

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) July 2020 edition of ***Small Business Problems & 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. **Locating Qualified Employees**
03. Federal Taxes on Business Income
04. Property Taxes
05. **Finding and Keeping Skilled Employees**
06. **Unreasonable Government Regulations**
07. State Taxes on Business Income
08. **Tax Complexity**
09. **Uncertainty over Economic Conditions**
10. **Uncertainty over Government Actions**
11. **State/Local Paperwork**
12. Cost of Supplies/Inventories
13. **Frequent Changes in Federal Tax Laws/Rules**
14. **Cost and Availability of Liability Insurance**
15. **Federal Paperwork**
16. Electricity Costs (rates)
17. **Projecting Future Sales Changes**
18. Fixed Costs Too High
19. Cost of Natural Gas, Propane, Gasoline, Fuel Oil
20. Poor Earnings (profits)
21. **Competition from Large Businesses**
22. **Workers' Compensation**
23. **Dealing with IRS/State Tax Agencies**
24. High Variable Earnings (profits)
25. **Finding Out about Regulatory Requirements**
26. Cash Flow
27. **Locating Business Help When Needed**
28. **FICA (Social Security Taxes)**
29. **Cost of Outside Business Services**
30. Telephone Costs and Service
31. **Controlling My Own Time**
32. **Training Employees**
33. Physical Facilities Costs, such as Rent/Mortgage/Maintenance
34. **Minimum Wage/"Living" Wage**
35. **Managing Employees (e.g. performance)**
36. Pricing My Goods/Services
37. **Unemployment Compensation**
38. Environmental Regulations (e.g. EPA)
39. **Cost of Government Required Equipment/Procedures**
40. Ability to Cost-Effectively Advertise
41. **Health/Safety Regulations (e.g. OSHA)**
42. **Keeping Up on Business and Market Developments**
43. **Hiring/Firing/Employment Regulations**
44. Real Estate Values
45. Obtaining Licenses, Permits, etc.
46. Using Computer(s), the Internet or New Technology Effectively
47. Traffic, Highways, Roads, Bridges
48. Cyber Crime (viruses, hacking, etc.)
49. **Poor Sales**
50. **Employee Turnover**
51. Sales Too Dependent on Health of One Business or Industry
52. **Mandatory Family or Sick Leave**
53. **Estate Tax**
54. **Rules on Retirement Plans**
55. **Handling Business Growth**
56. Interest Rates
57. Using Social Media to Promote Business
58. Delinquent Accounts/Late Payments
59. Reducing Energy Use in Cost-Effective Manner
60. Zoning/Land Use Regulations
61. **Competition from Internet Businesses**
62. **Crime, including Identity Theft, Shoplifting, etc.**
63. Access to High-Speed Internet
64. Protecting Intellectual Property
65. Competition from Imported Products
66. Bad Debts and/or Bankruptcies
67. Obtaining Long-Term Business Loans
68. Obtaining Short-Term Business Loans
69. **Cost and Frequency of Lawsuits/Threatened Lawsuits**
70. **Winning Contracts from Federal/State/Local Governments**
71. Credit Rating/Record Errors
72. Out-of-State Sales Tax (e.g. internet sales)
73. **Undocumented Workers**
74. Importing My Products/Services
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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Conservative Group Challenges Kellogg's Workplace Diversity Programs
August 21, 2023

"I think you're going to see more cases like this, where either someone like America First or employees who feel that they've been discriminated against," Rob Wilson, president and co-founder of human resources outsourcing company Employco USA, told FOX Business. "This case is going to be watched pretty closely by corporate America just to see what direction EEOC goes at this point."

Wilson explained that the parties are likely to go through a preliminary mediation process ahead of a potential hearing in the months ahead. He added that a resolution through mediation appears to be unlikely in this case and that he would "expect a hearing in the next six months."

If the case ultimately receives a hearing with the EEOC, it could end up in federal court if whichever party on the losing end of the EEOC's ruling chooses to appeal.

(Snippet from article featuring Rob Wilson, President)



What Should HR Know About Recent Child Labor Law Rollbacks?
August 07, 2023

One common justification for such laws is to ease what some have called a nationwide worker shortage, Rob Wilson, president at HR consulting firm Employco, said in an interview.

While state child labor rollbacks may revise regulations around work hours and age requirements that could make it easier to employ younger workers, the laws typically do not spell out specific additional training requirements for these workers, said Wilson.

(Snippet from article featuring Rob Wilson, President)



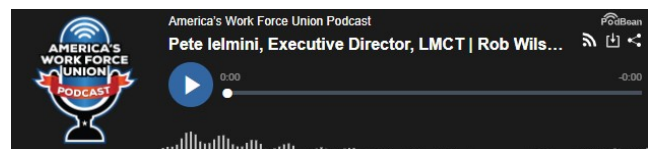
Unveiling the Power of Psychological Pricing Techniques in the Restaurant Industry
August 2023 issue

"In the competitive restaurant industry, pricing strategies are crucial in attracting customers and driving sales. Psychological pricing techniques can significantly impact consumer perception and decision-making, maximizing profitability. This article explores practices applicable to the restaurant industry that entice customers and boost sales.

