

**BOARD OF EMPLOYEE LEASING COMPANIES  
GENERAL BUSINESS MEETING MINUTES  
THE FLORIDAYS RESORT  
12562 INTERNATIONAL DRIVE  
ORLANDO, FLORIDA 32821  
866-994-6321**

**NOVEMBER 18, 2015  
1:00 P.M. EST**

**I. CALL TO ORDER**

The meeting was called to order at approximately 1:07 p.m. EST by Mr. Abram Finkelstein, Board Chair.

**II. ROLL CALL**

**MEMBERS PRESENT**

Abram Finkelstein, Chair  
John Jones, Vice Chair  
Eric Arfons  
Celeste Dockery  
Emery Ellinger

**MEMBERS ABSENT**

Scott Buchanan (*excused*)

**STAFF PRESENT**

Rick Morrison, Executive Director, DBPR  
Lynette Norr, Board Counsel, Office of the Attorney General  
Mary Ellen Clark, Board Counsel, Office of the Attorney General  
James Fortunas, Assistant General Counsel, DBPR  
Krista Woodard, Government Analyst, DBPR  
Justin Myers, Government Analyst, DBPR

**OTHERS PRESENT**

Michael Miller, Kunkel, Miller & Hament, P.A. and FAPEO  
Timothy Tack, Kunkel Miller & Hament, P.A.  
Greg Tayon, Esquire  
Peter Schulman  
Jay Morgan  
Joseph Ruiz

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

Mr. Morrison introduced Mr. Justin Meyers as the new investigator for the board.

The members of the Board welcomed Mr. Meyers.

**III. THE PLEDGE OF ALLEGIANCE**

Mr. Finkelstein led all in the Pledge of Allegiance.

**IV. REVIEW AND APPROVAL OF THE SEPTEMBER 30, 2015 GENERAL BUSINESS MEETING MINUTES**

MOTION: Mr. Jones moved to approve the minutes.  
SECOND: Mr. Finkelstein seconded the motion and it passed.

**V. REVIEW AND APPROVAL OF THE OCTOBER 1, 2015 GENERAL BUSINESS MEETING MINUTES**

MOTION: Mr. Jones moved to approve the minutes.  
SECOND: Mr. Finkelstein seconded the motion and it passed.

**VI. REVIEW AND APPROVAL OF THE OCTOBER 21, 2015 TELEPHONE CONFERENCE CALL MEETING MINUTES**

MOTION: Mr. Jones moved to approve the minutes.  
SECOND: Mr. Finkelstein seconded the motion and it passed.

**VII. DISCIPLINARY PROCEEDINGS – Office of the General Counsel**

**A. MOTION FOR WAIVER OF RIGHTS AND FINAL ORDER**

1. **Key Vista Associates, Inc.** **Case Number: 2013-032709**
  2. **Marc Combs** **Case Number: 2013-032694**
- PCP: Seltzer and Stamatyades – February 17, 2015*

Mr. Fortunas advised that he was pulling these cases from the agenda and would present them at a later meeting.

3. **Smart Tek Service Solutions, Corp.** **Case Number: 2013-015456**
  4. **Kelly Mowrey** **Case Number: 2013-015476**
- PCP: Seltzer and Stamatyades – February 17, 2015*

Mr. Fortunas advised that he was pulling these cases from the agenda and would present them at a later meeting.

**B. SETTLEMENT STIPULATIONS**

1. **Marthe Dizon** **Case Number: 2013-001032**
  2. **Marthe Dizon** **Case Number: 2014-007230**
  3. **Marthe Dizon** **Case Number: 2014-023290**
- PCP: Reeves and DiMascio – April 29, 2014*  
*PCP: Waived*

Mr. Fortunas presented the cases explaining they stem from violations including failure to timely submit the 2012 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> quarter reports, failure to timely submit the 2012 Annual Financial Statement, and failure to submit the 2013 1<sup>st</sup> quarter report.

Mr. Fortunas stated that the Subject has executed a Voluntary Relinquishment with no right of reapplication. He further stated that the settlement stipulation provides for imposition of an administrative fine of \$1500, cost of \$130.29, and compliance with terms of the final the order in case 2011-045593 with joint and several liabilities for payment of the fine and costs.

