



## **Tom Szambelan, CEO**

Tom Szambelan's knowledge of the challenges and opportunities in staffing and workforce management runs deeper than most CEOs in the industry. With more than 20 years of experience with Employers Overload, he has been involved in every aspect of the business, from sales to account management, payroll processing to sorting out employment practices. His ability to focus on details—while simultaneously seeing the big picture—has been a key component in the company's ability to meet every client challenge with innovative yet practical solutions. The company's Four Pillars of Service are a direct extension of Tom's own business philosophy, and he relies on these guiding principles to inform all decisions, from individual staffing choices to long-term strategic planning.

Prior to becoming CEO, Tom held a number of positions with Employers Overload, including an introduction to the organization and industry by working temporary assignments. After receiving his BS in business administration from Lewis and Clark College, he went on to manage a variety of responsibilities, including functioning as the company's technical division manager, director of operations, vice president, and president. In his early years with Employers Overload, Tom was one of the first in the industry to realize the potential impact that software would have on staffing, and he was instrumental in the company's vanguard adoption of an integrated Windows-based staffing software. In his capacity as an executive, Tom's creativity and problem-solving mindset helped Employers Overload develop comprehensive staffing partnerships and expand into several new markets.

Tom envisions Employers Overload as a positive, mitigating force in volatile economic times, and as CEO, he is driven to help companies who may not be aware of the opportunities provided by a staffing service. He is personally committed to Employers Overload's mission of "Helping People Succeed™" and strives to create new opportunities for people in the community—opportunities that otherwise may never come to fruition. In 2009, this dedication was made evident as Tom worked diligently to ensure the success of a variety of community-based projects, including the Summer Youth Employment program. During the program, Employers Overload effectively managed staffing and payroll for over 600 youths at nearly 200 worksites, working closely with six different service providers, and the funding agency. Tom was also instrumental in the company's development of unique workforce programs that focus on improving and maintaining morale, productivity, and safety, critical to ensuring the satisfaction and retention of both companies and employees.

Tom's commitment to community expands beyond the workplace border, and he is an active board member of the Boys & Girls Aid Society. He also works closely with EO's Supported Employment Division, which finds jobs for individuals with developmental disabilities.