

80%

of companies now outsource
at least one HR activity



HR SOLUTIONS WITH **FORTUNE 500** BUYING POWER

Employco's team of HR Professionals provides organizations with expert HR Outsourcing. Our approach provides powerful cost reduction alternatives that help decrease your employee administration overhead, protects you by assisting with government compliance and saves you valuable time by handling both routine and critical HR tasks. Employco delivers on ALL of these initiatives to free you from the hassles that stand in the way of your company's success.

DECREASED COSTS



- Health Insurance
- Life & Disability Insurance
- 401(k) Retirement Plans
- Workers' Compensation

REDUCED ADMINISTRATION



- Payroll Processing
- W2 and Tax Reporting
- Unemployment Claims
- ACA Compliance

INCREASED PRODUCTIVITY



- Performance Management
- Training & Development
- Onboarding & Terminations
- Employee Engagement



Employco USA, Inc.

350 East Ogden Avenue, Westmont, IL 60559 | 630.920.0000 | www.employco.com | info@employco.com

CUSTOMIZED HR SOLUTIONS WITH FORTUNE 500 BUYING POWER

Outsourcing your Human Resources to Employco USA is the perfect solution for small to medium-sized businesses. As part of our large purchasing group, you gain a competitive advantage in controlling employee costs and stabilizing your future expenses. Employco assists businesses in critical areas by providing protection from certain risks and costly employer liabilities.

Providing your employees with Fortune 500 health plans and benefits packages is key to attracting and retaining top talent. Employco allows you the flexibility to choose from a complete suite of HR solutions that best fit your company's needs. Our affordable solutions will save your company time and money, paving the way for growth.

PAYROLL ADMINISTRATION

- ✓ Payroll processing
- ✓ W2 and tax reporting
- ✓ Audit management
- ✓ Union fringe processing

HUMAN RESOURCES

- ✓ Performance management
- ✓ Training programs
- ✓ Onboarding and terminations
- ✓ Unemployment insurance

BENEFITS AND ADMINISTRATION

- ✓ Health insurance
- ✓ Life and disability insurance
- ✓ 401(k) plan
- ✓ Employee customer service

WORKERS' COMPENSATION

- ✓ Discounted rates
- ✓ No deposit required
- ✓ Claims management
- ✓ Safety programs

ONSITE^{HR}™ SOLUTIONS

- ✓ Onsite HR employees
- ✓ Progressive HR strategies
- ✓ Dedicated Project Manager
- ✓ Back office support

RECRUITMENT SOLUTIONS

- ✓ Job posting (design & review)
- ✓ Pre-employment screening
- ✓ Custom candidate searches
- ✓ Large talent network

Employco's customized solutions not only save your company from the complexities of managing daily HR functions, but provide measurable and proven results that will help your business succeed in critical areas.

Controlled Costs

- Decreased healthcare premiums
- Reduced Workers' Compensation premiums with a pay-by-pay solution
- Detailed assessment of overall labor overhead and opportunities for cost reduction

Reduced Risks

- Decreased risk with effective insurance policies
- Minimized Workers' Compensation liability exposure
- Complete compliance with all federal, state and local regulations

Increased Profits

- Increased cash flow with greater efficiency in managing employees
- Improved employee morale and productivity
- Effective management of employee recruiting, hiring, retention and firing



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EMPLOYCO USA

The Power to Compete

ELIMINATING BUSINESS HEADACHES

The National Federation of Independent Business's (NFIB) August 2016 edition of *Small Business Problems and Priorities* lists the top ranked 75 problems sampled from NFIB small-business owners.

Employco USA provides services / products that would solve 40 of these issues!

