

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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RECRUITMENT SOLUTIONS

DELIVERING TOP TALENT AND ADVANCING CAREERS

Having the right people to represent your company at all levels can make or break any business. Employco USA works with companies and hiring managers to eliminate the complexity of your search for qualified professionals. Whether you need to outsource all or part of your recruitment process, our mission is to find the best solutions for our clients while advancing the careers of our candidates.

From researching your company's culture and mission to identifying the ideal candidate's required skill set and professional background, Employco's recruitment team aligns with your organization's needs and delivers best-in-class talent to your company.



RECRUITMENT SOLUTIONS

cost and time-saving benefits

- ✓ Save time and money through our cost-effective approach
- ✓ Recruitment, consulting and candidate custom searches
- ✓ Job posting, design, review and maintenance
- ✓ Resume mining, emailing, and advertising
- ✓ Large talent network with a pool of candidates
- ✓ Candidate pre-employment screening services:
 - o Drug Testing – 10 panel lab test at local facility
 - o Criminal Background – Felony and misdemeanor
 - o Skills Test – Software, financial, clerical, etc.
- ✓ Measured recruitment metrics including salary and compensation studies

BAD HIRE COST

The average cost of a bad hiring decision can equal 30% of the first year's potential earnings.
- Department of Labor

SAVE VALUABLE TIME

U.S. employers are taking longer-25 working days, on average-to fill vacant positions.
- Wall Street Journal

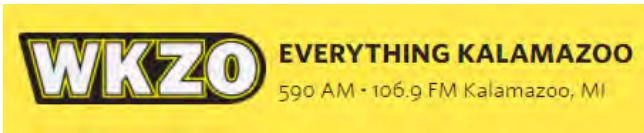
PRE-EMPLOYMENT SCREENING

One out of three resumes contains substantially incorrect information and 70% misrepresent at least one fact.
- Aurico



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Office Parties After #MeToo December 08, 2017

Rob Wilson spoke with Ken Lanphear from WKZO radio out of Kalamazoo regarding HR tips for office parties this holiday season.

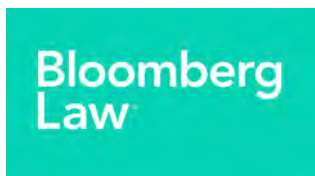
(Live radio broadcast)



How Office Parties Need to Change December 06, 2017

Rob Wilson spoke with Chris Moore from morning show Pittsburgh Now in a phone interview, discussing changes in the workplace for office holiday parties.

(Live phone interview: Pittsburgh Now)

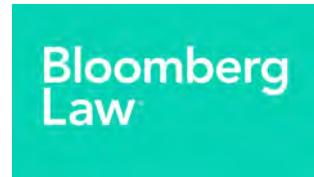


Tiny Toilers' Eyes All Aglow? Careful How You Hand Out Gifts December 05, 2017

Holiday bonuses or donations to a charity of the employee's choice are the best holiday gifts employers can give, Rob Wilson, president of Westmont, Ill.-based HR service company Employco USA, told Bloomberg Law Dec. 5. If holiday gifts are to be given in the office at all, the best way to handle them is through "white elephant gift exchanges" where everyone puts one gift in and gets one gift back on an anonymous basis, he said.

"It's a touchy topic, especially this year with the harassment and discrimination issues," Wilson said.

(Snippet from full article quoting Rob Wilson)



In Tight Labor Market, the Underemployed Are Ripe for Recruiting November 29, 2017

Rob Wilson, president of Westmont, Ill.-based HR service company Employco USA, also recommended training for some who have been out of their original field for a while and may not have kept up. As to recruitment settings, he told Bloomberg Law Nov. 28 that Employco taps college and university alumni associations, job fairs, and state unemployment bureaus.

Now that they're alert to the value of underemployed workers, recruiters are likely to find the underemployed attractive prospects. "Most of the underemployed are eager to work and get back to using the skills" they had in previous, better jobs, Wilson said.

