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Competitive
Edge
in Staffing**

EXECUTIVE LEADERSHIP CONFERENCE

APRIL 3-4, 2023 | HARD ROCK HOTEL & CASINO ATLANTIC CITY, NJ

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5 CE



NJSA
NEW JERSEY STAFFING ALLIANCE

ANTITRUST GUIDELINES

While some activities among competitors are both legal and beneficial to the industry, group activities of competitors are inherently suspect under the antitrust laws. Agreements or combinations between or among competitors need not be formal to raise questions under antitrust laws, but may include any kind of understanding, formal or informal, secretive or public, under which each of the participants can reasonably expect that another will follow a particular course of action.

Each of you is responsible to see that topics which may give an appearance of an agreement that would violate the antitrust laws are not discussed at your meetings. It is the responsibility of each participant in the first instance to avoid raising improper subjects for discussion. This reminder has been prepared to assure that participants in meetings are aware of this obligation.

The Do's and Don'ts presented below highlight only the most basic antitrust principles. Each participant in a meeting should be thoroughly familiar with his/her responsibilities under the antitrust laws and should consult counsel in all cases involving specific situations, interpretations, or advice.

DON'T

1. Do not, in fact or appearance, discuss or exchange information regarding:
 - a. Individual company prices, price changes, price differentials, markups, discounts, allowances, credit terms, etc., or data that bear on price, e.g., costs, production, capacity, inventories, sales, etc.;
 - b. Industry pricing policies, price levels, price changes, differentials, etc.;
 - c. Changes in industry production, capacity or inventories;
 - d. Bids on contracts for particular products; procedures for responding to bid invitations;
 - e. Plans of individual companies concerning the design, production, distribution or marketing of particular products, including proposed territories or customers;
 - f. Matters relating to actual or potential individual customers or suppliers that might have the effect of excluding them from any market or of influencing the business conduct of firms toward such suppliers or customers.
2. Do not discuss or exchange information regarding the above matters during social gatherings incidental to meetings, even in jest.

DO

1. Adhere to prepared agendas for all meetings and object any time meeting minutes do not accurately reflect the matters which transpired.
2. Understand the purposes and authority of the group.
3. Consult with counsel on all antitrust questions relating to meetings.
4. Protest against any discussions or meeting activities which appear to violate the antitrust laws; disassociate yourself from any such discussion or activities and leave any meeting in which they continue.

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SCHEDULE AT A GLANCE

MONDAY, APRIL 3		
Time	CE Credits	Presentations
6:30 - 8:30 pm		Opening Reception at Hard Rock Café Backstage  
TUESDAY, APRIL 4		
9:00 - 9:30 am		Registration & Breakfast 
9:30 - 10:30 am	1.0	“Supercharge Your Recruiting Desk with Tech: A Guide to Removing the Fear of Automation, Bots, and AI” <i>Lauren B. Jones</i>
10:30 - 11:00 am		Industry Partner Introductions
11:00 - 11:15 am		Break 
11:15 - 12:15 pm	1.0	“Over Tech’d and Underprepared: Organizational Agility” <i>Jeff Pelliccio</i>
12:15 - 1:15 pm		Luncheon 
1:15 - 2:15 pm	1.0	“How to Ride the Staffing Wave” <i>Richard Rosner</i> 

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SCHEDULE AT A GLANCE

Time	CE Credits	Presentation
2:15 - 3:15 pm	1.0	"Protect Your Assets – Contracts & Coverages " <i>Kurt Murray, Christine Trimarco</i> 
3:15 - 3:30 pm		Break  Fox Rothschild ^{LLP} ATTORNEYS AT LAW
3:30 - 4:30 pm	1.0	"Advancing Women Leaders in the Staffing Industry" <i>Moderator: Lauren B. Jones</i> <i>Panelists: Shannon Block, Susan Larkin, Kelly Boykin</i>
4:30 - 4:45 pm		Closing Remarks
5:00 - 7:00 pm		Closing Cocktail Reception  

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Our national staffing practice is recognized as one of the largest in the country. Our clients span the spectrum of the industry in terms of size, ranging from smaller highly specialized firms to large publicly traded staffing companies. In terms of market sectors, our staffing clients focus in a variety of areas including light industrial, professional services (legal, accounting and finance), IT, healthcare, engineering and commercial.

