age of Covid

Jason B. Klimpl, Esq., partner, Tannenbaum Helpert Syracuse & Hirschtritt LLP; Marisa Sandler, Esq., associate, Tannenbaum Helpert Syracuse & Hirschtritt LLP



SESSION FOCUS: Legal issues; Risk management

Employees are increasingly aware of and outspoken about worker protection laws, from pay equity to workplace accommodation requirements. And the Covid global pandemic and recent environmental, social, and governance-related developments have only bolstered the likelihood of employees raising their concerns. Because employee workplace complaints significantly increase the risk of retaliation lawsuits and other disputes, staffing firms must be able and equipped to respond appropriately. In this session, employment and staffing attorneys Jason Klimpl and Marisa Sandler will provide attendees with guidance on how staffing firms can avoid retaliation claims when responding to employee workplace complaints—and how to appropriately coordinate with clients where necessary. The presenters also will provide practical guidance that focuses on protecting a firm's reputation, culture, stakeholder relationships, and finances.



Industrial & Office Administrative Sectors: The Culture Divide: How to Hire, Onboard, and Retain Veterans

Joshua Atkinson, chief strategy officer, PM-ProLearn



SESSION FOCUS: Building an inclusive workplace; Recruiting

There is a lot of desire to hire veterans, yet the job longevity for most veterans is less than six months. Additionally, there is a lot of frustration on both sides of the hiring process with veterans not knowing how to translate experience, and companies listing unrealistic expectations on the job post. This session focuses on helping organizations understand veteran culture, leadership, and skills; learn new methods for recruiting and retaining veterans; and build programs that allow for gaining the most value from an employee. The presenter will also discuss educational and transition programs available to employers to help bridge the divide.

Learning Objectives:

1. Understand the foundations of military culture and development.
2. Identify the soft and hard skills veterans bring to the job market.
3. Learn how to better attract, hire, and retain veterans.
4. Discover transition benefits that might allow companies to more easily onboard veterans.

Does Change Have to Be So Hard?

Daniel Masata, founder and CEO, Volonte



SESSION FOCUS: Culture; Executive development; Internal talent management; Leadership

The state of change in the staffing industry is continuous now more so than ever. Change happens every day—some days being more dramatic than others. Leaders in the industry have to be in the right mindset to tackle these changes—but it doesn't stop there. Embracing technology, leveraging powerful teams to drive change initiatives, and being adept at knowing what comes next instead of only being focused on what's happening now are critical. But why is that all so hard? And how can you make it easier for your teams?

Health Care Sector:

Predicting the Future of Health Care Staffing

Bob Livonius, founder and managing director, Livonius Consulting; Toby Malara, Esq., VP, government relations, American Staffing Association



SESSION FOCUS: Business development; The changing workplace; Legal issues

Let's look at the trends and challenges transforming health care today and what they may mean for the future of the health care industry. Join Bob Livonius and Toby Malara as they lead us through the transformation—starting with the history of the sector, key drivers of client acceptance and usage over the decades, and the implications of the pandemic in the past and looking forward into the future. What will our industry look like in 2025 with regard to bill rate impacts, technology changes, and supply of nurses and physicians? New challenges continue to emerge, whether they are state and federal legislative efforts to regulate the industry due to the pandemic or job platforms classifying nurses and nurse aides as independent contractors. All of these challenges, and more, could impose administrative burdens on your staffing operations. The presenters will discuss the industry's responses to these challenges and answer your questions during this must-attend session for nurse staffing firms.

Staffing World Sessions

Engineering, IT, and Scientific Sector: Grow Your Business By Maximizing Client Relationships

Tom Erb, CSP, president, Tallann Resources LLC



Effective sales isn't just about acquiring new accounts—it's about maximizing the opportunity within each client. In this session, brought to you by the engineering, IT, and scientific sector, we will talk about how to position yourself for more or all the business from the very beginning of the sales process and develop stronger relationships with your clients that promote more business, and techniques for opening doors to new departments, lines, and locations within existing clients.

Learning Objectives:

1. Evaluate your existing client relationships.
2. Identify the drivers that determine when clients will and won't give you more of their business.
3. Create and execute a strategy for expanding and maximizing your share of each client's staffing spend.

2–3:15 p.m.

Breakout Sessions

Choose to participate in one of these concurrent sessions. **Each session qualifies for 1.25 CE hours.**

Conquering Contract Negotiations: How to Protect Your Business and Still Win the Deal

Stephen C. Dwyer, Esq., SVP and chief legal and operating officer, American Staffing Association; Lia Elliott, managing partner, Staffing GC; Catherine Joiner, VP of sales, CoWorx Staffing Services; Lauren Tucker McCubbin, shareholder and practice vice chair, Polsinelli PC



There is nothing more frustrating than losing a prospect or client over a contract—and with clients and managed service providers increasingly insisting on little-to-no redlines, staffing firms may take on excess risk in an effort to land or keep business. In addition, the impact of the pandemic and rapidly changing regulatory environment has created new challenges, making insurance and indemnification terms even harder to negotiate. In this dynamic and lively session, you will learn best practices from a top industry sales leader, a veteran staffing attorney, and a seasoned insurance expert, and discover tactics and tools you can implement today to get more deals done.

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The Women in Leadership interest group is sponsoring the following Staffing World sessions:

- THRIVE Live preconvention program (Oct. 24–25)
- Building the Culture Within Your Firm: Case Studies From Industry Leaders (Oct. 26)



Culture Building: Keys to Attracting, Engaging, and Retaining Today's Workforce

Eric A. Gregg, CEO and founder, ClearlyRated; Steve Wasik, VP of culture strategy, Compass



SESSION FOCUS: Culture; Internal talent management; Leadership

Amid the great reshuffle, staffing firms are more focused than ever on minimizing turnover as they work to attract and retain a workforce that looks much different than it did prepandemic. Join two of our industry's most sought-after speakers on organizational culture for a fast-paced, fun, and hands-on workshop on building a culture that can be the foundation of your firm's success in 2023 and beyond. Staffing firm leaders will walk away from this session with the tools they need to effectively build a culture to withstand the challenges of a high-growth staffing firm, such as:

- An overview of the culture lessons learned from more than 6,000 Best of Staffing employees.
- A playbook for creating the culture you want at your staffing firm, and step-by-step instructions for how to achieve it.
- An understanding of the impact that DE&I initiatives have on workplace culture, and why it is more critical than ever to your long-term success.
- A plan for managing culture change at your organization, from leadership to the field.