(Snippet from full article quoting Rob Wilson)



Halloween Costume Horrors: 'Anne Frank' and Terrorist Outfits Don't Belong at Work October 31, 2017

A Holocaust victim. An anorexic woman. A flasher. A "tranny granny."

Those are among the Halloween costumes now being sold at retail stores and online.

What's meant to be a lighthearted celebration of Halloween can—if not properly handled—devolve into an event that offends colleagues.

"Remind everyone to stay away from political, religious, overly revealing or gruesome costumes because those can easily offend people," said Rob Wilson, president of Westmont, Ill.-based Employco USA, which offers human resource services to companies. "HR can have an extra box of appropriate and inexpensive costumes for people to change into

if they come to work dressed inappropriately.”

(Snippet from full article featuring Rob Wilson)



**EACA Webinar: Employco Mobile HR Safety & Training App
September 26, 2017**

Rob Wilson participated in a live webinar for members of the EACA (Exhibitor Appointed Contractor Association). He presented a detailed overview of the Employco "Mobile HR Safety & Training App", followed by a Q&A session with participants.

(Live webinar)



**Jim Fannin Show: A True Champion Enjoys Work Life Balance
September 07, 2017**

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

“On this episode, Rob shares his story of coincidentally meeting Jim Fannin on a golf course in a torrential rainstorm when he was at a mental crossroad of balancing his work, family and overall life. It was this life-changing encounter that resulted in Jim training Rob to attract the Zone in all facets of his life.”

(Audio podcast)



**Is the Debt Worth the College Degree?
July 03, 2017**

Rob Wilson spoke with Steve Sanders from WGN Chicago, discussing college debt vs skilled trade work.

“The average college student will graduate with \$37,172 in debt. College grads generally make around \$50,000 once they enter the job market (if, of course, they can find employment). This causes many people to wonder: Is university for everyone? Would entering a skilled trade be a smarter choice for many young adults?”

(Live TV appearance: WGN Chicago)



**Minimum Wage Hike, Los Angeles
July 03, 2017**

Rob Wilson spoke with 790 KABC out of Los Angeles regarding recent minimum wage hikes across the country.

(Live radio broadcast)



**Minimum Wage Hike, Pennsylvania
July 03, 2017**

Rob Wilson spoke with News Talk 1240 WRTA in Pennsylvania regarding recent minimum wage hikes across the country.

(Live radio broadcast)



**Minimum Wage Hike, Minneapolis
June 28, 2017**

Rob Wilson spoke with Roshini Rajkumar from WCCO News Radio 830 in Minneapolis, MN regarding the preliminary approval of the tiered \$15/hr minimum wage hike planned for MN.

(Live radio broadcast)



**Is Debt Worth the Degree?
May 23, 2017**

Rob Wilson spoke with Tim Lantz from KFBK News Radio in Sacramento, CA. The segment touched on how skilled workers fare versus college grads, in reference to a recent press release titled, "Is Debt Worth the Degree?".

(Live radio broadcast)



**How HR Should Respond to a Workplace Tragedy
April 20, 2017**

Earlier this month, a San Bernardino school became the scene of a tragic workplace shooting when teacher Karen Smith was killed by her former partner – this week, classes resumed for the first time since the incident and one HR expert says staff will need extensive, ongoing support.

"Many people worry about the children in these situations, as well they should, but we tend to forget the overwhelming reality that the teachers and school staff are confronted with," says Rob Wilson, CEO of Employco USA.

(Snippet from full article featuring Rob Wilson)

LOCAL EMPLOYERS

COMPANIES WITH MORE THAN 1,000
LOCAL FULL-TIME EMPLOYEES, 2016



**Crain's Chicago Business
April 17, 2017**

Employco was listed as the top company under "Local Employers" – with the largest local footprint in the Chicagoland area.



**Trump Will Move to Raise Minimum Wage
March 24, 2017**

Not many people expect that President Donald Trump will raise the minimum wage. In fact, during the primaries, he famously declared that American wages were already "too high." However, he later declared that he believes the issue should be left to the states, implying that he would not make any federal changes to the minimum wage as president.

