



Family Business Magazine: CEOs to Watch 2025 September/October 2025 issue

Since co-founding Employco USA in 1996 alongside his brother and father, Robert Wilson has grown the company from a small family start-up into a highly successful HR outsourcing firm with more than \$600 million in sales.

"What really sets Rob apart is his ability to combine big-picture vision with a people-first approach," says his son, Griffen Wilson, who serves as Employco's vice president. "He's always kept Employco ahead of the curve by embracing new technologies and creating innovative solutions that make life easier for clients and help them navigate the ever-changing regulatory landscape."

Wilson's leadership has been tested — and proven — through several major challenges. Each time, he found ways to pivot, enter new markets and build strategies that kept both clients and employees secure. For example, during the COVID-19 pandemic, he personally led more than 45 webinars to guide clients through the uncertainty and help them secure PPP loans, demonstrating just how deeply he cares about the people he serves.

Wilson is known for his open-door policy and his genuine belief that employees are the company's greatest asset. Griffen credits his father with building a culture where everyone feels empowered, motivated and valued. "Rob's journey — from starting out with just \$5,000 in sales to leading an industry powerhouse — is a testament to his grit, integrity and unwavering commitment to his family and his team."

Beyond Employco, Wilson is also committed to his community, serving on several Young Professionals Organization boards, as well as the Chicago Police Foundation Board and the ESCA Board.

(Snippet from article featuring Rob Wilson, President)



Chicago's Unemployment Rate Expected to Rise February 21, 2025

Rob Wilson, President and Founder of Employco USA, joins the WGN-TV Evening News to discuss unemployment in Chicago and its expected rise.

"New numbers reveal Chicago's unemployment rate is higher than other large metro areas, sitting at about 4.4%, could get worse though with the announced closure of dozens of local retail stores. Joining us now with more is Rob Wilson, he's the President of Chicago-based employment solutions firm Employco USA, thanks for being with us."

(WGN-TV interview with Rob Wilson, President)



The Don and Mike Show Reunion Podcast February 14, 2025

Jason Eisenhut, Vice President of HR at Employco USA, joined the Don and Mike Show Reunion Podcast with Mike Morrison and Don Svehla to discuss legislation updates, potential upcoming changes, and other HR topics in the trade show industry.

(Podcast interview with Jason Eisenhut, Vice President of HR)



Reimagine Feedback to Drive Engagement and Growth

January 13, 2025

"We still see a lot of once-a-year reviews," said Rob Wilson, President of Employco USA, an HR consulting firm based in Westmont, Ill., that works with HR departments containing from two to 3,500 employees. "No one likes them."

Leadership training plays an enormous role in helping managers learn how to deliver feedback effectively. "Training supervisors in effective communication is a large part of what we do," said Wilson.

(Snippet from article featuring Rob Wilson, President)



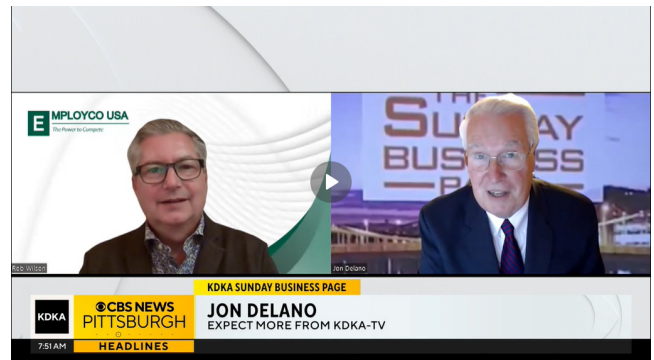
Navigating Workforce Challenges: Strategies for Attracting and Retaining Talent in the Food Industry

January 2025 issue

The labor market continues to evolve, presenting unique challenges for businesses across industries, including the food sector. Recent data highlights a significant slowdown in job growth, with only 142,000 jobs added in August 2024 compared to a three-month average of 211,000 a year ago. Hiring is at its slowest pace since 2014, while quit rates are at their lowest since 2018. Employers are holding onto staff, but competition for top talent remains fierce. Rising labor costs, driven by inflation and interest rates, are further pressuring food businesses, many of which already operate on thin margins.

A key strategy for food businesses is offering a comprehensive benefits package. While standard benefits like 401(k) plans and health insurance remain essential, employees also value additional perks, such as mental health resources and voluntary benefits. Outsourcing HR functions can allow businesses to offer these extra benefits — like Employee Assistance Programs or thoughtful scheduling practices — while relieving the administrative burden. This can help address burnout and stress for high-pressure roles like kitchen staff and servers.

(Snippet from full magazine article by Griffen Wilson, Vice President)



Bosware Is Latest Tech to Track Employees Working from Home

September 15, 2024

It's called bosware and human resource experts say it's the latest use of technology for companies to keep track of their employees working from home; KDKA's Jon Delano has more on this edition of the Sunday Business Page.