Cybersecurity Masterclass

Steve Akers, chief security officer, Tech Lock Inc.; Michael Baker, VP and chief information security officer, Kelly; Owen Meehan, SVP and chief information security officer, Bullhorn; Jorge Quintana, CIO, Labor Finders International; Mike Sisk, VP, Philadelphia Insurance Cos.



SESSION FOCUS: Business development; Leadership; Risk management

Ask CIOs across all industries about what keeps them up at night and, without a doubt, they will say it's "cybersecurity." Whether it be preventing the most basic of attacks from phishing and social engineering, limiting their firms' vulnerabilities presented by ever more-complicated tech stacks, and/or addressing new complications presented by a more remote workforce, cybersecurity is the "it" topic of discussion for those in the know about tech. Add on to it the added complexity of navigating the new world of procuring cost-effective, adequate cybersecurity insurance, and you have the perfect storm of complexity. Making sure your organization is taking measures to prevent or mitigate breaches means that you must also be in the know. This one-of-a-kind workshop led by leading industry minds in cybersecurity will help prepare you.

Learning Objectives:

1. Discover the most prevalent cybersecurity issues facing staffing firms.
2. Identify potential vulnerabilities in your tech stacks.
3. Understand the security issues presented by a more remote workforce.
4. Navigate the world of cybersecurity insurance more effectively.

Using KPIs to Maximize Sales, Forecast Growth, and Optimize Cash Flow

Raphael Torres, managing director of staffing, eCapital



SESSION FOCUS: Business development; Leadership

Running a staffing company comes with a unique set of operational challenges. As you manage labor costs, pay expenses, and invest in your company, are you leveraging every opportunity? Are you focusing on the right key performance indicators to move your business forward? This session is designed to take a deep dive into the world of staffing company management and how measuring the right KPIs will improve the operational and financial health of your company. The speaker will identify the most impactful KPIs for recruiting, sales, and workforce planning, including scaling and budgeting, forecasting growth, managing cash flow, and succession planning. Business owners and managers will come away with tips to understand how to evaluate the health of their business using KPIs and how to turn these metrics into actionable items to align with the goals of their business. In addition, attendees will discuss the connection between KPIs and financial management as related to common challenges such as funding rapid growth, business expansion, and mergers and acquisitions.



Staffing World Sessions

What Are They Thinking? Understanding How Clients and Candidates Make Decisions

Rob Mosley, managing partner, Next Level Exchange



SESSION FOCUS: Business development; Recruiting

Your prospects and clients are very busy people. Their jobs often require them to make decisions with a sense of urgency. From the moment you connect by email, by voice mail, or in a live conversation, the clock is running and your prospect is judging—judging whether you act in a professional and competent manner; judging whether or not you open the conversation with confidence and knowledge of their role; and judging whether they want to invest their time in a conversation with you. The bottom line: If you don't know where your client is in his or her decision process, there is no way that you can know where you are in your sales or closing process either. This session will give you the tools and strategies you need to anticipate and understand how your prospects and clients think when they are making important decisions about your candidates and the value you bring to them.

3:30–5 p.m.



Super Session and Keynote Presentation by Val Vigoda:

Overcoming Fear With Optimism, Resilience, and Courage

It's been said that the human brain is like Velcro for negative experiences and like Teflon for positive ones—and so our natural state is easily skewed toward pessimism, fearfulness, and an abundance of caution. But great achievements are fueled by bravery, optimism, and—sometimes counterintuitively—playfulness. Now more than ever we need to cultivate these qualities, and in this compelling presentation singer-songwriter Val Vigoda takes to the stage with her six-string electric violin and shows us how. An effervescent collection of adventures from her own life (as an awkward student, rebellious daughter, struggling Army cadet, nervous backup musician to rock stars, and self-critical theater artist), in which crisis forced her to repeatedly face her greatest fears while also learning to let go of perfectionism and be more playful, inspires people to rise to their own challenges and do the same. **Qualifies for 1.0 CE hour.**

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

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

Expo Hours

Tuesday, Oct. 25

5–7 p.m.	Expo Reception: 80s Rewind!
5:30–6:30 p.m.	Knowledge Hub Talks in the Expo

Wednesday, Oct. 26

10 a.m.–7 p.m.	Expo Open
10–11:15 a.m.	Refreshment Break in the Expo
12:15–2:15 p.m.	Lunch in the Expo
1–2 p.m.	Knowledge Hub Talks in the Expo
3:15–4:15 p.m.	Refreshment Break in the Expo
5–7 p.m.	Expo Reception: Fast Track to Charlotte!
5:30–6:30 p.m.	Knowledge Hub Talks in the Expo

Thursday, Oct. 27

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

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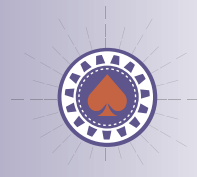
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Staffing professionals attending this year's convention can win one of numerous high-value prizes generously donated by exhibitors. Only staffing professionals can receive an Expo Bingo card at registration (see rules). When you turn in your Bingo card with at least two lines of multicolored dots to the Expo Bingo desk in the Staffing World Arcade, you will be entered into the drawing. The more exhibitors you visit and the more you fill in your Bingo card, the more chances you have of winning!

