

***Thought Leadership Series***

**Preparing for Impact:**

**The Effects of the ACA on Contingent Workforce Management**

**Speakers:**

**Alden Bianchi, Member, Mintz Levin**

**Edward Lenz, Senior Counsel, American Staffing Association**

**Brian McCourt, VP, Product Innovation, Pontoon**

**Greg Muccio, Sr. Manager, People Department, Southwest Airlines**

**Amy Woodham, Director Product Management, Beeline**

**Moderator: Bryan Pena, Vice President, Contingent Workforce Strategies and Research, Staffing Industry Analysts**

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### Welcome to the Staffing Industry Analysts 2014 Industry Thought Leadership Series

#### Suppliers Of Staffing Services Share Their Expertise

*The Staffing Industry Analysts Industry Thought Leadership Series provides the perspective of the suppliers of staffing services. The views expressed in this webinar are those of the sponsor and not necessarily that of Staffing Industry Analysts.*

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# Webinar Slides and Replay

- Copies of the slides and a link to the audio recording will be distributed to all attendees within 24 hours following the webinar
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## Who We Are

### Over 1000 client organizations benefit from our international research services

- 80% of the largest 50 U.S. staffing firms and 60% of the world's 25 largest staffing firms are corporate members
- Over 70 buyers of contingent labor are members of our CWS Council, representing over \$100 billion in annual contingent workforce spend
- Customers in more than 80 countries



### Founded in 1989

- Acquired by Crain Communications (\$200M media conglomerate) in 2008
- Headquartered in Mountain View, California and London, England
- 80+ years of industry and advisory service experience among executive team





# CWS Council Members (partial public list)



Thought Leadership Series

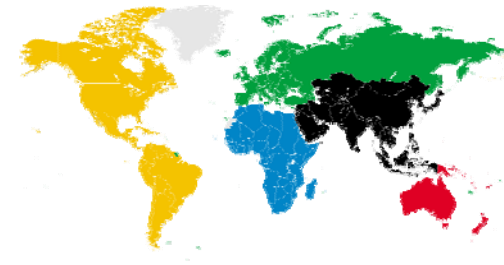
## Save the Dates



October 6-7, 2014 | Mirage Resort & Casino | Las Vegas, NV

***CWS Council Meeting October, 6<sup>th</sup>***  
***CCWP Class October 6-7th***

October 8-9, 2014 | Mirage Resort & Casino | Las Vegas, NV





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beeline®

Preparing for Impact:  
The Effects of the ACA on  
Contingent Workforce  
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## Polling Question

How many of you would feel confident if you were asked to advise one of your senior leaders on how the ACA will impact the management of your extended workforce?



- A. I feel very confident!
- B. I understand some of the requirements but need to know more.
- C. I know it is something important but don't know where to start.
- D. What is the ACA?

## Objectives

At the conclusion of this session, you will:

- Better understand the impacts of the ACA on staffing and the management of your extended workforce
- Know the conversations to have with staffing suppliers about the the ACA
- Discover how a VMS can help your organization through the healthcare reform journey





# Your Panelists

## Panelists

- Greg Muccio, Southwest Airlines  
Senior Manager, People Department
- Brian McCourt, Pontoon  
Vice President, Product Innovation
- Edward Lenz, American Staffing Association  
Senior Counsel
- Alden Bianchi, Mintz Levin  
Member | Practice Group Leader, Employee Benefits & Executive Compensation



What are the impacts of the Affordable Care Act?

*What do staffing buyers need to know?*

What will happen to rates?

Who is responsible – Who owns the risk?

*What questions should I be asking?*

What about misclassification?

