

**BOARD OF EMPLOYEE LEASING COMPANIES**  
**GENERAL BUSINESS MEETING**  
**DoubleTree by Hilton**  
**101 S Adams St**  
**Tallahassee, FL 32301**

**September 11, 2018**  
**AT**  
**9:00 a.m.**

**CALL TO ORDER**

The meeting was called to order at approximately 9:10 A.M. EST by Mr. Richard Kiracofe, Board Chair.

**I. ROLL CALL**

**MEMBERS PRESENT**

Richard Kiracofe, Chair  
Raja Shekhar, Vice Chair  
Zach Collier  
Ronald Hodge

**MEMBER ABSENT**

**STAFF PRESENT**

Rick Morrison, Executive Director, DBPR  
Nicole Myers, Government Analyst II, DBPR  
Lynette Norr, Board Counsel, Office of Attorney General  
Mike Gordon, Prosecuting Attorney, DBPR  
Crystal Stephens, Chief Prosecuting Attorney, DBPR

**OTHERS PRESENT**

Timothy Tack, Miller Tack & Madson  
Torben Madson, Miller Tack & Madson  
For The Record Reporting, Inc. (850) 222-5491

The meeting was opened with a roll call and a quorum was established.

**III. THE PLEDGE OF ALLEGIANCE**

**IV. DISCIPLINARY HEARINGS**

**A. Settlement Stipulations**

- 1. Employer HR Synergies, LLC, GL 199  
Case No. 2017-033462**

- 2. Express HR Synergies One, LLC, GM 528  
Case No. 2017-033464**
- 3. Express HR Synergies Two, LLC, GM 529  
Case No. 2017-033468**
- 4. James Inabnet, CO 1066  
Case No. 2017-033472**

**PCP: DBPR – December 21, 2017**

Mr. Gordon presented the cases explaining Respondents violated Section 468.532(1) (i), F.S., through violation of Rule 61G7-5.002, Fla. Admin. Code, for Respondents' failure to timely file the 2016 annual report.

Mr. Gordon stated the settlement stipulation provides for imposition of an administrative fine of \$1,500.00 and costs of \$132.30 with joint and several liabilities for payment of the fine and costs.

MOTION: Mr. Collier moved to adopt the terms of the settlement stipulation as the final order of the board.  
SECOND: Mr. Shekhar seconded the motion and it passed unanimously.

- 5. Integral HR Group, EL 445  
Case No. 2017-032918**
- 6. Pedro Fernandez, CO 1117  
Case No. 2017-032923**

**PCP: DBPR – October 14, 2017**

Mr. Gordon presented the cases explaining Respondents violated Section 468.532(1) (i), F.S., through violation of Rule 61G7-5.002, Fla. Admin. Code, for Respondents' failure to timely file 2016 annual report. Respondent also violated Section 468.532(1) (i), F.S., through a violation of Rule 61G7-10.001(1), Fla. Admin. Code, for failure to file a 2017 1<sup>st</sup> quarter report.

Mr. Gordon stated the settlement stipulation provides for imposition of an administrative fine of \$2,000.00 and costs of \$195.29 with joint and several liabilities for payment of the fine and costs.

MOTION: Mr. Shekhar moved to adopt the terms of the settlement stipulation as the final order of the board.  
SECOND: Mr. Hodge seconded the motion and it passed unanimously.

- 7. Compass Employment Services, LLC, EL 365  
Case No. 2017-032827**
- 8. James Richard Hicks, CO 854  
Case No. 2017-032829**

**PCP: DBPR – May 15, 2018**

Mr. Gordon presented the cases explaining Respondents violated Section 468.532(1) (i), F.S., through violation of Rule 61G7-10.001(1), Fla. Admin. Code, for failure to timely file a 2016 4<sup>th</sup> quarter report and 2017 1<sup>st</sup> quarter. Respondent also violated Section 468.532(1) (i), F.S. through a violation of Rule 61G7-5.002, Fla. Admin. Code, for failure to timely file 2016 annual report.

Mr. Gordon stated the settlement stipulation provides for imposition of an administrative fine of \$2,500.00 and costs of \$334.65 with joint and several liabilities for payment of the fine and costs.

MOTION: Mr. Collier moved to adopt the terms of the settlement stipulation as the final order of the board.

SECOND: Mr. Shekhar seconded the motion and it passed unanimously.