PRIZE DRAWINGS

Two drawings take place in the Arcade in the expo hall and you must be present to win:

- **Wednesday, Oct. 26, at 6:45 p.m. (during the Expo Reception: Fast Track to Charlotte!)**
- **Thursday, Oct. 27, at 1:40 p.m. (during lunch in the expo)**

PRIZE PASS RULES

- Collect **multicolored dots from Staffing World 2022 exhibitors** and put them on appropriate Bingo squares on your Expo Bingo card to form a nine-sticker line vertically, horizontally, or diagonally.

- 2 lines** = First entry
- 4 lines** = Second entry
- 6 lines** = Third entry
- 8 lines** = Fourth entry

- **Only staffing professionals (employees of a staffing company)** who are registered and attending Staffing World 2022 may participate. Exhibitors, sponsors, and attendee guests are not eligible to win prizes.
- **All eligible Expo Bingo cards (at least two lines) must be checked by ASA staff** at the Expo Bingo table, located at the Staffing World Arcade, no later than 6:30 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.

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Bring your business cards to use as your entries in the Expo Bingo drawing.



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Workers' Compensation; Insurance and Employee Benefits; Risk Management

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ASA in the Expo






ASA BOOTH: #426



The ASA booth (#426) 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.

Here is just some of what you'll find at the ASA booth in the expo hall:

-  **The benefits of ASA membership**—If you're not a member, learn how joining can help your business. If you are a member, find out how to make the most of your benefits.
-  **Professional development details**—Find out how ASA certification and continuing education programs can help you reduce employment law risks and gain a competitive advantage.

-  **StaffingPAC**—Get updates on the ASA political action committee's activities and hear about political candidates who support the industry.
-  **ASA Central online**—Learn how to update your profile and connect with your peers. Visit asacentral.americanstaffing.net.
-  **Charging station**—While you enjoy your visit to the ASA booth, plug in your mobile device and power up.

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By Company Name

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1Staff by Professional Advantage

BOOTH 544

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

Kristin Moreland 📞 612-916-0735

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1Staff from Professional Advantage is an end-to-end staffing solution underpinned by the Microsoft Dynamics 365 platform. From business planning to budget tracking, marketing, and lead generation through customer engagement, applicant tracking, compliance and onboarding, time capture, bill and pay to full ERP financials, 1Staff delivers organizations 360-degree control and visibility.

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Abbott eScreen

BOOTH 147

Drug Testing; Health Care Sector Services; Software and Services, Web-Based

Joel Granier 📞 682-804-1777

joel.granier@abbott.com 🌐 escreen.com

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Software Systems

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Association

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Health Insurance; Insurance and Employee Benefits

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tosh@arrivedjobs.com arrivedjobs.com

At Arrived, our mission is to build digital solutions that bridge the gap between great people and great work; enable organizations to deliver high-quality, native (in-app/white labeled) integrations; and widen the talent pool able to deliver these through a well-designed, low-code interface.

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Assurance, a Marsh & McLennan Agency LLC company, 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.

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Background Checks; Drug Testing; Employment Screening

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BOOTH 306

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Avionté Staffing Software

BOOTH 420, 421

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

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Bullhorn is the global leader in software for the recruitment industry. More than 10,000 companies rely on Bullhorn's cloud-based platform to power their recruitment processes from start to finish. With offices around the world, Bullhorn is founder-led and employs more than 1,000 people globally. To learn more, visit bullhorn.com.

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CEIPAL Corp. BOOTH 348

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

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

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team@converzai.com converzai.com

The ConverzAI Voice AI platform enables recruiting and staffing teams to realize their fullest potential by scaling their candidate engagement strategy. The ConverzAI platform automates candidate screening at scale while maintaining the human touch. Our solutions help organizations achieve their revenue potential by scaling engagement processes while delivering strategic insights.



Crelate Inc. BOOTH 549

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

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Background Checks; Drug Testing; Employment Screening

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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.

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Advertising, Sales, and Marketing

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brian@echogravity.com echogravity.com

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Efficient Hire BOOTH 247

Business Forms; Business Tax Reduction Services; Front-Office Recruiting Technology

Nick Reinking 602-832-9574

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Efficient Hire provides electronic onboarding and WOTC to staffing firms. Our mobile-friendly and easy-to-use technology makes it simple for job seekers and recruiters to ensure that the I-9, W-4, and any other required documents are 100% completed, signed, and available in an online filing cabinet at anytime.

EMP Trust HR BOOTH 137

Internet Career Sites; Recruiting Support; Software and Services, Web-Based

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Employer Solutions Staffing Group LLC BOOTH 209

Business and Administrative Services; Payroll Distribution; Workers' Compensation

Valerie Invie 952-835-1288

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

Encore Funding Inc. BOOTH 415

Financial Services; Payroll Funding

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Essential StaffCARE BOOTH 401

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

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jodywilliams@essentialstaffcare.com essentialstaffcare.com

Essential StaffCARE is the largest provider of ACA-compliant health plans and supplemental employee benefits to the staffing industry. Serving over 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.



Essium Onboarding

BOOTH 215

Business Forms; Front-Office Recruiting Technology; Health Care Sector Services; Risk Management; Software and Services, Web-Based; Software Systems

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darryl.crawford@essiumlabs.com essiumlabs.com

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BOOTH 150

Insurance and Employee Benefits; Workers' Compensation

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First Business Bank

BOOTH 645

Financial Services

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Legal Services

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Flentis Corporation

BOOTH 622

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

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Flentis Corporation, a VMS company, is aiding mid-size and large enterprises to procure and manage their contingent workforce. Our agile VMS platform supports end-to-end talent management. Flentis aspires to become the choice of all recruitment, procurement, and HR professionals for simplifying the recruitment cycle and bringing evolution to hiring technology.

FoxHire

BOOTH 447

Payroll Distribution; Payroll Funding; W-2 Services

Colin LaBeau 330-430-3449

clabeau@foxhire.com foxhire.com

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.