01. Cost of Health Insurance
02. Unreasonable Government Regulations
03. Federal Taxes on Business Income
04. Uncertainty over Economic Conditions
05. Tax Complexity
06. Uncertainty over Government Actions
07. State Taxes on Business Income
08. Property Taxes
09. State Taxes on Business Income
10. Locating Qualified Employees
11. State/Local Paperwork
12. Federal Paperwork
13. Workers' Compensation
14. Finding and Keeping Skilled Employees
15. Cost of Supplies and Inventory
16. Poor Earnings (profits)
17. Dealing with IRS/State Tax Agencies
18. Projecting Future Sales Changes
19. Electricity Costs (rates)
20. Cost and Availability of Liability Insurance
21. FICA (Social Security Taxes)
22. Fixed Costs Too High
23. Finding Out about Regulatory Requirements
24. High Variable Earnings (profits)
25. Cash Flow
26. Unemployment Compensation
27. Environmental Regulations
28. Health/Safety Regulations
29. Time Spent Shopping for Health Insurance
30. Cost of Government Required Equipment/Procedures
31. Competition from Large Businesses
32. Cost of Outside Business Services
33. Telephone Costs and Service
34. Cost of Natural Gas, Propane, Gasoline, Fuel Oil
35. Controlling My Own Time
36. Minimum Wage/"Living" Wage
37. Locating Business Help When Needed
38. Credit Card Payment Processing Costs
39. Obtaining Licenses, Permits, etc.
40. Hiring/Firing/Employment Regulations
41. Keeping Up on Business and Market Developments
42. Training Employees
43. Physical Facilities Costs, such as Rent/Mortgage/Maintenance
44. Pricing My Goods/Services
45. Poor Sales
46. Ability to Cost-Effectively Advertise
47. Real Estate Values
48. Using Computer(s), the Internet or New Technology Effectively
49. Estate Tax
50. Rules on Retirement Plans
51. Cyber Crime
52. Traffic, Highways, Roads, Bridges
53. Reducing Energy Use in Cost-Effective Manner
54. Delinquent Accounts/Late Payments
55. Handling Business Growth
56. Interest Rates
57. Zoning/Land Use Regulations
58. Mandatory Family or Sick Leave
59. Employee Turnover
60. Crime, including Identity Theft, Shoplifting
61. Anti-competitive Practices, e.g., Price fixing
62. Protecting Intellectual Property
63. Competition from Internet Businesses
64. Use of Social Media to Promote Business
65. Competition from Imported Products
66. Access to High-Speed Internet
67. Bad Debts and/or Bankruptcies
68. Cost and Frequency of Lawsuits/Threatened Lawsuits
69. Obtaining Long Term Business Loans
70. Obtaining Short-Term Business Loans
71. Credit Rating/Record Errors
72. Winning Contracts from Federal/State/Local Governments
73. Undocumented Workers
74. Out-of-State Sales Tax
75. Exporting My Products/Services

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ONSITEHR™

HR SOLUTIONS FOR BUSINESSES



Today's business landscape is more challenging than ever. Businesses are seeking cost-effective ways to focus on core competencies, growth and talent management. However, many businesses still consider HR to be an overhead expense and often viewed as a department designed to keep their company compliant. Businesses need to place a higher priority on HR infrastructure to remain competitive in today's war for talent while staying ahead of the daily complexities of regulatory change.

Employco's OnsiteHR™ transforms HR from an expense to a fully functioning Human Resources department. We help businesses control costs, lower risks and increase employee productivity.

ONSITEHR™ SOLUTIONS driving profit through your people

- ✓ Save time and money through our cost-effective approach to HR
- ✓ Full HR evaluation and review with goal specific steps and a timelined approach to solutions
- ✓ Dedicated onsite HR professionals
- ✓ Progressive HR strategies to increase employee engagement
- ✓ Full access to Employco's back office for payroll, benefits, workers' compensation, and unemployment
- ✓ Dedicated Project Manager to assist with oversight and goals
- ✓ Hiring, onboarding, and retention techniques
- ✓ Weekly and monthly project analytics and review meetings



Organizations outsourcing multiple functions to a single vendor see even stronger cost efficiency, on average 32%, versus organizations using a multiple vendor or "best of breed" in-house approach.

Employco's customized solution delivers on three measurable levels: basic, responsive and progressive. Each approach is unique to the needs of our clients.