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

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

4. **Leading Edge Leadership Group, LLC**

**Case Number: 2015-000635**

5. **Christian Ramos**

**Case Number: 2015-000638**

*PCP: Seltzer and Jones – April 15, 2015*

Mr. Fortunas presented the cases explaining they stem from violations involving submission of the 2014 1<sup>st</sup> quarter report with a negative net working capital deficiency.

After a very lengthy discussion, the board moved to tabled discussion of the case until Mr. Fortunas has afforded Mr. Law an opportunity to review the entire case file and provide an analysis of his findings.

The board also asked if Mr. Law would be able to attend to discuss the case.

Mr. Fortunas advised that he would send the case back for further investigation.

Mr. Jones was recused from the discussion due to his participation on the Probable Cause Panel.

### **C. VOLUNTARY RELINQUISHMENTS/SETTLEMENT STIPULATIONS**

1. **Charles David Wood**

**Case Number: 2013-049398**

2. **Charles David Wood**

**Case Number: 2014-006932**

*PCP: Seltzer and Jones – September 18, 2014*

3. **Charles David Wood**

**Case Number: 2014-041407**

4. **Charles David Wood**

**Case Number: 2014-041474**

5. **GPS Financial Services, Inc.**

**Case Number: 2014-041402**

6. **AMS Staff Leasing, Inc.**

**Case Number: 2014-041412**

7. **GPS PEO, Inc.**

**Case Number: 2014-041416**

8. **AMS Staff Leasing II, Inc.**

**Case Number: 2014-041471**

9. **Aspen Staff Leasing, Inc.**

**Case Number: 2014-041477**

*PCP: Waived*

Mr. Fortunas presented the cases explaining they stem from violations involving failure to timely file cross-guarantees, failure to maintain workers' compensation coverage, failure to report a group member on its combined 2012 Annual Financial Report, failure to report a group member on its combined 2013 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> quarter reports, failure to submit its 2013 annual financial report, conducting business under the other names without prior authorization from the Board, failure to submit the 2014 1<sup>st</sup> quarter report, failure to submit the 2013 Annual Report, failure to include Board approved cross guarantees with its consolidated 2013 3<sup>rd</sup> quarter report, failure to maintain workers' compensation coverage for AMS Staff Leasing II, Inc., and failure to submit the 2014 1<sup>st</sup> quarter report for AMS Staff Leasing II, Inc. and Aspen Staff Leasing, Inc.

Mr. Fortunas stated that the Subjects would cease operations as employee leasing companies and controlling persons within 30 days of the acceptance of the voluntary relinquishment and has executed a Voluntary Relinquishment with no right of reapplication and the imposition of an administrative fine of \$9000, costs of \$498.06 with joint and several liabilities for payment of the fine and costs

MOTION: Ms. Dockery moved to adopt the terms of the settlement stipulation as the final order of the board.

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

## VIII. DISCUSSIONS

- **Rule 61G7-5.0033, F.A.C.**
- **DBPR EL 4518 – Board Approved Cross Guaranty Form (Board Draft)**
- **DBPR EL 4518 – Board Approved Cross Guaranty Form (Tack Draft)**

Mr. Tack informed that he only wanted to include two words “consolidated or” to second bullet of the instructions to make it comply with Rule 61G7-5.0033, F.A.C.

MOTION: Ms. Dockery moved to approve the change to form DBPR EL 4518 to include Mr. Tack’s revision.

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

- **Rule 61-32, F.A.C. - Citations**
- **Rule 61G7-7.003, F.A.C. – Notice of Non-Compliance**

Mr. Morrison presented some proposed language changes to the Citation and Notice of Non-Compliance as drafted by Mr. Jerry Wilson, Director of Regulations.

Members of the board expressed concern and discomfort over the extended length of time that would be permissible for violations of the rules.

Mr. Miller stated he would like to get FAPEOs reaction to the proposed changes.

The board asked Mr. Morrison to notice the discussions for the February 2016 meeting in Tallahassee and to ask Mr. Wilson to attend to discuss his proposed changes.

***The meeting recessed for the day at 3:05 p.m. to resume the next day.***

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

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866-994-6321**

**NOVEMBER 19, 2015  
1:00 P.M. EST**

**I. CALL TO ORDER**

The meeting was called to order at approximately 9:04 a.m. EST by Mr. Abram Finkelstein, Board Chair.

