



**Florida business association warns Social Security tax deferral 'a headache' for businesses
September 04, 2020**

Rob Wilson, president of Employco USA, a human-resources contractor, said in a press statement that implementing the payroll-tax deferral could be disastrous.

"Employers need to be sure they're really informed about what this deferral program will mean for them before they take on that responsibility."

(Snippet from full article quoting Rob Wilson)



**Businesses saying no thanks to president's payroll-tax deferral
September 03, 2020**

"It can quickly become very complicated. We don't know when or if the IRS is going to provide more guidance around this tax deferral so, right now, it's completely uncharted territory and has the potential for disaster," said Wilson.

(Snippet from full article quoting Rob Wilson)



**WJR Business Beat with Jeff Sloan: Employco USA Employer Outlook Survey
August 27, 2020**

Rob Wilson was a guest on the WJR Business Beat, a StartupNation Radio show, with Jeff Sloan.

"On today's WJR Business Beat segment, Jeff shares results from a new survey conducted by Employco USA, a nationwide employment solutions firm serving businesses of all sizes, which shows that employer expectations for the future are bleak."

(Radio interview)



**CBS 58: Milwaukee LGBT Community Center, ACLU of Wisconsin react to Supreme Court ruling
June 15, 2020**

Rob Wilson appeared on a segment for CBS 58 (WDJT Milwaukee) with Cearron Bagenda.

"The Milwaukee LGBT Community Center is celebrating the Supreme Court's ruling to provide protections against workforce discrimination for LGBTQ+ individuals, but says there's still work to be done.

Human resources outsourcing business, Employco USA, with clients in Milwaukee says Monday's Supreme Court decision was a landmark ruling.

'This really sets the tone for reducing discrimination across the country,' adds Rob Wilson, President and CEO of Employco USA.

Employco USA says a study by the Office of Human Rights found 48-percent of employers showed bias against hiring a transgender person even though they had better qualifications."

(TV interview)



**KMOX NewsRadio: Safely Returning to Work w/Hancock and Kelley
June 12, 2020**

Rob Wilson was a guest on KMOX NewsRadio 1120 with hosts John Hancock and Michael Kelley.

"Rob Wilson President of Employco USA discusses the topic of safely bringing employees back to the office!"

(Radio interview)

CANTON DAILY LEDGER

Illinois Gov. reveals detailed plans for reopening: what employers need to know May 07, 2020

"Gov. Pritzker's reopening plan is based heavily on whether the incoming numbers will support plans to open up the state a bit more," says Rob Wilson, President of Employco USA. "But, if we are seeing an uptick in COVID-19 infections, a sustained increase in hospital admission, or if Illinois's hospitals start to become overtaxed, the phases will reset back to the start."

(Snippet from full article quoting Rob Wilson)



7 ways the workplace will drastically change in a post-pandemic world May 06, 2020

If you will be heading back into the office soon, Rob Wilson, a human resources expert and President of Employco USA says your physical work environment will look much different. "Desks will certainly need to be placed further apart and in some cases, partitions may be implemented," he says. "For their safety and in compliance with CDC guidelines, employees will have masks."

(Snippet from full article quoting Rob Wilson)

CRAIN'S LIST CHICAGO'S LARGEST PRIVATELY HELD COMPANIES					
Ranked by 2019 revenue. Crain's estimates are in parentheses. *Company estimate.					
2019 rank	Source	Revenue	Revenue % change	2019 revenue (\$ million)	Full-time employees
142	CHICAGO BEARS FOOTBALL CLUB INC., Lake Forest	\$47,205,600		\$453.0*	210
143	CLIVER IMAGING, Hoffman Estates	\$46,234,054		\$450.0*	184
144	JAMES MICHON CONSTRUCTION CO., Chicago	\$41,096,832		\$400.0*	470
145	JENNER & BLOCK LLP, Chicago	\$33,222,950		\$449.0*	177
146	ATHLETICO PHYSICAL THERAPY, Oak Brook	\$36,575,426		\$375.0*	2,111
147	EMPLOYCO USA INC., Westmont	\$30,266,756	8.0%	\$424.0	7,855
148	SHENKER, Chicago	\$12,781,024	5.6%	\$422.0	200
149	FLEXTEK SOFTWARE LLC, Elmhurst	\$47,460,400	1.8%	\$409.0*	1,100
150	ALERA GROUP INC., Danville	\$44,253,748		\$400.0*	254
151	TIBALTO WINE GROUP LTD., Lake Bluff	\$41,666,899		\$390.0*	130
152	EMERWAY INSURANCE CO., Northbrook	\$39,887,826		\$394.3*	136

Crain's Chicago Business April 20, 2020

Crain's Chicago Business recently released its annual ranking of "Chicago's Largest Privately Held Companies."

Employco USA took the 147th spot with \$424.0 million in revenue for 2019, up 8.0% from 2018.

Employco was also recognized on the "Local Employers" (#3) and "Largest Employers" (#9) charts with 7,855 local employees and 13,443 total full-time employees, respectively.



How to Talk to Your Employees About Coronavirus April 06, 2020

Rob Wilson, employment expert and President of Employco USA said in a phone interview with Small Business Trends, "Some people might want to delete their dental coverage or reduce their life insurance for the time being just so they can continue to cover the cost. So, bring your benefits team in and discuss the possibility of making changes that people wouldn't normally need to make."

Unfortunately, some small businesses are also having to take the drastic step of laying off employees who they cannot afford to keep on staff.