- Benefits Review & Administration
- Employee Handbook Review
- OSHA Reporting
- COBRA/HIPAA Compliance
- Payroll Tax Compliance
- I-9 Compliance
- Unemployment Claims Management
- Workers' Comp Claims Management
- Drug & Background Screening
- Employee & Management Training
- Equal Employment (EEO) Review
- Harassment/Diversity Awareness
- Safety Awareness Program
- Organization Chart Design
- Employee/HR Form Toolbox
- Compensation Studies
- Job Description Review & Design
- Onboarding & Retention Strategies
- Employee Surveys & Feedback
- Performance Reviews
- Incentive Programs
- Strategic Planning Participation



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The big cold snap will cost the United States billions of dollars
January 31, 2019

The polar vortex is freezing more than just the Northern Plains - experts say that we should expect the cold weather to freeze our profits as well.

"The last time the United States experienced a polar vortex in 2014, it cost the country \$5 billion," says Rob Wilson, President of Employco USA. "In Chicago and other cities across the Midwest, we are going to experience a significant financial impact as a result of this week's Antarctic temps."

So how can employers help to cushion their companies against the bitter winds of the polar vortex?

"With warmer weather on the horizon, getting employees back to work is the first step," says the human resources expert.

(Snippet from full article quoting Rob Wilson)



Positive Drug Tests at Work Continue to Rise
January 30, 2019

In addition, employers could face pushback for testing employees, Wilson said.

"Your ability to monitor drug use among your employees is going to depend on whether or not you are a unionized or private workplace," he explained. "While you have the right to expect and require sobriety from workers on the job, it can become a bit tricky when you suspect drug use and want to act on your fears."

In addition to marijuana, more people also tested positive for cocaine and amphetamines, suggesting that the rise in positive tests can't be wholly explained by cannabis legalization.

(Snippet from full article quoting Rob Wilson)



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

The ABCs of THC: What Employers Need to Know About Marijuana Laws
January 30, 2019

While it may be unlawful in some jurisdictions to discriminate against workers simply because they have a medical marijuana card, employers can still require sobriety at work and treat marijuana as they would alcohol or prescription drugs, said Rob Wilson, president of Employco USA, a national employment-solutions firm based in Illinois.

(Snippet from full article quoting Rob Wilson)



Study: More employees than ever test positive for marijuana
January 24, 2019

Research shows there has been a 33 percent increase in positive drug tests on employees, according to a study by EHS Daily Advisor.

Rob Wilson, president of Employco USA and a human resources expert, says there is an increase in employee usage of marijuana in industries across the board.

"Most importantly, test results showed that there was a double-digit jump of marijuana use in transportation and warehouse fields, which could be very problematic as operating heavy machinery while under the influence of marijuana could be very dangerous indeed," he said.

With 10 states, including Michigan, making it legal to use marijuana recreationally, and 33 states making it legal to use medically, employers might wonder what rights they have when taking a hard line on drug use in the workplace.

(Snippet from full article quoting Rob Wilson)

BUSINESS NEWS DAILY

Small Business Solutions & Inspiration

How to Prepare for an ICE Raid on Your Workplace January 21, 2019

"Employment audits are part of President Donald Trump's commitment to changing the face of immigration policy in this country," said Rob Wilson, employment trends expert and president of Employco USA. "Businesses need to realize that this administration is taking immigration records very seriously, and if they fail to produce the proper paperwork when questioned, they could face fines or even criminal charges."

The last thing small businesses want to worry about is what to do if one of their employees is arrested. But it happens, and then employers find themselves balancing the rights of the worker with the impact on the workplace and other employees. Before ICE comes knocking on your door, you should be prepared, with a plan for how to react so that you are in compliance but also protecting the rights of those who work for you.

(Snippet from full article quoting Rob Wilson)



Jim Fannin Show: Scaling the Wall of Scrutiny December 06, 2018

Rob Wilson was a guest on Jim Fannin's weekly podcast, *The Jim Fannin Show*.