Fundamental Care Staffing BOOTH 118

Health Care Sector Services; Health Insurance

Thomas Blomberg 📞 952-201-3624

thomas.blomberg@coterieadvisors.com 🌐
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.

Gale Healthcare BOOTH 134

Recruiting Support; Software Systems; Time and Attendance

Andrea Bogle 📞 813-523-1802

andrea.bogle@usegale.com 🌐 galehealthcaresolutions.com

Gale Healthcare's platform provides opportunities for a customized Gale app and web portal, secure online credential management, and increased employee satisfaction. Unlimited 24/7 access produces efficient management of your PRN pool. Our proprietary passport ensures compliance. Flexibility and daily pay encourage internal staff to pick up additional shifts.

Gem BOOTH 258

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

Gina Erle 📞 650-740-8012

gina@gem.com 🌐 gem.com

Gem's talent engagement platform helps recruiting teams use data and automation to engage talent more deeply; build diverse, high-quality pipelines; and hire predictably at any scale.

Goodman Capital Finance BOOTH 630

Accounts Receivable Financing; Asset-Based Lending

Jason Cole 📞 469-917-3205

jcole@goodmancf.com 🌐 goodmancapitalfinance.com

Goodman Capital Finance is a leading provider of working capital facilities to the staffing industry. Celebrating our 50th anniversary in 2022, we have creative solutions to meet your unique working capital and payroll needs.

GotSafety.com BOOTH 221

Application Service Provider; Risk Management; Software and Services, Web-Based; Software Systems; Testing and Training

Steve Crawley 📞 435-708-0017

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&Track app with over 1,300 different bilingual safety topics in video and PDF, OSHA citation defense, and consultations.

Greenshades Software BOOTH 625

Payroll Distribution; W-2 Services

Tyler Smythe 📞 904-347-4336

tsmythe@greenshades.com 🌐 go.greenshades.com

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.

Gulf Coast Business Credit BOOTH 610

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

Meg Roberson 📞 866-577-8867

conventionsgcbc@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 514

Advertising, Sales, and Marketing; Client Services; Consulting and Market Research; Social Media; Website Design and Internet Services

David Searns 📞 888-696-2900

dsearns@haleymarketing.com 🌐 haleymarketing.com

Web design. Recruitment marketing. Sense & Bullhorn automation management. Blog writing and social media. SEO. PPC. Reputation management. At Haley Marketing, we provide support to make world-class marketing easy and affordable. We help strengthen your recruiting, support your sales team, and build your brand with employers and job seekers.

hireEZ

BOOTH 159

Front-Office Recruiting Technology; International Recruitment; Recruiting Support

Ashley Breshears 📞 360-402-4547

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hireEZ is an award-winning, AI-powered, end-to-end outbound recruiting platform helping over 5,000 leading recruiting teams proactively connect jobs to people. With a centralized approach for finding and engaging quality talent across 30+ ATS/CRM databases and 45+ open web platforms, teams can collaboratively scale their workflow. Recruit better, stronger, and faster.

HiringSolved

BOOTH 620

Recruiting Support; Software Systems

Devyn Gaydos 📞 415-625-9111

devyn@hiringsolved.com 🌐 hiringsolved.com

HiringSolved is recruiting simplified for the staffing industry, bringing value back to your ATS and increasing the speed and quality of placements through using your earned data.

IMS Group

BOOTH 332

International Recruitment; Offshore Recruitment Support

Kruti Patel 📞 +91-79682-74318

kruti.patel@imsplgroup.com 🌐 imsplgroup.com

IMS Group today partners with 200+ staffing and accounting brands across Europe, North America, and the APAC region to strengthen customer loyalty, lower internal costs, and enhance profitability. We are a GDPR compliant, ISO, XERO, ACCA, HIPAA & Cyber Essentials certified outsourced staffing and accounting and payroll solutions organization.

Indeed.com

BOOTH 658

Advertising, Sales, and Marketing; Internet Career Sites; Recruiting Support

Jeffrey Johnson 📞 919-260-8703

jefferyj@indeed.com 🌐 indeed.com

Indeed is the #1 job site in the world (comScore, March 2021) and allows job seekers to search millions of jobs in more than 60 countries. Over 3 million employers use Indeed to find and hire new employees, making Indeed the largest job site in the U.S., Canada, and the world.

InfoMart

BOOTH 309

Background Checks; Drug Testing; Employment Screening

Jenna Harvie 📞 770-984-2727

jenna.harvie@infomart-usa.com 🌐 backgroundscreening.com

InfoMart, an expert in global background screening, has delivered quick results for more than three 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

Insight Worldwide Inc. BOOTH 406

Employment Screening; Risk Management; Testing and Training

Harold Orsborn 📞 888-314-8908

harold@insightww.com 🌐 insightww.com

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 148

Financial Services; Payroll Cards; Payroll Funding

John Hall 📞 770-656-0963

john.hall@instant.co 🌐 instant.co

Instant Financial offers the industry's only responsible, on-demand pay solutions, allowing employees to access a portion of their pay immediately after they work, without the burden of fees. Instant integrates seamlessly with existing payroll and time and attendance systems and is compliant with wage and labor laws in 50 states.

Invo Peo BOOTH 655

Business and Administrative Services; Insurance and Employee Benefits; Payroll Distribution

Tom Haumiller 📞 865-425-7447

tom.haumiller@arrowbrokers.com 🌐 invopeo.com

We offer the following solutions: payroll, workers' comp, risk management, and HR solutions.

JobAdder BOOTH 537

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

Christine Cheong 📞 236-607-9869

ccheong@jobadder.com 🌐 jobadder.com

JobAdder is an innovative cloud-based SaaS platform designed to make recruiting more efficient and joyful for everyone. Trusted by thousands of businesses worldwide, JobAdder empowers agency and in-house recruiters to spend more time delivering real value to candidates and clients and less time on repetitive admin tasks. More information: bit.ly/jobadder-asa.