We have nine professionals that dedicate a material portion of their practice to the staffing industry. Our team counsels management on major strategic and operational issues impacting their business. In this regard, we regularly offer advice on:

- Business structure
- Client contracts focusing on indemnification & key risk provisions
- Compensation strategies & plans
- Emerging legal and business issues
- Human resources
- Litigation
- Merger & Acquisitions
- On and Off Boarding
- Regulatory compliance

Our dedication to understanding and advising the staffing industry delivers tangible benefits to our clients and the staffing industry.



Dedication to Understanding the Staffing Industry

The staffing industry and the regulations impacting it are complex and constantly evolving. At Becker, we are dedicated to following the regulatory and business developments impacting our clients.

We keep abreast of these developments through the Staffing Industry M&A Market Insiders, attendance at all of the major industry conferences, thought leadership, and our board membership for various staffing associations.

This dedication to understanding your industry helps us guide you on the best legal practices that will help you grow and insulate your company from liability.

For more information contact:

Martin L. Borosko, Esq.

Managing Partner

mlborosko@becker.legal

Direct: 973-251-8921

Michael A. Bartels

Chief Development Officer

mbartels@becker.legal

Direct: 973-251-8905

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OUR STAFFING INDUSTRY

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Conor Delanbanque
CEO & Founder
Strategio, Inc

Access Capital is the nation's leading independent lender to the staffing industry.

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Paul Mehring, Chief Lending Officer
pmehring@accesscapital.com



Raphael Torres, Head of New Business
rtorres@accesscapital.com



John McGraw, Business Development Officer
jmcgraw@accesscapital.com



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www.agrfinancial.com

AGR Financial works **exclusively** with staffing companies throughout the country.

Since we focus **solely on the staffing and temporary personnel industries**, we have the expertise to craft customized solutions to meet the specific needs of our clients. We understand your business and its unique challenges.

Our clients benefit from one-stop shopping with a financial firm (not a big bank) that can not only provide industry-specific consulting advice, but an institution that will directly provide financing with the capacity to take its own equity positions.

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- ***Accounts Receivable Funding & Financing*** — Advances are made against your company's customer invoices to provide the cash flow required to fill the gap between when your staffing firm provides contractors and when your customer pays. Advances are arranged on a sliding scale, up to 90 percent. This helps businesses to determine cash flow needs from week to week. **Lower rates are provided as a reward for high-volume growth.**
- ***Payroll Funding & Financing*** — A sophisticated Payroll Funding program such as AGR's, enables you to utilize the invoices that you send out and receive an advance of up to 90 percent of the face amount of the invoice. This will free up your cash flow to make payroll or to cover other expenses that are needed.
- ***Complete Funding & Financing Needs*** — Every business day AGR Financial keeps funds flowing along predictable lines — smoothly, seamlessly, effortlessly — freeing you from weekly financial worries, enabling you to concentrate on the best ways to operate and grow your core business.

Benefits of partnering with AGR

- More than 28 years of industry expertise — we understand your challenges
 - Advances up to 90% of invoice amount
 - **No banking restrictions or covenants**
 - Sliding rate structure rewards sales growth
 - No hidden costs or extra fees
 - Free up your own funds for non-business activities
 - Total confidentiality
 - Optional web based reporting
- Merger & Acquisition Services (Sell – Acquire – Merge – Restructure)
 - Solutions for Start-up and Independently owned staffing firms
 - Assistance acquiring Workers Comp

Looking to buy or sell?

- Many companies also call on AGR Financial to share extensive expertise and guidance through our **Merger and Acquisition Consulting and Brokerage.**
- Our M&A consulting clients can draw on the full resources of our company to find the right solution for their challenges.