**9. Justworks Employment Group, LLC, GL 220  
Case No. 2017-051756**

**10. Justworks Employment Group II, LLC, GM 579  
Case No. 2017-052001**

**11. Isaac William Oates, CO 1116  
Case No. 2017-052004**

**PCP: DBPR – June 1, 2018**

Mr. Gordon presented the cases explaining Respondents violated Section 468.532(1) (i), F.S., through violation of Rule 61G7-10.001(1), Fla. Admin. Code, for failure to timely file a 2015 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> quarter report, 2016 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> quarter reports, and 2017 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> quarter report. Respondent also violated Section 468.532(1) (i), F.S. through a violation of Rule 61G7-5.002, Fla. Admin. Code, for failure to timely file 2015, 2016, and 2017 annual report.

Mr. Gordon stated the settlement stipulation provides for imposition of an administrative fine of \$2,500.00 and costs of \$350.21 with joint and several liabilities for payment of the fine and costs.

MOTION: Mr. Shekhar moved to adopt the terms of the settlement stipulation as the final order of the board.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

***The board recessed for a brief break.***

**BOARD OF EMPLOYEE LEASING COMPANIES  
GENERAL BUSINESS MEETING**

**DoubleTree by Hilton  
101 S Adams St  
Tallahassee, FL 32301**

**September 11, 2018  
AT  
9:00 A.M.**

**I. CALL TO ORDER**

The meeting was called to order at approximately 10:02 A.M. EST by Mr. Richard Kiracofe, Board Chair.

**STAFF PRESENT**

Rick Morrison, Executive Director, DBPR  
Nicole Myers, Government Analyst II, DBPR  
Lynette Norr, Board Counsel, Office of Attorney General  
Mike Gordon, Prosecuting Attorney, DBPR  
Crystal Stephens, Chief Prosecuting Attorney, DBPR

**OTHERS PRESENT**

Timothy Tack, Miller Tack & Madson  
For The Record Reporting, Inc. (850) 222-5491

**II. REVIEW AND APPROVAL OF THE AUGUST 15, 2018 MEETING MINUTES**

Board members reviewed the minutes from the August 15, 2018 meeting.

MOTION: Mr. Hodge made a motion to approve the minutes with corrections.  
SECOND: Mr. Shekhar seconded the motion and it passed.

**III. REVIEW AND CONSIDERATION OF EMPLOYEE LEASING COMPANY AND CONTROLLING PERSON APPLICATIONS**

- A. John Gibson – CP Applicant**  
Employer’s Alliance III, LLC – GL 115 and group members.  
Employer’s Alliance VII, LLC – GL 181 and group members.  
HRSmarter I, LLC – GL 213 and group members.  
HRSmarter VI, LLC – GL 228 and group members.  
Paychex Business Solutions, LLC – GL7 and group members.  
Paychex PEO III, LLC – GL 193 and group members.

**Paychex PEO VIII, LLC – GL 242 and group members.**

Mr. Kiracofe presented the controlling person application of John Gibson.

MOTION: Mr. Collier moved to approve the applications.

SECOND: Mr. Shekhar seconded the motion and it passed unanimously.

**B. Laurie Maffett – CP Applicant**

**Employer’s Alliance III, LLC – GL 115 and group members.**

**Employer’s Alliance VII, LLC – GL 181 and group members.**

**HRSmarter I, LLC – GL 213 and group members.**

**HRSmarter VI, LLC – GL 228 and group members.**

**Paychex Business Solutions, LLC – GL7 and group members.**

**Paychex PEO III, LLC – GL 193 and group members.**

**Paychex PEO VIII, LLC – GL 242 and group members.**

Mr. Kiracofe presented the controlling person application of Laurie Maffett.

MOTION: Mr. Shekhar moved to approve the application contingent on criminal results.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**IV. REVIEW AND CONSIDERATION OF REGISTRATION OF DE MINIMUS COMPANY**

**A. No applications to review.**

**V. BOARD NOTIFICATIONS**

**CHANGE OF OWNERSHIP APPLICATIONS**

**A. No Asset Purchase Applications.**

**STOCK PURCHASE**

**B. Aureon HR, Inc. – GL 156**

**Aureon HR I, Inc. – GM 382**

**Aureon HR II, Inc. – GM 384**

**HRC-SVL, LLC – GM 654**

Mr. Kiracofe presented the stock purchase for Aureon HR, Inc. and all group members. Oasis Outsourcing purchased the company.

MOTION: Mr. Shekhar moved to ratify the application.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**VI. CHANGE OF NAME APPLICATIONS**

**A. No name change applications to review.**

**VII. CHANGE OF STATUS**

**A. Clarissa Thompson, CO 639  
Add to IRM, LLC – EL 420**

Mr. Kiracofe presented the change of status application for Clarissa Thompson.