Jobcase BOOTH 334

Client Services; Recruiting Support; Software Systems

James Hoen 📞 313-903-4150

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Jobcase is a social media platform dedicated to empower and advocate for workers. We provide our members with access to jobs, resources, answers, and support. Jobcase helps staffing agencies hire at scale through the power of our community, helping employers reach millions of diverse workers across the U.S.

JobDiva Inc. BOOTH 111

Software and Services, Web-Based

Raf Hamze 📞 1-866-562-3482

raafat.hamze@jobdiva.com 🌐 jobdiva.com

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

Key Risk (a Berkley Company) BOOTH 606

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.



Staffing World 2022 Exhibitors



Kittrell Paycard BOOTH 101

Debit Payroll Cards; Payroll Cards; Payroll Distribution

Mary Kittrell-Kinkaid 214-384-6841

mary@kittrellcompanies.com kittrellpaycard.com

Kittrell Paycard is proud to sponsor the Relaxation Lounge, booth 101, and provide complimentary massages. Ask about virtual cards and employee loyalty offerings! Free to all employers, ACH, same day, instant pay, exclusive concierge service, dedicated employer and cardholder customer success teams, virtual and chip-embedded cards, touchless pay: 214-692-0375 | kittrellpaycard.com | support@kittrellpaycard.com.



Lightcast BOOTH 540

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

Drew Kalahar 425-422-2411

drew.kalahar@emsibg.com lightcast.io

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.

Kurense BOOTH 541

Debit Payroll Cards; Financial Services; Payroll Cards

Wyatt Goins 513-742-9645

wade@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 BOOTH 650

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

Camile Curnew 856-669-8155

camile@getleadline.com getleadline.com

Leadline helps businesses make talent acquisition simple by modernizing existing company hiring processes through automation. Functions include custom-branded job advertisements and career pages, custom screening questionnaires, automated interview scheduling, and text message engagement. Leadline helps companies create and monetize their own personal talent portfolio.



LLH Healthcare BOOTH 240

Insurance and Employee Benefits

Rob Wolfe 205-281-7566

rob@llhhc.com livelifhealthy.com

Live Life Healthy provides supplemental preventative health management plans and chronic disease management programs to large employers. Plan premiums are paid pre-tax, which reduces the FICA contribution for the employee, which in turn reduces the FICA contribution for the employer, offering significant tax incentives.

Lochness Medical Supplies Inc. BOOTH 535

Drug Testing; Employment Screening

Alyssa Machacek 503-913-5925

amachacek@lochnessmedical.com lochnessmedical.com

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.

Lockton Staffing Vertical BOOTH 122

Business and Administrative Services; Financial Services; Health Insurance

Casey Hanneman 📞 816-751-2451
channeman@lockton.com 🌐 lockton.com

Lockton helps clients make their organizations more successful, and people's lives better. We do that by delivering industry-specific risk management solutions and people solutions that improve experiences, provide better total rewards and benefits, and control costs. Stop by booth 122 and learn more about our staffing services and solutions.

Madison Resources BOOTH 506

Financial Services; Information Technology Services; Payroll Funding

Andrew Noble 📞 603-430-9938
anoble@madisonresources.com 🌐 madisonresources.com

Madison Resources provides the financial and operational support for staffing firms of all types and sizes!

Mercury BOOTH 637

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

Daniel Fox 📞 +44 700 965 5821
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Mercury helps staffing firms leverage the incredible strengths of Microsoft's Power Platform to radically change how you use data and technology to drive operational efficiency and growth. Mercury's constantly connected platform enhances sourcing capabilities, encourages collaboration, improves engagement, strengthens and automates processes, and delivers business insights—all with limitless scalability.

MetLife BOOTH 617

Financial Services; Health Insurance; Insurance and Employee Benefits

Geoff Vandal 📞 813-486-7399
gvandal@metlife.com 🌐 metlife.com

MetLife offers a comprehensive range of benefits designed to supplement the health care solution you've chosen for your contingent workforce. As a member of ASA, we're committed to help you deliver a portfolio of flexible plan options that helps attract talent and meets the needs of your employee population.

Micro Distributing BOOTH 246

Drug Testing; Employment Screening

Justin Lee 📞 246-231-6609
justin@micro-distributing.com 🌐 micro-distributing.com

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. Please attend our "Tech Talk" on state law compliance.



MJA & Associates BOOTH 115

Business and Administrative Services; Business Tax Reduction Services; Financial Services; Software and Services, Web-Based

Marcel Abandonato 📞 951-272-8294
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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 115.

Mobile Health BOOTH 629

Background Checks; Drug Testing; Employment Screening

James Anderson 📞 646-776-4572
janderson@mobilehealth.net 🌐 mobilehealth.com

Mobile Health is an occupational health company who provides pre-employment medical screenings. Fast screenings=faster results. Mobile Health simplifies credentialing, compliance, and hiring with their award-winning technology and convenient access to 6,500+ clinics nationwide. In addition, Mobile Health brings solutions on site to employers across the country!



MONSTER

Monster Worldwide Inc.

BOOTH 300

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

Lenore Convery 📞 908-432-6587

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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 Innovations

BOOTH 241

Application Service Provider; Business and Administrative Services; Front-Office Recruiting Technology; Information Technology Services; Software and Services, Web-Based; Software Systems

Tom Fraccascia 📞 913-318-8509

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Moonshot Innovations helps small and medium-sized businesses control costs, create more efficient operations, and protect their assets through smart, strategic implementation of the right technologies. Our mission is to collaborate with you and empower you to solve complex business challenges with simple, innovative solutions.

MyBasePay

BOOTH 155

Background Checks; Employment Screening; Payroll Funding

Angela Alberty 📞 877-627-2021

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myBasePay is an employer-of-record (EOR) technology platform providing comprehensive back-office solutions for temporary and contract placements. Our partners scale their business through a tech-forward experience with our enhanced funding models and competitive benefits extended to temporary employees.