**II. ROLL CALL**

**MEMBERS PRESENT**

Abram Finkelstein, Chair  
John Jones, Vice Chair  
Eric Arfons  
Celeste Dockery

**MEMBERS ABSENT**

Scott Buchanan (*excused*)  
Emery Ellinger (*excused*)

**STAFF PRESENT**

Rick Morrison, Executive Director, DBPR  
Lynette Norr, Board Counsel, Office of the Attorney General  
Mary Ellen Clark, Board Counsel, Office of the Attorney General  
James Fortunas, Assistant General Counsel, DBPR  
Krista Woodard, Government Analyst, DBPR  
Justin Myers, Government Analyst, DBPR

**OTHERS PRESENT**

Michael Miller, Kunkel, Miller & Hament, P.A. and FAPEO  
Timothy Tack, Kunkel Miller & Hament, P.A.  
Greg Tayon, Esquire  
Justin Reaves  
Rusty Reaves  
Sherri Reaves  
Todd Packard

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

**III. THE PLEDGE OF ALLEGIANCE**

Mr. Finkelstein led all in the Pledge of Allegiance.

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

**A. 3J & Associates, LLC (EL Applicant)  
Russell Bruce Reaves, Controlling Person Applicant**

Mr. Finkelstein presented the company and controlling person applications asking if Mr. Reaves or a representative was present to answer questions.

Mr. Reaves was present, sworn in and answered questions posed about the discharge of bankruptcy and numerous other issues with his application.

After a brief discussion, the board moved to table discussion of the applications until the December 2015 meeting.

**B. Human Capital Concepts, LLC (EL Applicant)  
Steve Kellam, Controlling Person Applicant  
Harlan M. Schafir, Controlling Person Applicant**

Mr. Finkelstein presented the company and controlling person applications.

Mr. Jones advised that the IRS 8821 form needed to be corrected.

MOTION: Mr. Jones moved to approve the applications pending receipt of the corrected IRS 8821 forms.

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

**\*\*\* Termination of Operations \*\*\***

**Human Capital Concepts, LLC – DM 60**

Mr. Finkelstein presented the termination of operations application for Human Capital Concepts, LLC – DM 60.

MOTION: Mr. Jones moved to accept the termination of operations.

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

**C. PEI Ohio, Inc. – EL Applicant  
Todd Packard, Controlling Person Applicant**

Mr. Finkelstein presented the company and controlling person applications.

MOTION: Mr. Jones moved to approve the applications and the disposal of the unlicensed activity case.

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

- D. **Unique Staff Leasing I, Ltd. D/B/A UniqueHR (GL Applicant)**
- E. **Unique Staff Leasing III, Ltd. (GM Applicant)**
- F. **Garry Bradford Managements Company, Ltd. (GM Applicant)**  
**Garry William Bradford, Controlling Person Applicant**  
**Rebecca Ann Bradford, Controlling Person Applicant**

Mr. Finkelstein presented the group leader, group member and controlling person applications.

MOTION: Mr. Jones moved to approve the applications.

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

## V. REVIEW AND CONSIDERATION OF CHANGE OF OWNERSHIP APPLICATIONS

### A. A-1 Contract Staffing VI, LLC – GM 470

**\*\*\* Termination of Operations \*\*\***

- **A-1 Contract Staffing VI, LLC – GM 470**
- **A-1 Contract Staffing, Inc. – GM 278**

Mr. Finkelstein presented the change of ownership and termination of operations applications.

Mr. Jones advised that he is the current controlling person for these companies and Ms. Dockery informed that she used to own the companies.

MOTION: Mr. Arfons moved to approve the change or ownership application and the termination of operations.

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

### B. **Anthros, Inc. – GL 203** **Anthros II, Inc. – GM 541**

Mr. Finkelstein presented the change of ownership applications.

MOTION: Mr. Jones moved to approve the change or ownership applications.

SECOND: Ms. Dockery seconded the motion and it passed unanimously.