(CBS TV interview with Rob Wilson, President)



Shake It off With Mert & Lucas

August 25, 2024

During our first hour, Rob Wilson will talk about the 'shifting' payroll numbers and will discuss the widely reported 818,000 drop in previously reported job gains.

(AM970 Radio interview with Rob Wilson, President)

Backlash After 818,000 Jobs in America 'Vanish' From Jobs Report August 21, 2024

The Bureau of Labor Statistics said the jobs growth data for the 12 months to March was actually 30 percent less than its initial figure of 2.9 million.

'We knew when there was a delay that the numbers weren't going to be good,' said Rob Wilson, President of Employco USA, an employment solutions firm.

'This is a big miss by the Labor Department, said Wilson. For this to happen during an election year is particularly egregious.

'We will never know how much these inaccurate numbers impacted the election, but it's very troubling to know that false data influenced Americans' voting decisions,' he added.

(Snippet from article featuring Rob Wilson, President)



New Data Says Great Resignation 2.0 Is on the Horizon August 02, 2024

It is being called the "Great Resignation 2.0." A new survey found that 3 in 10 American workers plan to quit their jobs by the end of 2024.

"Workforce participation still remains at pre-pandemic levels," says Rob Wilson, President of Employco USA and employment trends expert.

Wilson says that we have 8.1 million job openings in the United States but only 6.8 million unemployed Americans.

"This means that if every unemployed American found a job, we would still have millions of job openings," says Wilson.

What can employers do to increase employee retention?

(Snippet from article featuring Rob Wilson, President)



How Will Cook County's New Minimum Wage Law Impact Employers? July 01, 2024

Rob Wilson, the President of Employco USA, joins Lisa Dent to talk about Chicago and Cook County's minimum wage increase that went into effect today and how that increase will impact employers. Rob also talks about the increased access to guaranteed paid leave for Chicago workers and who is eligible for the increase.

(WGN Radio interview with Rob Wilson, President)



New Illinois Laws Take Effect on July 1, 2024 July 01, 2024

A number of new laws are going into effect today that includes one involving minimum wage. In Cook County, those workers will see an increase. Joining us to explain this is employment trends expert and President of Employco USA Rob Wilson.

(Fox News TV interview with Rob Wilson, President)



Transforming Family Dynamics: Actionable Solutions for Multi-Generational Restaurants June 2024 issue

Imagine a restaurant where the aroma of sizzling spices mingles with the laughter of a united family. Multi-generational family-owned eateries hold a special place in our hearts, blending tradition with the bonds of kinship. But beneath the surface, challenges demand concrete solutions with measurable impact.

Structured Communication Framework: Implement a monthly family council meeting where every member has a voice. Track the number of conflicts resolved and the percentage of decisions made collaboratively. Over time, a measurable increase in harmony and unity will be evident.

(Snippet from full magazine article by Employco)

CRAIN'S CHICAGO BUSINESS

DEI Consultants Confront How to Remain Relevant March 18, 2024

Rob Wilson, president at Employco USA, a Westmont-based national employment solutions firm, says that over the past three to four months, companies they work with want to move from measuring diversity to instead "finding the best person for the job." He adds that moving away from "divisive language" will make all the difference.

"Diversity is not going away at all. Companies are still going to highlight the diversity of their employees within their organization," says Wilson. "You'll still see them talk about that in their hiring process, of having a diverse workforce. It's race, it's color, it's sex. It's not one thing. We're a diverse workforce and everybody's welcome."

(Snippet from article featuring Rob Wilson, President)



Retired Boomers Want to Go Back to Work, but Not Everyone Is Celebrating March 03, 2024

"Retirement is becoming unrealistic for most Americans," says Rob Wilson, President of Employco USA, a national employment solutions firm with locations across the country. "People used to have pensions and other retirement safety nets to fall back on, but now many of us do not. Between this and rising costs of healthcare, groceries, rent, and other necessities, people cannot afford to retire."

Wilson says that this is why so many recently retired Boomers want to go back to work.

"They're running low on money," says the employment trends expert.

(Snippet from article featuring Rob Wilson, President)



Independent Contractor Rule Proposal Spurring Angst, Confusion January 24, 2024

"An economic realities test puts a whole new host of requirements on American employers," said Rob Wilson, President of Employco USA, a national employment solutions company. Wilson says that the term has a simple meaning: If a person is financially dependent on an employer for work, then they are an employee.

"Employers will have to look at their staff and ask questions like: 'Can this person profit (or loss) based on their acumen and skill set?' If they can't, this points to the fact that they are an employee, not an independent contractor," said Wilson. "Will they be able to apply what they do for your company to other ventures? That is a key question. Does their work for you allow them to expand their market reach and their ability to create other streams of revenue?"

(Snippet from article featuring Rob Wilson, President)