MyHRcounsel

BOOTH 631

Business Forms; Legal Services

Mark Young 📞 612-401-6990

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On-demand, subscription-based access to employment and business attorneys providing unlimited HR advice, employment and corporate law advice, drafting of legal forms and policies and procedures, HR and business solutions center containing document templates, and HR tools and checklists to keep your firm in compliance ("legally"!)

Nationwide Screening Services

BOOTH 345

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.

Netspend Corporation

BOOTH 636

Financial Services; Payroll Cards

Marene Harof 📞 678-642-8311

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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.

Networkers Funding LLC

BOOTH 207

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

Paul Martinez 📞 866-794-7246

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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 525

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 615

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Kristin McConaghy 📞 484-589-3924

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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.

Oorwin BOOTH 441

Application Service Providers; Software and Services, Web-Based; Software Systems

Ronald Bardach 📞 703-225-8086

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Oorwin is an AI-powered recruitment platform that aims to transform the traditional practices in recruitment to improve quality of hire, increase recruiter productivity, and boost revenue. We bring all recruitment, HR, and staffing sales functions under one roof by integrating ATS, HRM, and CRM into one intelligent platform.



OraSure Technologies, Inc.

OraSure Technologies BOOTH 442

Drug Testing; Employment Screening; Health Care Sector Services

Kelly Lauer 📞 610-882-1820

klauer@orasure.com 🌐 orasure.com

OraSure Technologies, the pioneers of oral fluid drug testing and infectious disease testing, including Inteliswab® —a rapid Covid-19 antigen test. The Intercept® and OraSure® oral fluid tests offer laboratory confidence with oral fluid convenience. Q.E.D.® and OralTox® are point-of-care alcohol and drug tests that offer recent-use detection in three easy steps.

Paidiem BOOTH 649

Accounts Receivable Financing; Payroll Funding; Time and Attendance

Kathleen Pearce 📞 587-229-7268

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Paidiem's financial technology was built for the staffing industry. Our platform can enhance or replace current processes, providing earned wage access and payroll funding for your workforce, contractors, and suppliers. Attract, retain, and redeploy top talent with modern payment technology to scale your business; leave payments and reporting to us.

Parqa BOOTH 508

Advertising, Sales, and Marketing; Consulting and Market Research; Website Design and Internet Services

Jared Hummel 📞 952-260-2278

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Parqa is a connected recruiting agency that helps accelerate digital transformation for the staffing industry. Staffing firms leading our industry are investing in scalable processes, technologies, and communication strategies to ensure long-term growth and drive enterprise value. We exist to get you there faster, with less risk and stronger returns.



Staffing World 2022 Exhibitors

PaydayPERX BOOTH 149

Business Forms; W-2 Services

Olivia Bell 📞 614-471-2435

oliviab@paydayperx.com 🌐 paydayperx.com

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 149.

PEOPLE2.0

People2.0 BOOTH 559

Business and Administrative Services; Payroll Distribution; Risk Management

Arreal Henderson 📞 484-272-3107

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People2.0 is the world's largest global EOR and AOR services platform, created exclusively to serve the talent ecosystem. Our capabilities enable talent providers to expand their value proposition, optimize opportunities to access global talent, and create a borderless world of unlimited growth for their business.

Peoplease BOOTH 644

Payroll Distribution; Risk Management; Workers' Compensation

Heather Vitelli 📞 951-796-4102

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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 320

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Bill Nagel 📞 719-264-9251

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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.

PrismHR BOOTH 634

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

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Staffing companies trust PrismHR to help them manage their payroll, HRIS, and complex time and expense needs. Our industry-leading, in-house and outsourced software solutions and services help companies save time and money while boosting their overall productivity. Visit us in the Marquee Ballroom—booth 634—to learn more.

Proliant BOOTH 611

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

Kim Herman 📞 630-205-2795

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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 653

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

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PSG Global Solutions is the world's largest and fastest growing provider of outsourced recruiting support to the global staffing and recruiting industry, with over 20% of the top 100 staffing companies utilizing our service today. We recruit. We hire faster. We hire better talent. And we reduce costs.

PSP Metrics

BOOTH 358

Employment Screening; Management Consulting; Testing and Training

Louise Ahne Fabie 📞 857-395-8043

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For over 75 years, our clients have received adaptable, science-backed measurement systems to support their objective decision-making. We provide custom solutions across four segments: employee testing, talent development, succession planning, and organizational development. To learn more, visit our website at pspmetrics.com or follow us at @pspmetrics.

QX Global Group

BOOTH 647

International Recruitment; Offshore Recruitment Support; Recruiting Support

Aron Vaidya 📞 212-444-4002

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QX Global Group is a global business process management (BPM), technology, and consulting company enabling business transformation in areas of recruitment, finance, and accounting operations. We deliver an entire spectrum of BPM services leveraging offshore, onshore, and hybrid delivery models tailored to help achieve the transformation goals of each client.



R.A. Cohen Consulting

BOOTH 323

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!

BOOTH 225

Payroll Cards; Payroll Distribution; Payroll Funding

Virna Wilfong 📞 813-337-5080

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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 657

Front-Office Recruiting Technology; 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 5x savings in getting the right candidates talking to your organization.



Staffing World 2022 Exhibitors

Risk Transfer, a Gallagher Company

BOOTH 249

Financial Services; Risk Management

Leslie J. Lewis 863-303-2129

llewis@risktransfer.com risktransfer.com

Risk Transfer, a Gallagher Co., is a full-service insurance agency focused on the multifaceted needs of temp staffing. We couple our vast years of industry experience with proprietary data analytics to provide our clients a customized solution for their insurance needs. Workers' compensation, general/professional liability, and EPLI are our specialty.

Round Table Financial Inc.

BOOTH 621

Accounts Receivable Financing; Asset-Based Lending; Financial Services

Stephanie Flores 949-506-1517

sflores@rtfinancialgroup.com rtfinancialgroup.com

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 343

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Lou Georgalas 516-369-7850

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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 of combined experience in the industry.