MOTION: Mr. Collier moved to ratify the application.

SECOND: Mr. Shekhar seconded the motion and it passed unanimously.

**B. Michael Jones, CO 838  
Add to IRM, LLC – EL 420**

Mr. Kiracofe presented the change of status application for Michael Jones.

MOTION: Mr. Shekhar moved to ratify the application.

SECOND: Mr. Hodge seconded the motion and it passed unanimously.

**VIII. REVIEW AND CONSIDERATION OF TERMINATION OF EMPLOYEE LEASING  
COMPANY OPERATIONS**

**A. No Termination applications to review.**

**IX. REVIEW AND CONSIDERATION OF CONTROLLING PERSON REQUEST FOR  
VOLUNTARY NULL AND VOID STATUS**

**A. Douglas Allen Boone, CO 1232  
Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Douglas Allen Boone.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**B. David Alan Byers, CO 1233  
Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of David Alan Byers.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**C. Thomas Conry, CO 1234**  
**Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Thomas Conry.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**D. Charles Desibeck, CO 1235**  
**Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Charles Desibeck.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**E. Joel Duncan, CO 481**  
**Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Joel Duncan.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**F. Ronald Keller, CO 1055**  
**Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Ronald Keller.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**G. Mark Thoma, CO 1237**  
**Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Mark Thoma.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**H. Mark Harvey, CO 1236**  
**Aureon HR, Inc. – GL 156 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Mark Harvey.

MOTION: Mr. Shekhar moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**I. Annette Ginsbourger, CO 1173**

**AlphaStaff, Inc. – GL 49 and group members.**

**AlphaStaff 2, Inc. – GL 125 and group members.**

**AlphaStaff Holdings, Inc. – GL 180 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Annette Ginsbourger.

MOTION: Mr. Hodge moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Collier seconded the motion and it passed unanimously.

**J. Cathi Dryburgh, CO 1151**

**Integrity Employee Leasing, Inc. – GL 148 and group members.**

Mr. Kiracofe presented the controlling person null and void application of Cathi Dryburgh.

MOTION: Mr. Collier moved to accept the controlling person voluntary null and void of license.

SECOND: Mr. Shekhar seconded the motion and it passed unanimously.

**X. DISCUSSION ITEMS**

**A. Rule 61G7-7.001 (REVISED)**

Ms. Norr presented the revised rule changes for Rule 61G7-7.001.

MOTION: Mr. Collier moved to adopt the changes for Rule 61G7-7.001.

SECOND: Mr. Hodge seconded the motion and it passed unanimously.

After the motions, Ms. Norr asked if these amendments would have an adverse impact on small business or be likely to directly or indirectly increase regulatory costs to any entity (including government) in excess of \$200,000 in the aggregate in Florida within 1 year after implementation.

MOTION: Mr. Shekhar moved that the amendments would not have an adverse impact on small business or be likely to directly or indirectly increase regulatory costs to any entity (including government) in excess of \$200,000 in the aggregate in Florida within 1 year after implementation.

SECOND: Mr. Collier seconded the motion and it passed unanimously.



Ms. Norr presented Chapter 61G7-7 Rules to Board members to determine whether any portion of those rules should be designated a minor violation and added to Rule 61G7-7.003 Notice of Noncompliance

MOTION: Mr. Collier moved that the rules in Chapter 61G7-7 not be designated a minor violation.

SECOND: Mr. Shekhar seconded the motion and it passed unanimously.

## **XI. Reports**

### **A. Office of Attorney General**

Ms. Norr presented the September Rules report.

### **B. Office of General Counsel**

Mr. Gordon presented the public and private case reports.

### **C. Executive Director**

Mr. Morrison reviewed the Board financials.

### **D. Chairperson**

Mr. Kiracofe provided a summary of the NAPEO conference.

## **XII. TASK FORM**

Mr. Timothy Tack requested the department clarify if a license should be returned along with the null and void status change request. The department add the item to the task form for follow up.

## **XIII. OLD BUSINESS**

None

## **XIII. NEW BUSINESS**

None

## **XIV. PUBLIC COMMENTS**

NONE

## **XV. ADJOURNMENT**

MOTION: Mr. Hodge moved to adjourn the meeting at 12:35 p.m.

SECOND: Mr. Shekhar seconded the motion and it passed unanimously.

**Transcripts and/or recordings of the meeting can be obtained upon request.**