## VI. REVIEW AND CONSIDERATION OF EMPLOYEE LEASING COMPANY NAME CHANGES

- A. **CoAdvantage Resources 40, Inc. d/b/a/ CoAdvantage – GL 187**  
**TO: CoAdvantage Resources 40, LLC d/b/a/ CoAdvantage**
- B. **CoAdvantage Resources 41, Inc. d/b/a/ CoAdvantage – GM 498**  
**TO: CoAdvantage Resources 41, LLC d/b/a/ CoAdvantage**
- C. **CoAdvantage Resources 42, Inc. d/b/a/ CoAdvantage – GM 497**  
**TO: CoAdvantage Resources 42, LLC d/b/a/ CoAdvantage**

Mr. Finkelstein presented the name change applications.

MOTION: Mr. Jones moved to approve the applications.

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

## VII. REVIEW AND CONSIDERATION OF TERMINATION OF OPERATIONS

### A. Oasis Outsourcing VIII, Inc. – GM 110

Mr. Finkelstein presented the termination of operations application.

MOTION: Mr. Finkelstein moved to approve the termination of operations application.

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

## VIII. REVIEW AND CONSIDERATION OF CONTROLLING PERSON RELINQUISHMENTS

### A. Sergio Fernandez, CO 770

ADP TotalSource CO XXII, Inc. – GL 118

ADP TotalSource, Inc. – GL 104

ADP TotalSource I, Inc. – GL 33

ADP TotalSource Services, Inc. – GL 4

*(Group Members are included in list of companies)*

Mr. Finkelstein presented the controlling person relinquishment for Sergio Fernandez.

MOTION: Mr. Jones moved to approve the controlling person relinquishment.

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

### B. Justin Ross Lipton, CO 1026

CoAdvantage Resources 24, Inc. – GL 8

CoAdvantage Resources 13, Inc. – GL 36

CoAdvantage Resources 11, Inc. – GL 69

CoAdvantage Resources, Inc. – GL 82

Co Advantage Resources 29, Inc. – GL 147

CoAdvantage Resources 52, Inc. – EL 346

CoAdvantage Resources 40, Inc. - GL 187

*(Group Members are included in list of companies)*

Mr. Finkelstein presented the controlling person relinquishment for Justin Lipton.

MOTION: Mr. Finkelstein moved to approve the controlling person relinquishment.

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

## IX. REPORTS

### A. Office of the Attorney General - Lynette Norr and Mary Ellen Clark

- October 2015 Rules Report
- FTC Staff Guidance: Active Supervision

Ms. Norr explained the rules report as included in the agenda materials advising that Rules 61G7-4.003 and 61G7-10.0013 became effective on October 29, 2015.



**B. Office of the General Counsel – James Fortunas**  
• **Prosecuting Attorney’s Report**

Mr. Fortunas provided a synopsis of the Prosecuting Attorney’s Report stating that as of November 13, 2015 there were 107 cases in “private” status, 20 set for Board Presentation, 11 awaiting Final Orders, and 6 unlicensed activity cases.

**C. Executive Director – Rick Morrison**

No Report.

**D. Chairperson – Abram Finkelstein**

No Report.

**X. OLD BUSINESS**

The board members along with industry members that were present thanked Ms. Clark for her years of services and guidance to the board.

**XI. NEW BUSINESS**

• **Proposed Meeting Dates for 2016**

The board approved the following meeting dates for 2016.

**TELEPHONE CONFERENCE CALL SCHEDULE**

**Dates:** January 20, 2016

March 16, 2016

May 18, 2016

July 20, 2016

August 17, 2016

October 19, 2016

December 21, 2016

**Time:** 10:00 a.m. or soon thereafter

## TRAVEL SCHEDULE

**Locations:** *Subject to Change*

**Dates:** February 17-18, 2016 (Tallahassee, FL)

April 20-21, 2016 (TBD)

June 15-16, 2016 (TBD)

September 21-22, 2016 (TBD)

November 16-17, 2016 (TBD)

**Time:** 9:00 a.m. or soon thereafter

*(Dates, locations, and times are subject to change at the request of the Board or availability of meeting space)*

### **XII. PUBLIC COMMENTS**

None

### **XIII. ADJOURNMENT**

**MOTION:** Ms. Dockery moved to adjourn.

**SECOND:** Mr. Finkelstein seconded the motion and it passed unanimously.

The meeting adjourned at 10:23 a.m.

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