However, Rob Wilson, president of Employco USA and employment trends expert, believes otherwise, saying, "The minimum wage has not changed on a national level since July 2009. Meanwhile, the cost of living has continued to increase, so we are certainly due for a change. While his opponent Hillary Clinton was vocal about seeking \$15 per hour for the federal minimum wage, President Trump will certainly not go anywhere near that high."

(Snippet from full article featuring Rob Wilson)

newstalk 1160 WCFO-AM

The Talk of the Town!

Mulling at Work March 20, 2017

Emory Mulling, of Newstalk 1160 AM, discusses the February 2017 unemployment numbers with Rob Wilson.

(Live radio broadcast)

HR Daily Advisor

Tips to Combat Poor Productivity and Absenteeism During March Madness March 03, 2017

Recent statistics reveal that March Madness has become more popular than ever before, thanks in large part to the worldwide betting that takes place. Over 60 million people are expected to fill out brackets this year, with an estimated \$10 million being put on the table.

However, there is another cost which people may not expect: a downturn in employee productivity.

"March Madness can be a drain on a company's time and resources," says Rob Wilson, employment trends Expert and President of Employco USA. "With millions of Americans filling out brackets and managing their bets, you can bet that employee productivity takes a hit during this time of year."

(Snippet from full article featuring Rob Wilson)



Small Business Wish List February 27, 2017

Rob Wilson spoke with Steve Curtis from KLZ The Source in Denver, CO for a segment on his 'Small Business Wish List' for the president.

(Live radio broadcast)



Jobs Expert Shares Money-Saving Tips December 17, 2016

Rob Wilson, the president of Employco USA, joined us with money-saving tips for job hunters.

(Live TV appearance: WGN Chicago)



Attracting and Retaining Top Talent November 2016

Are you prepared for a top performer to leave your organization? Employee turnover is costly and burdensome, with substantial time and money devoted to recruiting and new hire training. Turnover also comes with the potential pitfall of losing critical institutional knowledge.

Rob Wilson, employment expert and President of Employco USA says, "The best companies are always focused on their employees. High performing organizations have productive and long-term employees. Losing even one key person can cripple a company overnight."

(Snippet from full article featuring Rob Wilson)



Looming Deadline: Small Businesses Prep for Overtime Rules October 2016

Joyce Rosenberg, of the Associated Press, interviews Rob Wilson regarding the new Overtime Rule and how small businesses are preparing for the change.



**Diane Jones Morning Show
September 2016**

Rob Wilson is interviewed by the Diane Jones Morning Show on the topic of Obamacare and it's affect on job.

(Live radio broadcast)



**Transgender Rights in the Workplace: What Employers and H.R. Personnel Need to Know
September 2016**

Ken Davis, of Newstalk 1160 (Milwaukee) discusses transgender rights with Rob Wilson.

(Live radio broadcast)



**Politics in the Workplace
July 2016**

Barry Moltz, host of Business Insanity Talk Radio, discusses the hot topic of political discussions in the workplace with Rob Wilson, President of Employco USA

(Live radio broadcast)

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Crain's Chicago Business

April 18, 2016

Employco was listed as the top company having the largest local footprint in the Chicagoland area.



**Jobs Report with Sinclair Noe
April 4, 2016**

Sinclair Noe, host of Arizona's KFNN-AM's "Financial Review/Jobs Report" discusses the latest Jobs Report and unemployment numbers with Rob Wilson, President of Employco USA

(Live radio broadcast)



**Workplace Violence
December 14, 2015**

Steve Bertrand, host of The Wintrust Business Lunch, discusses with Rob Wilson the key ways for employers to recover from workplace violence and tips for identifying potential workplace violence.

(Live radio broadcast)



**Jobs Report with Sinclair Noe
December 4, 2015**

Sinclair Noe, host of Arizona's KFNN-AM's "Financial Review/Jobs Report" discusses the latest November Jobs Report and unemployment numbers with Rob Wilson, President of Employco USA.

(Live radio broadcast)