

## Summer 2025 News from TRICOM

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#### Protect Your Staffing Company from the Rising Threat of Fraud

You receive an inquiry through your website requesting payrolling services through your staffing company for about 30 employees. The business may not be local and may not be in one of your core competencies. You start to move forward with getting the information you need to onboard this new customer.

STOP! You may soon be the victim of payroll fraud.

Twice within one week we've helped clients identify fraudulent requests for payrolling. It all seems legit – willingness to set up a Teams or Zoom call, several dozen employees – until you dig further.

We are seeing more and more instances of payroll fraud recently, and it's critical that staffing companies are aware of what to look out for before you become a victim.

**[CLICK HERE](#)** TO READ ABOUT HOW TO IDENTIFY PAYROLL FRAUD AND HOW TO AVOID IT.



#### NEW *Insight With Insiders* Podcast: How the Background Screening Process Can Help You Win the War for Talent

Did you know that when you request a candidate background check, there are potentially 3,400 jurisdictions a provider may have to search to do a complete, thorough check? Plus, not all of these

jurisdictions may have their information online. That's why the parameters of your background search can greatly impact the timeline of the process.

In this month's *Insight with Insiders* podcast, TRICOM CEO Julie Ann Bittner discusses how background checks can greatly enhance the overall candidate experience. Her expert guest is Joe Doyle, Vice President of Sales for InCheck. With over 24 years of experience in the HRTech industry, Joe brings a wealth of expertise in background screening solutions, SaaS technologies, and driving consultative customer success across multiple industries with staffing being a major focus.

Julie Ann and Joe discuss how the background screening process is becoming more unified with the overall hiring experience and how understanding the process can help create even more efficiencies.

Joe also discusses:

- The benefits of digitization – especially when it comes to hiring forms and mobile optimization
- How the background process can help with compliance
- Why the candidate perception of the background screening process is so critical
- Strategies for selecting potential background screening providers to ensure you choose the one that will be a steward for your staffing company

By the end of this podcast, you'll have a better understanding of how the background screening process can be another tool to help you win the war for candidates.

**[CLICK](#)** TO VIEW!



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#### Did You Know? Washington State Passes Sales Tax Bill into Law

According to Staffing Industry Analysts (SIA), a Washington state bill that would extend the state's sales tax to temporary staffing was signed into law on May 20 by Gov. Bob Ferguson. The law faced opposition from some business groups.

The legislation, [SB 5814](#), makes a number of other changes as well. However, for the staffing industry, it extends the state's 6.5% sales tax to temporary staffing services.

"This bill will further impede not only the staffing industry but Washington state companies," Tim Bruce, CEO of staffing firm Protingent, said in a note to SIA. "As a partner to many of the technology companies in the Seattle area, we feel the tax will further burden and restrict growth and is counterproductive in establishing an environment that is supportive of business."

The Council on State Taxation, a nonprofit trade association based in Washington DC, had called for Ferguson to veto the bill. "The economic burden of taxes on business inputs inevitably shifts to consumers through higher prices or to labor in the state through lower wages and fewer jobs," the council wrote in a letter to Ferguson.

Washington state's legislation does exempt staffing at hospitals, so a travel nurse assigned to a hospital would not be taxed. However, a nurse assigned to a long-term care facility would be.

Sales tax is already charged on staffing in some other states. For example, Connecticut's 6% sales tax is applied to the final bill for staffing services. While that tax has existed for some time, it did make an impact when it first took effect, according to [reports](#).

The new law goes into effect October 1, 2025. However, staffing owners may want to notify their customers of the change prior to the effective date, indicating they will be charging sales tax on all services billed as of October 1, 2025.



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#### Events:

**July 4:** TRICOM office closed.

**August 14 – 15:** 2025 Colorado Staffing Association Annual Conference. The Inverness, Englewood, CO. [coloradostaffing.org](#)

**September 1:** TRICOM office closed.

**October 6 – 8:** ASA Staffing World 2025. The Gaylord Palms Resort & Convention Center, Orlando, FL. [americanstaffing.net](#)

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