"This episode of the Jim Fannin Show spotlights the mindset required to reach the formidable apex of peak performance in the most competitive situations, conditions and circumstances.

This week you'll learn: How special guest and HR expert Rob Wilson of Employco USA prepares companies and their employees for a great 2019."

(Audio podcast)



As marijuana becomes legalized, will employment drug testing change? November 29, 2018

Will these new regulations make drug testing a thing of the past?

Rob Wilson, President of Employco USA and human resources expert, says no.

"Employers can still administer drug tests and prohibit their employees from using or being under the influence of marijuana at work or during work hours. However, some state laws prohibit an employer from taking adverse employment actions against an employee based solely on a positive marijuana test."

With this in mind, Wilson advises employers to become familiar with laws in their state that address drug testing.

(Snippet from full article quoting Rob Wilson)

AP

Cutting Them Off: Owners Ponder Limits on Alcohol at Parties November 14, 2018

The alcohol will flow less freely, and sometimes not at all, at some small business parties this holiday season.

HR consultant Rob Wilson has gotten many more calls than in the past from companies needing help with party policies. Even owners who haven't had problems are asking about going alcohol-free or limiting everyone's intake. Some owners ask whether they should have chaperones to ensure no one is overdrinking or trying to grope anyone.

"They're much more cautious than I've ever seen," says Wilson, president of Chicago-based Employco.

(Snippet from full article quoting Rob Wilson)



MilMoney Movement: What You Need to Know About Lunch Break Laws and Unfair Bosses
August 27, 2018

Rob was recently a guest on the MilMoney Movement Podcast, covering: "What You Need to Know About Lunch Break Laws and Unfair Bosses."

"Rob shares with us a topic that happens to many in the military community, but it's not talked about a lot, lunchtime judgment. Do you feel like your boss doesn't think you work as hard if you take lunch? Or, are you a boss that bases your impression of an employee's work ethic on their lunchtime habit."

(Audio podcast)



Jim Fannin Show: Create a Winning Corporate Culture
August 09, 2018

Rob Wilson was a guest on Jim Fannin's weekly podcast, *The Jim Fannin Show*.

"In this Jim Fannin Show episode, Rob Wilson of Employco USA shares his insight and experience of creating and fostering a winning corporate culture. Rob and I discuss decisive plans of action to help you win at work in hiring, onboarding, benefits, performance reviews and yes, even firing. Each of these processes contributes to the collection of corporate thoughts that govern the overall culture and success of your organization."

(Audio podcast)



Is America Really Near Full Employment?
July 18, 2018

Rob Wilson discusses the latest jobs report and if America really is near full employment on a segment of *Business for Breakfast* (Money Radio).

The latest jobs report has many people talking about "full employment" and the fact that America is allegedly near this state. However, what does full employment really mean, and is our nation truly almost to this place?

Wilson says that experts who are calling this 'full employment' are speaking too soon due to our rocky economic history.

(Live radio broadcast)



One-in-five bosses are judging their employees for taking lunch breaks: study
July 17, 2018

While many bosses who see employees' lunch breaks as detrimental to productivity, lunch breaks actually improve performance and should be encouraged, according to human resources expert Rob Wilson, president of Employco USA.

"Almost 90% of employees say that a lunch break makes them feel refreshed and ready to return to work with a clear mind," he said.

"Other research has borne out the fact that taking breaks is good for an employee's mood, precision and creative abilities."

"A happy, rested employee is an employee who is going to give 100% and be a credit to your company."

(Snippet from full article quoting Rob Wilson)



The newest hiring headache: Ghosting
July 13, 2018

Even employees who have been with a company for some time are now vanishing, adds a blog post on *Employco*, just not reporting for work one day, providing no reasons or contact, and not coming back. The employer is left with an empty desk and no answers.

According to Rob Wilson, president of *Employco USA* and employment trends expert, employees are also quitting “in droves.” In the blog post, Wilson is quoted saying, “According to the Bureau of Labor Statistics, the amount of employees who have voluntarily left their jobs is almost **DOUBLE** that of the number of employees who were fired. And, in March of this year, 3 million Americans quit their jobs out of their own volition.”