Charm pricing, or "left-digit pricing," involves setting prices ending in "9" or "99" to create the perception of lower prices. Research shows that prices ending in "9" are more appealing, encouraging impulsive decisions. Bundle pricing combines multiple items or services into a discounted package, capitalizing on perceived value. Restaurants can offer meal combos or fixed-price menus to increase the average transaction value.

Decoy pricing introduces a higher-priced option to make other options seem more affordable. By positioning a premium item alongside other choices, restaurants can influence customers to opt for lower-priced items with higher profit margins."

(Snippet from magazine article by Rick Fazio, Vice President of Sales)



America's Work Force Union Podcast: States See Increased Youth Accidents After Child Labor Rollbacks
July 26, 2023

An employment trends expert, Rob Wilson, joined the America's Work Force Union to discuss the growing trend of child labor law violations. Wilson also talked about the 10 states that rolled back child labor protections and issues minors face in the workplace.

(Audio podcast with Rob Wilson, President)

People on the Move
July/Aug/Sept 2023 issue

Rob Wilson, President of Employco USA was named to the National Small Business Association (NSBA) Leadership Council. The nation's oldest small business advocacy organization, the NSBA Leadership Council provides networking between small-business advocates to address issues facing the small business community. This includes tax reform, government regulations, and health care costs.

"I am proud to have Rob Wilson as part of our Leadership Council," said NSBA President and CEO Todd McCracken. "I look forward to our coordinated efforts for years to come."

"As a small business owner, I see daily the importance of being involved and active when it comes to laws and regulation," said Wilson on Employco's blog page. "Joining NSBA's Leadership Council will enable me to take our collective small-business message to the people that need to hear it most: Congress."

(Snippet from article featuring Rob Wilson, President)

Storytelling on Social Media: Engaging Customers, Boosting Revenue
July 2023 issue

"In the digital age, social media storytelling has become a powerful tool for restaurants to connect with customers and drive revenue. Here are actionable steps to effectively leverage social media platforms:

Define Your Brand Narrative: Craft a compelling brand story that reflects your restaurant's unique identity, values, and culinary offerings. Showcase the passion, creativity, and expertise that sets your establishment apart.

Engaging Visual Content: Take photos to capture mouthwatering dishes, vibrant ambiance, and behind-the-scenes moments. Share visually appealing content that evokes emotions and entices customers to visit."

(Snippet from magazine article by Rick Fazio, Vice President of Sales)

Family Business Magazine: NextGens to Watch
June 30, 2023

We spotlight 22 next-generation members who are making stellar contributions to their family business, family enterprise or family governance system.

Griffen is the vice president at The Wilson Companies, which encompasses Employco USA Inc., Corporate Risk Management Inc. and Freemark HR LLC. Griffen spearheaded the creation of Employco's national broker program, an initiative that has propelled the firm into new industries such as the NFL, Nascar, wealth management and equestrian. He is a frequent speaker at industry conferences and has led webinars on topics such as employee engagement, the Payroll Protection Program and returning to in-person work environments post-COVID.

(Snippet from article featuring Griffen Wilson, Vice President)



LPGA icon and World Golf Hall of Famer Amy Alcott named Golf Ambassador at Employco USA
May 31, 2023

World champion golfer Amy Alcott has just been welcomed by national human resources firm Employco USA as their new golf ambassador. In her new role with Employco's executive team, the golf icon will raise brand visibility for the firm and secure new business leads.

"I am excited to join Rob Wilson and the team at Employco USA as their golf ambassador," says Alcott, who earned 29 LPGA wins during her long and storied golf career. "It's an honor to partner with a successful people-first firm that has a demonstrated commitment to women in leadership positions and is built on the foundation of a family company with a time-tested reputation."

(Snippet from press release)



HR Matters: Pay Transparency and Equity at the Workplace
June 2023 issue

“Pay Transparency is the practice of openly sharing pay-related information with current and potential employees. This information generally includes the pay scales or salary ranges for specific positions in job postings. The goal of pay transparency is to help ensure fairness and equity in the workplace by providing employees and applicants with a better understanding of how they’re compensated compared to other positions and individuals. Employees value pay transparency because it can help them to avoid applying for jobs they wouldn’t accept due to low pay, negotiate for better salaries, and build trust with their employers.

Despite many employers’ reluctance to embrace pay transparency - because pay transparency can reveal unintended pay gaps and trigger questions from current employees - the practice has gained a stronger foothold in 2023.

(Snippet from magazine article by Jason Eisenhut, Vice President of Human Resources)



Truth Behind Seemingly Strong Jobs Report
May 08, 2023

Rob Wilson was a guest on Rush to Reason with John Rush, a radio show on KLZ-560 in Denver discussing the bleak truth behind the seemingly strong jobs report.

(Radio interview)



Ways to Help Make Your Business March Madness Friendly During NCAA Tournament
March 16, 2023

Rob Wilson, employment trends expert and president of Employco USA, provided some tips to help employers minimize lost productivity during the tourney.