For immediate information please contact **G. Allen Geyer**, President or **Evan Prodromo**, Vice President (eprodromo@agrfinancial.com) **732-572-0568** or visit our new and updated website www.agrfinancial.com

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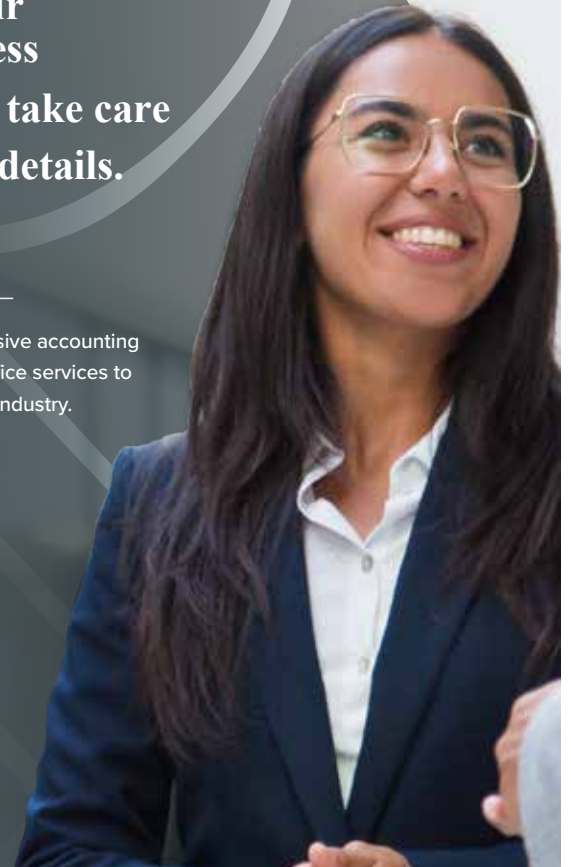
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and back office services to
the staffing industry.



About RLP, CPA LLC

RLP provides accounting, back office support, best practices, and controller services to the staffing industry while delivering value-added results. RLP's goal is to provide outstanding service by building trust with our clients and guiding them towards a future of financial health. RLP has over 30 years of combined experience in the staffing industry.

About Our Leadership

Rosa Padilla, our CEO, is a Certified Public Accountant with over 20 years of service in corporate accounting, primarily in the staffing and recruiting industry. With her drive to succeed and strong work ethic, Rosa became an accounting manager of a publicly traded staffing company within five years of college graduation.

Rosa continued her career in management and became Controller of a \$320M staffing company before earning her CPA. While thriving in her role as Controller, Rosa studied and achieved her CPA license. Today, Rosa is the proud owner of RLP, CPA LLC, a CPA firm based out of East Brunswick, NJ.

Rosa graduated from New Jersey City University with a Bachelor of Science in Accounting. Currently, Rosa is a member of the American Institute of Certified Public Accountants, the New Jersey Societies of Certified Public Accountants and the New Jersey Staffing Alliance.



Get Back to Business. Contact Us Today.

