

## September 2021 News from TRICOM

### Table of Contents

**National Staffing Conferences Are Back In Person**

**Did You Know?**  
This Month's Podcast Features Employee vs. Independent Contractor: Avoiding Costly Misclassifications

**Attention Staffing Companies Doing Business in Ohio:**  
Sales Tax on Employment Services Repealed



Get the latest industry news, resources and updates right to your newsfeed by liking TRICOM on [Facebook](#) and following us on [Twitter](#)!



Photo Source: gettyimages.com

### National Staffing Conferences Are Back In Person

We've always been big proponents of well-run staffing industry conferences. We love the opportunity to learn more about what's going on in the industry, as well as what's on the horizon. But most importantly, we look forward

to all the face-to-face conversations we have with colleagues and friends. It's those connections that we cherish and that we missed last year.

Conference organizers did a tremendous job of carrying on in a virtual format last year. But we're very excited to be back in-person for what we think are some of the best national staffing conferences of the year: ASA Staffing World 2021, SIA Healthcare Summit, and TechServe Alliance Executive Summit.

They've got it all: excellent speakers and itineraries, great opportunities for networking, a focus on safety, and fantastic venues.

Plus, there's still time to register if you haven't already!

[CLICK HERE](#) TO READ THE SCHEDULED HIGHLIGHTS FOR THIS FALL'S NATIONAL CONFERENCE EVENTS.

### Did You Know? This Month's Podcast Features Employee vs. Independent Contractor: Avoiding Costly Misclassifications

In this month's *Insights with Insiders* podcasts TRICOM President / CEO Julie Ann Bittner and her guests Sarah Davis and Chris Leddy from Becker LLC focus on classifying independent contractors vs. employees, and how to avoid the expensive pitfalls that come with misclassification. As attorneys with extensive experience in the staffing industry, Sarah and Chris discuss answers to common questions they hear from their staffing clients, such as:

What classification tests are commonly used?

What impact can an incorrect classification have in terms of wage withholdings, taxes, employee benefits, workers comp, and more?

How can I remedy any misclassification mistakes?

What procedures, documents or contract language can I use to protect my staffing company?

Sarah, Chris and Julie Ann's discussion leaves staffing company owners and managers with a great foundation for ensuring they're on the right path to classifying employees and independent contractors correctly.

[Click to listen!](#)

Watch for NEW PODCASTS posted the second Thursday of each month on TRICOM's Spotify channel. Each month we bring you insightful and relevant conversations on topics that are impacting staffing company owners right now. They're discussions you won't want to miss!

### Attention Staffing Companies Doing Business in Ohio: Sales Tax on Employment Services Repealed

Effective October 1, 2021, employment services are no longer subjected to sales taxes in Ohio. If your staffing company operates in Ohio, be prepared to update your invoices as of October 1st to reflect this change. If TRICOM completes your invoicing, this change will be automatically implemented. Please speak to your TRICOM accounting representative with any questions.



Photo Source: gettyimages.com

### Events:

**Sept. 28 – 30** — ASA Staffing World 2021. Gaylord Rockies Resort & Convention Center, Denver, CO. [americanstaffing.net](#)  
**Visit us at Booth 608!**

**Oct. 14-15** — Midwest Staffing Owners and Executives Retreat. Wingspread Retreat and Executive Conference Center, Racine, WI. [issaworks.com](#)

### New On TRICOM.com!

The August *Industry Insider* webinar, *Loyalty is the Magic Word*, is now online! Struggles finding internal talent, demanding customers, and mounting frustration — do any of these sound familiar to you? The current labor market is not going to change much, and you need to find a way to overcome these challenges. This webinar offers insights on how to solidify your employee/employer relationship and safeguard the clients that you *want* to keep. Loyalty will create the bond that will help you succeed in today's market. However, loyalty is easy to say, but hard to create. Amy Munroe with Staffing eTrainer will help you determine the best questions to ask your clients (companies and talent), understand the phase of the relationship you have with each client, craft a magical value proposition for your team, and focus on the 'client of choice' for the strongest loyalty. By the end of this session, you will know why loyalty is the magic word. [Click here](#) to view the presentation.

**PLUS.... Check out our podcast section on our homepage at TRICOM.com! Watch for our new monthly podcast series, "Insights with Insiders," with new podcasts being added the second Thursday of each month (and sometimes even sooner!).**

You can also pop over to [Spotify](#) to follow us and listen to terrific conversations!

**Information contained within this publication is intended for informational purposes only and does not constitute legal advice or opinion, nor is it a substitute for the professional judgment of an attorney.**