(Snippet from full article quoting Rob Wilson)



GoLocal LIVE: How to Prevent Employee Suicide in the Workplace
July 10, 2018

Rob Wilson discusses employee suicide in the workplace on *GoLocal LIVE* with Rachel Nunes.

“National discussions about suicide and how to prevent it have come into the spotlight following the death of high-profile figures such as Kate Spade and Anthony Bourdain.

In an effort to reduce these tragedies, President of *Employco USA* and Human Resources Expert Rob Wilson joined *GoLocal* to discuss what workplaces can do to help and prevent workplace suicides.”

(Live interview: *GoLocal LIVE*)



The Don and Mike Show: ESCA Conference and IFES Summit
June 29, 2018

Rob Wilson joined Mike Morrison of the *Don and Mike Show* for a podcast interview while onsite in California for *ESCA*.

“Mike was in California for the *ESCA Summer Educational Conference* and Don was in Chicago for *IFES* ... Interviews with attendees and recaps for this week’s show!”

(Audio podcast)



Jim Fannin Show: Dreams Come True!
May 17, 2018

Rob Wilson was a guest on Jim Fannin’s weekly podcast, *The Jim Fannin Show*.

“The audacity and relentless belief and expectancy of businessman Rob Wilson forged his dream of growing a large company out of his first \$5,000 in profits. Today this CEO/owner has grown his human resource company (*Employco USA, Inc.*) to hundreds of millions of dollars in annual sales with a billion dollars in direct sight and within reach.”

(Audio podcast)



The New Rules of Office Etiquette
May 15, 2018

Rob Wilson discusses office etiquette and workplace annoyances on a morning segment of Coastal Daybreak with Ben & Kinzie from WTKF 107.1FM out of North Carolina.

"A new survey of 2,000 employees has revealed that 100% of people say that their coworkers are annoying. Simply put: we all have a coworker that gets on our last nerve. The most annoying behaviors in the workplace include: loudness, gossip, bathroom/eating habits and email/meeting behavior."

"Rob Wilson, President of Employco USA, and human resources expert, says, "It makes sense that loudness tops the list of most annoying behaviors, because many offices are now embracing an open-floor plan. As a result, it can be difficult to retreat from noise or find peace and quiet to do your work."

(Live radio broadcast)



Why So Many Americans Are Still Opting out of Health Insurance
April 09, 2018

Rob Wilson discusses why so many Americans are going without health insurance on a segment of Business for Breakfast (Money Radio).

"Surprisingly as it might sound, it isn't people with low-wage jobs who can't afford to buy healthcare in our current market," says Rob Wilson, President of Employco USA and group health insurance expert. "Due to President Obama's changes to healthcare law, healthy people and middle-class people suddenly found themselves looking at a steep uptick in prices, and not every family can stand to foot that bill." -Excerpt from the Employco blog on this topic

(Live radio broadcast)



Jim Fannin Show: The Constants in Life Determine Your Success
March 26, 2018

Rob Wilson was a guest on Jim Fannin's weekly podcast, The Jim Fannin Show.

"Rob Wilson (President of Employco, USA) joins the show to talk about the essential constants that are a must in the hiring and firing process of every company. This interview provides valuable insights from a world-class expert that could save your company money by avoiding major blunders! If you are a leader in your company, don't miss this segment."

(Audio podcast)



Study: Young Female Employees Are Biggest Targets for Workplace Bullies
March 09, 2018

A recent online study led by James Cook University in Australia found that these risks for bullying include being young as well as being a woman.

"The researchers discovered that female employees are at a higher risk of being bullied, and the same is true for younger employees," said Rob Wilson, human resources expert and President of Employco USA. "Sadly, simply for the 'crime' of being a woman or being young in the workplace can increase your risk of harassment while on the job."

(Snippet from full article quoting Rob Wilson)