RLP, CPA LLC
197 NJ-18 S,
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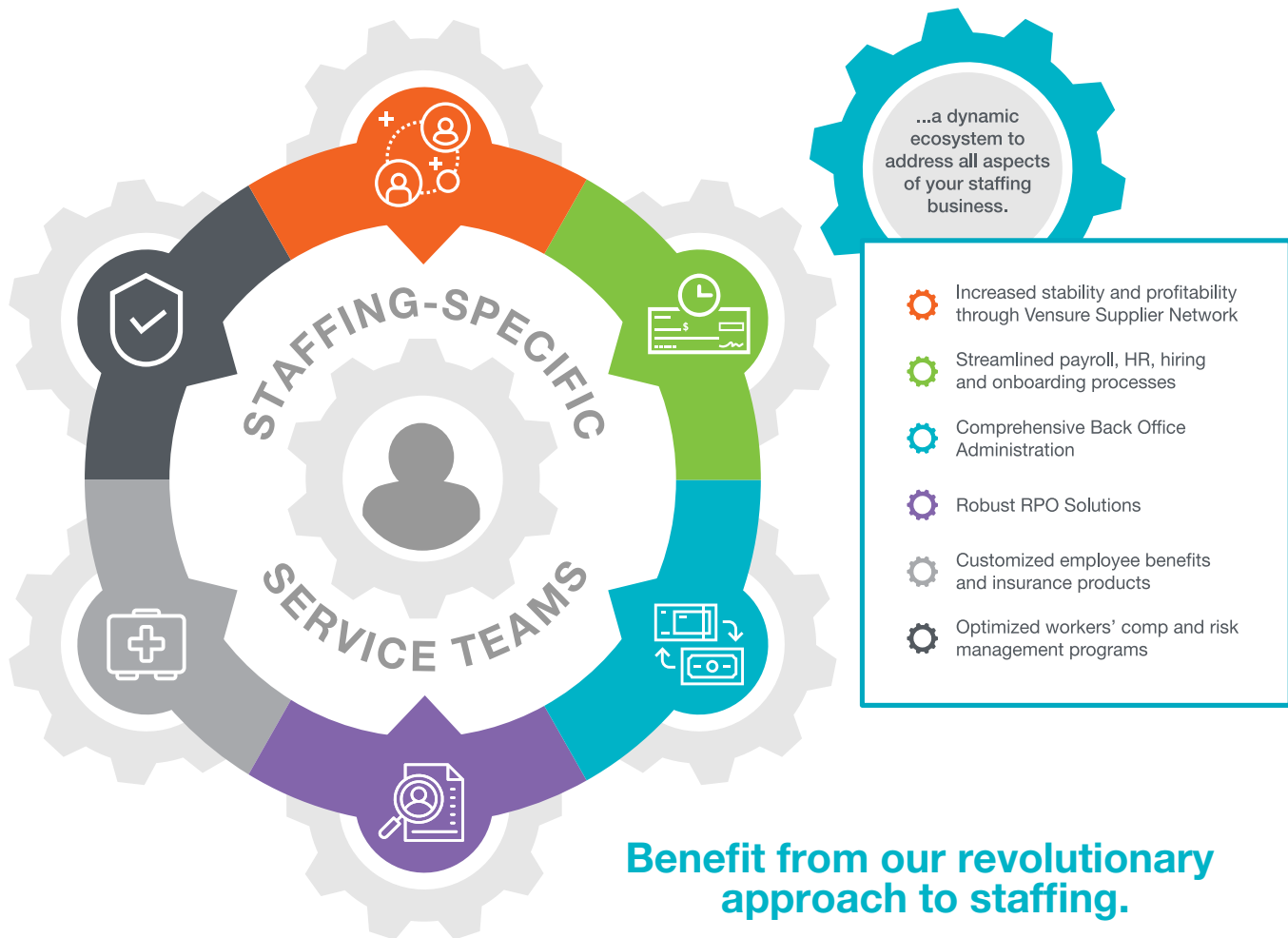
For Your Staffing Company

Running any business can be hard—but staffing companies like yours are faced with unique operational and business needs. From compliance to payroll to employee retention, your company has specialized concerns. Wouldn't it be nice to have a partner who understands your industry?

Vensure Staffing Alliance is ready to help.

Backed by 100 years of combined human capital management experience, Vensure Staffing Alliance (VSA), has created an exciting staffing-focused support program to help companies like yours grow and thrive.

You'll work exclusively with a team of staffing-focused experts who understand the industry and who get to know what your company is all about.



Ready to learn more?

Contact us at 800.409.8958 to speak with a business consultant.

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With offices in Atlantic City, Princeton and Morristown, we're the law firm the state's business and civic leaders turn to for industry leading service and advice. Clients get accessible, locally based attorneys backed by colleagues in more than 70 practice areas around the country.

Fox Rothschild attorneys understand the nuances of the staffing industry. We are fluent in the laws that impact those in the sector, including entrepreneurs, management and general counsel. We routinely provide staffing companies with a full range of cost-effective legal services that offer solutions to their business challenges. Additionally, clients benefit from our extensive network of contacts and resources who can assist with challenges that arise in non-legal issues.

Garden State knowledge and connections. Staffing experience. The strength of a national law firm.

That's the Fox Rothschild Advantage.

David J. Sprong

dsprong@foxrothschild.com
973.548.3362



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