He suggested employers send out a companywide reminder about in-office betting. Wilson advises that companies should have a no-gambling policy, including office pools.

Another suggestion from him is if you know employees will want to attend a game or watch it from their homes or favorite bars, now is a good time to issue a reminder about asking for personal days off. Remind employees that they must request such days in advance and that late call-ins could result in a penalty.

(Snippet from article quoting Rob Wilson, President)

CRAIN'S LIST LARGEST EMPLOYERS
 Ranked by full-time local employment as of 12/31/2022. n = Crain's estimate (in gray).

RANK	COMPANY	EMPLOYMENT	2022 LOCAL EMPLOYMENT	% CHG. FROM 2021	2022 WORLDWIDE EMPLOYMENT	% CHG. FROM 2021
15	HRI Window Mechanics, Colorado Property Taxes, Truth Behind Seemingly Strong Jobs Report 5-8-23	14,200	14,200	0%	14,200	0%
16	NORTHWESTERN UNIVERSITY	13,198	11,024	-24%	13,198	0%
17	ADRIAN'S & SONS, INC.	10,270	10,270	0%	10,270	0%
18	UNIVERSITY OF ALABAMA CHICAGO	9,210	9,210	0%	9,210	0%
19	BAHNS UNIVERSITY MEDICAL CENTER	9,177	9,177	0%	9,177	0%
20	AMERICAN AIRLINES GROUP INC.	8,200	8,200	0%	8,200	0%
21	ARBEIS INC.	8,200	8,200	0%	8,200	0%
22	CHICAGO TRAVEL AUTHORITY	8,200	8,200	0%	8,200	0%
23	ARBEIS LABORATORIES	8,200	8,200	0%	8,200	0%
24	EMPLOYCO USA INC.	8,269	14,711	179%	14,711	79%
25	WESTING	7,200	7,200	0%	7,200	0%

Crain’s List: Chicago’s Largest Employers
February 27, 2023

Employco USA took the 24th spot on the Crain’s List of Chicago’s “Largest Employers” with 8,269 local employees and 14,711 worldwide employees for 2022, up 6% and 10% from 2021 (Crain’s estimate).

(Magazine)



**Webinar: DISC and Sales Zoom Event
October 26, 2022**

Rob Wilson (Employco USA) co-hosted a webinar with Ray Silverstein (Peer Advisory Board) and John Ruh (John M Ruh & Associates) on learning how to be more effective sales professionals.

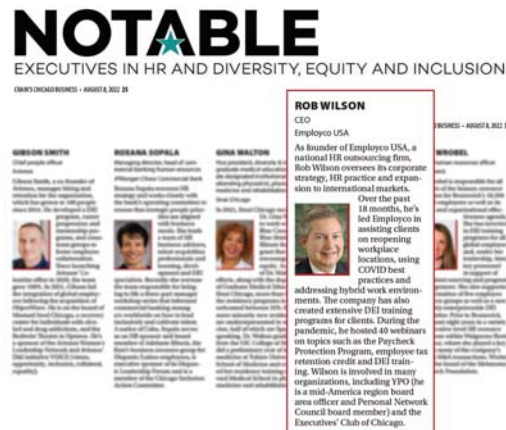
(Webinar)



**Webinar: The HR Side of Scaling Your Business
September 27, 2022**

Rob Wilson (President and Co-Founder), Jason Eisenhut (Vice President of HR), and Griffen Wilson (Assistant Vice President) hosted a webinar on "The HR Side of Scaling Your Business."

(Webinar)



**Crain's Chicago Business: Notable Executives in
HR and Diversity, Equity and Inclusion
August 08, 2022**

Searching for an executive with a full plate? Look no

further than the human resources department. Pandemic-induced calls for hybrid and remote work, demands for social and racial justice in the workplace, and the need for more robust health and wellness plans have kept HR leaders busy and then some over the past few years.

"As founder of Employco USA, a national Human Resources outsourcing firm, Rob Wilson oversees its corporate strategy, HR practice, and expansion to international markets. Over the past 18 months, he's led Employco in assisting clients on reopening workplace locations, using COVID best practices and addressing hybrid work environments. The company has also created extensive DEI training programs for clients. During the pandemic, he hosted 40 webinars on topics such as the Paycheck Protection Program, employee tax retention credit and DEI training."

(Snippet from article featuring Rob Wilson, President)



**The Don and Mike Show: Live from EMPLOYCO
USA in Chicago
May 13, 2022**

"Mike was in EMPLOYCO USA's Podcast Studio this week and Don and Mike talk about all the latest shows, travel and work topics!"

(Audio podcast)



**Guidance on Handling Roe v. Wade Discussions
in the Workplace
May 10, 2022**

But some employers have banned workers from using internal social media outlets for political, racial or religious conversations. Rob Wilson, president of HR consulting firm Employco USA, said that organizations can ask employees to limit their communications to work-related matters when using company software.

(Snippet from article quoting Rob Wilson, President)