Senegal Software

BOOTH 654

Software and Services, Web-Based; Software Systems

John McNamara 404-594-5853

jmcmamara@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 510, 511

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

Wendy Lu 415-686-6416

wendy@sensehq.com sensehq.com

Sense is a one-of-a-kind talent engagement platform driven by AI and automation that enables personalized communication across the entire talent journey—pre-deployment to redeployment—at scale.

Sheakley Modified Duty Offsite Services

BOOTH 523

Insurance and Employee Benefits; Risk Management; Workers' Compensation

David Massey 615-604-3438

david.massey@sheakley.com sheakley.com/solutions/modified-duty-off-site

We proudly represent more than 50,000 clients as a nationally recognized leader in the workers' comp and unemployment cost-control industries. Serving employers since 1963, we are one of the most respected and trusted providers of comprehensive risk management solutions and services. Experience why our clients say "With Sheakley—it's done."

SimpleVMS

BOOTH 633

Software and Services, Web-Based; Time and Attendance

Sarah Clifton 502-417-8026

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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 236

Background Checks; Drug Testing; Employment Screening

Ben Sullivan 801-808-8616

ben@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.

SmartSearch

BOOTH 656

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

Tyler Coull 📞 760-310-8061

tyler.coull@smartsearch.plus 🌐 smartsearch.plus

Since 1986, SmartSearch has led the way in the development and deployment of recruitment software. With a long history of recruiting industry “firsts,” SmartSearch, our talent acquisition system, delivers secure, real-time solutions that reduce IT costs and mitigate risks.



SMARTSOURCE

SmartSource

BOOTH 522

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

Sally McComic 📞 214-620-6304

smccomic@thesmartsources.com 🌐 thesmartsources.com

With more than 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 nationwide network of company-owned and managed warehouses and field technicians.

Solvo Global

BOOTH 321

Business and Administrative Services; Employment Screening; Recruiting Support

Beth Stephenson 📞 406-697-2461

beth.stephenson@vensure.com 🌐 solvoglobal.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

BOOTH 635

Payroll Distribution; Risk Management; Workers' Compensation

Richard Schrader 📞 727-938-5562

rich.s@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 434

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

Josh Tolan 📞 224-545-5599

marketing@sparkhire.com 🌐 sparkhire.com

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Springboard

BOOTH 138

Recruiting Support; Software Systems; Time and Attendance

Andrea Bogle 📞 813-523-1802

andrea.bogle@usegale.com 🌐 usespringboard.com

Springboard is a solution for non-clinical associates as an associate management platform. It provides 24/7 live access to manage your schedule and request staff. You have the ability to manage time, attendance, and scheduling from a single system. Add-on features: daily pay, associate benefits, and all back-office payroll functions.

Staffing Engine

BOOTH 251

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

Jay Cutler 📞 916-769-9025

jay@staffingengine.ai 🌐 staffingengine.ai

Staffing Engine is the world's first Recruiting Acceleration™ platform that enables firms to accelerate growth by combining AI bots, live chat, meeting booking, real-time alerts, and integrations with your staffing tech stack. Think virtual recruiting assistant, available 24/7 to give candidates and clients an on-demand connection to your staffing firm.



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Staffing eTrainer

BOOTH 436

Management Consulting; Recruiting Support; Testing and Training

Amy Munroe 📞 770-335-4249

amunroe@staffingetrainer.com 🌐 staffingetrainer.com

At Staffing eTrainer, helping people gain new skills and knowledge is a passion. It is time to invest in your greatest asset: your internal team. Let us show you how to strengthen the productivity, knowledge, and performance of your employees. We can turn your team into a productive powerhouse!

The Staffing Exchange

BOOTH 659

Consulting and Market Research; Health Insurance; Insurance and Employee Benefits

Michael Rodgers 📞 781-273-1425

mrogers@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 242

Insurance and Employee Benefits; Risk Management; Workers' Compensation

Marisa Burns 📞 215-778-9581

mburns@nsminc.com 🌐 info.staffinglines.com

Staffing Lines, built by NSM Insurance Group, specializes in insurance solutions for temporary, permanent, and out-placement 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.

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

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 100+ agencies choose Staffing Referrals.

StaffUpApp

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Application Service Providers; Business Forms; Time and Attendance

Rick Richard 📞 503-539-2795

rick@staffupapp.com 🌐 staffupapp.com

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SyncStream Solutions/OnCentive

BOOTH 156

Business and Administrative Services; Business Tax Reduction Services; Software and Services, Web-Based

Natalie Frantz 📞 504-446-7535

natalief@sync-stream.com 🌐 sync-stream.com

SyncStream's full-service ACA reporting software streamlines reporting, eliminates compliance confusion, and minimizes clients' financial exposure to IRS fines. OnCentive is a consulting firm that helps businesses maximize government incentives, ERTC, WOTC, and tax credits to increase their profitability. Also offered, I-9 services and unemployment claims management solution.

Talent.com BOOTH 123

Recruiting Support

Kristin Moore 📞 240-687-4905

kristin.moore@talent.com 🌐 talent.com

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TargetRecruit BOOTH 446

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

Doug Edwards 📞 774-573-6982

doug.edwards@targetrecruit.com

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TCI Business Capital BOOTH 245

Accounts Receivable Financing; Factors; Payroll Funding

Sheri Tischer 📞 651-621-4853

stischer@tcicapital.com 🌐 tcicapital.com/payroll-funding-for-staffing-agencies

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TeamBridge BOOTH 151

Software and Services, Web-Based; Software Systems; Time and Attendance

Morgan Dudley 📞 434-305-7047

morgan@zira.ai 🌐 zira.ai/teambridge

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Software and Services, Web-Based; Software Systems

John Mayer 📞 651-452-0366

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TERRAFIRMA

TerraFirma Marketing BOOTH 409

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

Lori Headley 📞 574-277-0215

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.



