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### Important Year End Updates

It's the most wonderful time of the year — or at least it's the time of year when important tax and legislative updates for the new year are announced. It can be hard to keep up with all the changes that may impact your staffing company: from minimum wage increases to state and federal tax changes, to unemployment wage bases, and more.

That's why we've assembled a list of changes, charts, and resources that may impact your staffing company in the new year, as well as tax tools that can help you plan and prepare. We'll keep making updates as we receive them, but in the meantime...

[CLICK HERE](#) TO REVIEW THE IMPORTANT TAX AND LEGISLATIVE UPDATES FOR 2024.

### NEW *Insight With Insiders* Podcast: Economic Outlook for the End of 2023 and Beyond

[Click to Listen! »](#)

2023 has been a year of unexpectedly strong growth in the overall economy with low unemployment and strong consumer spending. However, the Staffing industry has slowed, seeing a 15 – 20 percent decrease year-over-year. What does this mean for the rest of 2023 and 2024? Will general economic growth continue? Will Staffing rebound, and if so, what industries hold the most growth potential? Will the Federal Reserve continue its focus on rate increases? Are we in for a soft landing or a more serious, lengthy recession?

In this *Insight with Insiders* podcast, TRICOM President / CEO Julie Ann Bittner is joined by Jason Turner, Chief Investment Strategist for Great Lakes Advisors. Jason has been a long-time, trusted voice of economic reason for his clients and the Staffing industry. Jason addresses these issues, and more, and shares the economic indicators that support his predictions. He also speaks to how outside factors such as political turmoil, labor strikes, and global unrest can impact economic markets and shares the positive economic news that often goes unreported in the media. Additionally, Jason gives specific advice to staffing company owners in these uncertain economic times. You don't want to miss this podcast filled with thoughtful, relevant economic analysis that will impact the months and year to come.

### Did You Know? TRICOM's 2024 Client Conference Includes a Special Celebration

We are pretty excited for our next Client Conference slated for September 18 – 20, 2024 at the historic Pfister Hotel in Milwaukee, WI. What makes this Client Conference even more special is that we'll also be celebrating TRICOM's 35th anniversary during the conference! TRICOM first opened its doors in October 1989, and over the decades we forged some amazing partnerships (and friendships!) with our clients and industry colleagues along the way. We are thrilled to be able to celebrate this milestone at our Client Conference with the clients, partners, and team members that have made this possible.

We are busy making plans to make this our best conference yet! Keep watching for more information regarding registration, speakers, topics, and more!

### Events:

**March 5:** Massachusetts Staffing Association Annual Conference. Waltham Woods, Waltham, MA. [msastaffing.org](#)

**March 20 — 22:** 2024 TempNet Annual Convention. Napa Valley Marriott, Napa, CA. [tempnetstaffingassociation.org](#)

**March 25 - 28:** SIA Executive Forum. Aria Resort, Las Vegas, NV. [staffingindustry.com](#)

### New On TRICOM.com!

TRICOM's latest *Industry Insider Webinar, Evolve Your Connection in 3!*, is now available online. Evolve your company, your employees, and your work culture. Join TRICOM and Andre Young for our latest *Industry Insider* webinar for a high-energy, interactive, culture-changing training. This presentation focuses on management and employees enhancing leadership skills, personal leadership, work culture, and work/life harmony for themselves, their team, and the organization.

Evolve your connection in 3:

- The 5 Points of Your Day – Leaders use their Time Differently
- Construction Talk – How to Gossip, Vent, and Share an Idea Like a Leader
- A Leader's Burn-Out – Learn how to Prevent or Lead Through Burn-Out

By the end of this session, you'll be energized and equipped with practical tools to evolve both personally and professionally. [Click here to view the presentation!](#)

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