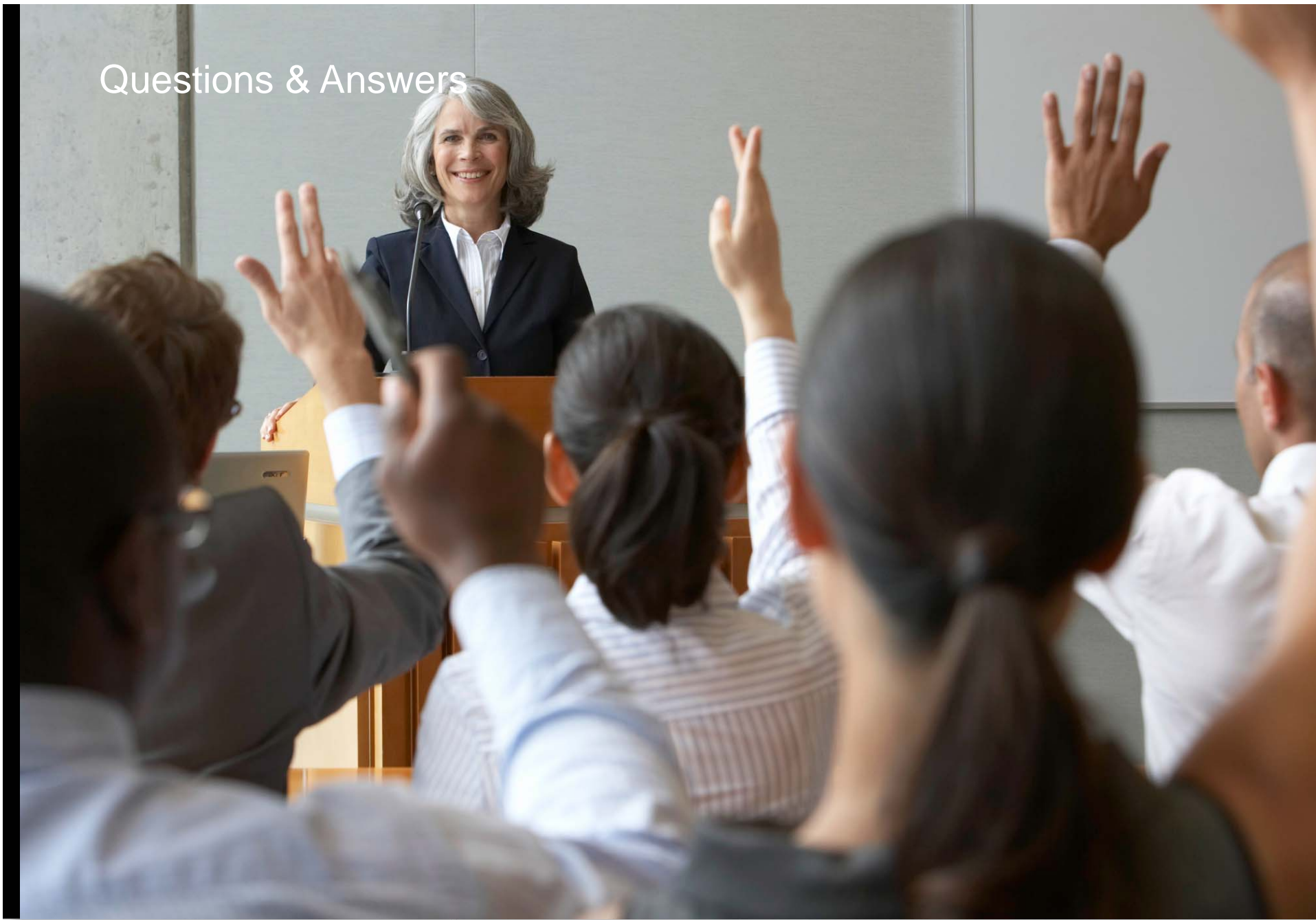
*Where do Independent Workers fit?*

*What should I be tracking?*

How can I use a VMS to help me?

What have other companies done?

## Questions & Answers



# Want More?



Intelligent workforce solutions



## Be in the know

[Home](#) > [Customer Service](#) > The Impact of the Affordable Care Act

### The Impact of the Affordable Care Act

by GREG MUCCIO on OCTOBER 15, 2013

One of the hottest topics in the staffing world this year has been the impending effects of the Affordable Care Act (ACA) on big business. Earlier this year, I was asked to advise some of my senior leaders on the impact of the ACA on our non-employees after swirling rumors of rate increases, penalty fees for misclassification, etc. I collected information from various webinars and conducted my own research, then presented to our leadership team and made my recommendations. I broke it down into two categories:

- 1.) The impact of the ACA
- 2.) How we are looking to Beeline for help



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# Appendix

# About Beeline

## History

Founded in 1999; an independent subsidiary of Adecco Group since January 2010

## Locations

Headquartered in Jacksonville, FL with key office locations in Chicago, London, Zurich, Singapore and Manila

## About

- Core product focus on award-winning user experience & business intelligence
- Proactive service model with continuous investment in client partnerships
- SSAE 16 / ISAE 3402 SOC 2 certified
- Continuous reinvestment of annual revenues in product development and client services

## Client Success

- 133 Enterprise clients with \$16.9B+ in spend under management
- 99% Client Retention
- 20 Transitions from legacy VMS systems



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*THANK YOU!*