



**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)



**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)

BUSINESS VANCOUVER

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)



When Second-Best Makes the Hiring Grade
February 28, 2018

Beyond gathering and sharing information internally on candidates who weren't hired, recruiters and HR departments need to make an active effort to reach out to them and let them know there may yet be a place for them at the organization. "We like to keep that second-place person warm," Rob Wilson, president of Westmont, Ill.-based HR outsourcing company Employco USA, told Bloomberg Law.

(Snippet from full article quoting Rob Wilson)



How to "ICE-Proof" Your Business
January 17, 2018

Rob Wilson discusses how to "ICE-proof" your business with Doug McIntyre on TalkRadio 790.

(Live radio broadcast)

CRAIN'S LIST CHICAGO'S LARGEST EMPLOYERS

Ranked by full-time local employees as of 12/31/17.

2016 Rank	2017 Rank	Company	Chief of Chicago office	Full-time local employees as of 12/31/17	Full-time local employees as of 12/31/16	% change from 2016	2017 worldwide revenue (millions)	% change from 2016
20	19	RUSH UNIVERSITY MEDICAL CENTER* 1633 W. Congress Parkway, Chicago 60612 312-942-5000	Larry J. Goodman CEO	9,462	9,402	1.0%	\$1,900.7	5.2%
21	18	CHICAGO TRANSIT AUTHORITY 507 W. Lake St., Chicago 60661 312-688-7200	Dierval R. Carter Jr. President	9,373	9,373	0.0%	\$1,449.7*	-2.5%
22	20	AT&T INC. 225 W. Randolph St., Chicago 60606 800-331-6200	Paul V. La Schiava President, Illinois	9,289	753,100*	-4.3%	NA	
23	NEW	UNIVERSITY OF CHICAGO MEDICAL CENTER* 5841 S. Maryland Ave., Chicago 60637 773-762-6000	Kenneth S. Polonsky Executive vice president for medical affairs	9,141*	11,461*	27.3%	\$2,000.0	25.0%
24	21	ALLSTATE CORP. 2775 Sanden Road, Northbrook 60062 847-482-9599	Thomas J. Wilson Chairman, CEO	7,670	47,025	-6.4%	NA	
25	NEW	EMPLOYCO USA INC. 330 E. Ogden Ave., Suite 300, Westmont 60559 630-286-7256	Robert W. Wilson President	7,657	11,006	2.9%	\$331.8	4.7%

**Crain's Chicago Business
January 15, 2018**

Crain's Chicago Business released its list of "Chicago's Largest Employers", ranked by full-time local employees as of 12/31/17.

Employco USA took the 25th spot – among other local giants, such as: Amazon, Chase, and Wal-Mart. Employco rose 2.9% from its 2016 count, with 7,657 full-time local employees.

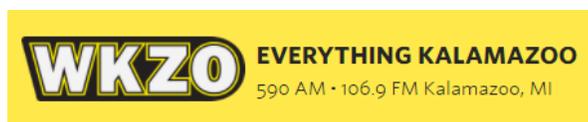


**Big business backs Trump tax cuts with bonus payouts
January 14, 2018**

"It's a big win not just for businesses but for employees, and not just employees at big companies," said Rob Wilson, president of Employco USA, a human-resources firm in Westmont, Illinois. "Bonuses like that for people who don't typically get bonuses, that could be 3 percent [of their salary]. Across the board, we've seen many companies increase bonuses."

He said the employment situation and wages this year should continue to improve, and that the bonuses are also a sign of companies trying to hold onto workers in a tightening labor market. He said surveys are showing that about two-thirds of employees will be looking for better jobs this year, with companies adding better benefits.

(Snippet from full article quoting Rob Wilson)



**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.

(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.

(Snippet from full article quoting Rob Wilson)