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

Danny Thompson 📞 800-999-0438

dthompson@biddle.com 🌐 testgenius.com

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Text Request BOOTH 534

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

Dean Elrod 📞 423-817-1247

dean@textrequest.com 🌐 textrequest.com

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Thomas Hoffman 📞 877-226-3080

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Textkernel BOOTH 639

Software and Services, Web-Based; Software Systems

Chris Conrad 📞 563-320-7147

conrad@textkernel.com 🌐 textkernel.com

Textkernel specializes in machine intelligence for matching people and jobs. Textkernel's multilingual CV parsing, job parsing and semantic search, sourcing, lead-generation, and matching technology integrated into an existing system help to improve the candidate experience and easily find the best talent faster.

TextUs BOOTH 259

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.

TIMECO BOOTH 619

Software and Services, Web-Based; Time and Attendance

Scott Rutledge 📞 713-781-5302 ext. 200

srutledge@timeco.com 🌐 timeco.com

TIMECO's industry-focused solutions automate workforce management processes including scheduling, time and labor management, and workforce analytics. With TIMECO's web-based software, your company can ensure that the right people with the right skills do the right jobs at the right time.

Timerack BOOTH 536

Employment Screening; Recruiting Support; Time and Attendance

Adam Day 📞 919-453-5009

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. Our three core tenants are listen, adapt, and serve.



Tracker ATS & CRM

BOOTH 256

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

Ashley Bowlin 📞 770-596-5128

ashley.bowlin@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.



uAttend Staffing

BOOTH 141

Client Services; Software and Services, Web-Based; Time and Attendance

Mark Berberian 📞 978-479-4435

sales@uattendstaffing.com 🌐 uattendstaffing.com

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Information Technology Services; Management Consulting; Mergers and Acquisitions

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bbesco@uhy-us.com 🌐 uhy-us.com

UHY's national staffing industry practice is composed of a team of more than 40 professionals who provide accounting, tax, assurance, consulting, digital transformation, cybersecurity, and M&A services to more than 220 staffing companies across the U.S.

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BOOTH 257

Health Insurance; Insurance and Employee Benefits; Workers' Compensation

David Koch 📞 848-218-1947

dkoch@tworiverbenefits.com 🌐 tworiverbenefits.com

Insurance agency specializing in staffing agencies for benefits business.



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BOOTH 507

Software and Services, Web-Based; Time and Attendance

Alvin Caughman 📞 978-947-2989

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Universal Background Screening

BOOTH 521

Background Checks; Drug Testing; Employment Screening

Alma Peniston 📞 818-479-0611

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.

Vensure Employer Services

BOOTH 315

Business and Administrative Services; Health Insurance; Risk Management

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 548

Background Checks; Business Forms; Drug Testing

Logan Clifford 📞 801-413-8047

logan.clifford@vetty.com 🌐 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 440

Consulting and Market Research; Management Consulting; Recruiting Support

Catherine Kosnik 📞 773-644-7344

ckosnik@visusgroup.com 🌐 visusgroup.com

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 to grow to their fullest potential.

W Tax Credit

BOOTH 158

Business Tax Reduction Services; Financial Services

Stephen Spach 📞 559-367-8617

sspach@heritagefo.com 🌐 twcpa.com

W Tax Credits is owned and operated by a team of CPAs specializing in business accounting and tax credits. Our expertise in the Employee Retention Credit (ERC) can qualify businesses up to \$26k per employee. We've successfully claimed ERC credits into hundreds of millions of dollars. Ask us about ERC!!

Webster Bank

BOOTH 142

Accounts Receivable Financing; Asset-Based Lending; Payroll Funding

Kevin Henry 📞 609-273-6325

kevhenny@websterbank.com 🌐 websterbank.com

For well over 30 years, Webster 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 642

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

Jeff Cook 📞 214-578-4045

jeff.cook2@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 120

Accounts Receivable Financing; Asset-Based Lending; Payroll Funding

Robert Mocerino 📞 516-998-6000

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, ledged lines of credit, and M&A financing solutions ranging from \$2 million to \$250 million.

WinSource Group

BOOTH 340

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

Jim Young 📞 206-979-2540

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 145

Business Tax Reduction Services; Management Consulting; Mergers and Acquisitions

Nick Murakami 📞 949-409-7862

nmurakami@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.

Workflow International Inc.

BOOTH 443

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

David Fynney 📞 416-319-6029

dfynney@workflowint.com 📧 workflowint.com

Workflow International is a software firm providing line-of-business software to recruitment organizations. Our flagship product, Deskflow Enterprise, is a complete end-to-end solution for all recruitment disciplines.

WorkLLama LLC

BOOTH 135

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

Chris Kennedy 📞 804-720-1121

ckennedy@workllama.com 📧 workllama.com

Workllama is a total talent acquisition and engagement suite. Our platform harnesses the power of AI with a complete suite of applicant tracking system (ATS), customer relationship management (CRM), and direct sourcing tools to help companies build communities of highly engaged talent for all hiring needs.

WorkN

BOOTH 417

Software and Services, Web-Based; Software Systems

Jodda Perry 📞 404-409-7746

info@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.



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Insurance and Employee Benefits; Workers' Compensation

Charie McLaughlin 📞 631-390-0900

charmaine.mclaughlin@phly.com 🌐 wwspi.com

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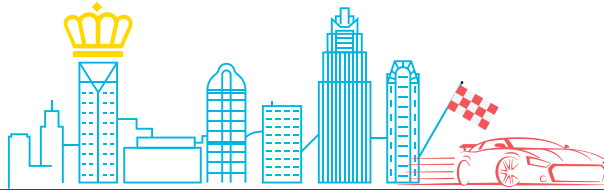
WurkNow Inc. **BOOTH 311**

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

Andy Zarkadas 📞 866-987-5669

andyz@wurknow.com 🌐 wurknow.com

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!



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