Wilson says, "You want to be honest and paint a realistic picture of the future. If you have to lay off or furlough team members, just tell them what's going on. Anybody who reads the news knows what's happening. So whatever direction you need to go, just be honest and upfront with people."

(Snippet from full article quoting Rob Wilson)



The Don and Mike Show: Employco's Rob Wilson and Happy Project's Paco Collazo for This Week March 27, 2020

"Rob Wilson for Employco discusses the main issues on the forefront with COVID-19 and how companies should react and Paco Collazo from Happy Projects talks about the status in Mexico and IFES updates and the view from his world south of us!"

(Audio podcast)

Families First Coronavirus Response Act Signed into Law, Employment Expert Can Comment **March 19, 2020**

On March 18th, the Senate passed the Families First Coronavirus Response Act and the President signed it into law. Rob Wilson, President of Employco USA, an employment solutions firm with locations across the country, can comment expertly on this issue.

"The new provisions take effect on April 2, 2020," says Wilson. "The new requirements state that companies must provide employees with up to 12 weeks of job-protected paid leave. Companies pay employees at 2/3 regular rate, not to exceed \$200 per day and \$10,000 in aggregate per employee. The pay starts after first 10 days of leave."

Wilson says that these requirements exist if the employee is unable to work or telework in order to care for minor child. "If the child's school is closed because of the public health emergency, employers must take this into special consideration."

(Snippet from full article quoting Rob Wilson)

AP

Small businesses embrace wellness to help retain staffers **February 19, 2020**

Rob Wilson sees interest in wellness programs growing among his small business clients, and his company, human resources provider Employco, is focusing more on these programs.

"A lot of it so far has been online classes and health coaching, also a lot of online tools right now that employees can access anywhere to help them keep track of what they're doing," says Wilson, whose company is based in Westmont, Illinois.

"The companies doing it are really interested in keeping their employees," he says.

(Snippet from full article quoting Rob Wilson)



The Don and Mike Show: Rob Wilson on Marijuana in the Workplace! **February 14, 2020**

Rob joins the Don and Mike Show for an interview on marijuana in the workplace.

"With states enacting new laws allowing marijuana in society from both a medicinal and recreational standpoint, companies will need to review their policies and handbooks accordingly. Rob Wilson gives viable tips on what to do with this new societal change we are seeing and how to protect the company when faced with issues centering on marijuana."

(Audio podcast)

benefitsPRO

10 HR compliance issues for 2020 **January 07, 2020**

The new year has brought with it a myriad of new labor laws and compliance requirements that employers can't afford to miss.

One hot topic: sexual harassment policies are getting greater scrutiny next year, which requires that all companies pay closer attention "to this very important issue," Employco USA president Rob Wilson writes on the firm's blog.

"We are finally starting to see people take sexual harassment in the workplace more seriously, and the new regulations coming into effect in 2020 reflect that," Wilson says.

(Snippet from full article quoting Rob Wilson)



Here is How Overtime Pay Will Change in Jan. 2020
November 15, 2019

Starting in January 2020, important changes are coming to Americans' paychecks. Beginning in the new year, new overtime provisions from the Fair Labor Standards Act will go into place.

"Previously workers were automatically entitled to overtime pay only if they earned \$23,660 or less a year," says Rob Wilson, employment trends expert and President of Employco USA, an employment solutions firm with locations across the country. "But, starting in just a handful of weeks, that salary ceiling will be raised to \$35,568. Under this new ruling, these workers are entitled to receive one and one-half times their regular pay if they work more than 40 hours in a week."

But it is not just workers who earn under the \$35,568 threshold who will be eligible for overtime.

"If a worker earns more than \$35,568, but their duties are not managerial, they may still be eligible for overtime," says Wilson.

(Snippet from full article quoting Rob Wilson)



Performance Review: Useless Procedure?
November 01, 2019

Evidence from a recent survey by Gallup and others has found that two-thirds of organizations feel their performance reviews are not effective. Described as "subjective and highly ambiguous," performance reviews can be a very impactful tool when used appropriately, but, as this research shows, most companies say they are falling short of the mark.

As a response, some employers are eliminating the annual performance review. However, we don't see that as a good solution for the vast majority of companies. Without an annual review — even if it's just a compilation of more frequent ones — it's very difficult for employers to work on merit pay increases.

(Snippet from full article by Rob Wilson)



Ban on pre-employment marijuana testing to impact HR policies nationwide, experts say
September 25, 2019

A new law that bans most private companies in New York City from testing job applicants for marijuana as part of the hiring process may have an impact that reaches far past city limits.

"You're going to see changes in employment policies across the country because for a national company it becomes too hard to have different HR policies, and then you run into discrimination issues if you're drug testing in New Jersey but not in New York," said Rob Wilson, president of the human resources firm Employco. "The last thing you want is a national drug policy and you're not on top of this law, you could find yourself with some big headaches."

The law doesn't go into effect until May 2020, which gives affected companies time to rework their policies, but Wilson said he's already seen a shift away from pre-employment drug testing as more states legalize medical and recreational use of the drug.

(Snippet from full article quoting Rob Wilson)



The Small Business Advocate Show
September 10, 2019

Rob Wilson was a guest on The Small Business Advocate Show with Jim Blasingame. They covered two segments on AI, including: "How artificial intelligence is being used in the hiring process" and "How small businesses will use AI in the future to hire."

"Rob Wilson joins Jim Blasingame to report on the artificial intelligence innovations that are going to increasingly empower small businesses to be more effective finding and hiring new employees."

(Audio podcast)