

April 2021

## News from TRICOM

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### American Rescue Plan Act (ARPA) of 2021 — COVID-19 Emergency Relief Bill Key Highlights

The third major pandemic relief bill was signed into law on March 11, 2021. This new legislation aims to help individuals, businesses and organizations. This is a \$1.9 trillion package, which brings the overall combined three relief packages to over \$5 trillion. The bill includes some anticipated measures such as direct payments to individuals, but it also included some unexpected measures, such as changes to the Affordable Care Act, which may particularly impact business owners.

[CLICK HERE](#) TO READ KEY HIGHLIGHTS OF THIS EXPANSIVE NEW LEGISLATION.

### This Month's Webinar: 5 Benefit Realities Guaranteed to Impact Your Bottom Line in 2021



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Over the past decade, the Affordable Care Act (ACA) has transformed hourly-worker benefits from an afterthought to a complicated-but-necessary reality. As if that were not enough, the Coronavirus has introduced further upheaval as it has exacerbated financial worries and increased worker demand for access to valuable, usable benefits.

Since the inception of the ACA, Essential StaffCARE, the largest provider of health benefits to the staffing industry, has worked tirelessly to educate staffing companies on which emerging benefit trends will have the biggest impact on their bottom line. Join TRICOM for our April *Industry Insider* webinar session, where ESC Senior Analyst Marco Nunez will discuss the 5 most important benefit trends in staffing for 2021:

- Financial and Benefit Realities for Hourly Workers
- Virtual-forward Voluntary Benefits
- Mobile/Integrated Benefits Enrollment
- Benefit and Tax-fraud Schemes
- Compliance, Compliance, Compliance

By the end of this session, you'll know the five benefit realities guaranteed to impact your bottom line in 2021.

### Did You Know? TRICOM's Insights with Insiders Podcast Focuses on Big (Unexpected!) Changes to the ACA

While the prominent headlines for the American Rescue Plan Act of 2021 focus on the checks sent to individual Americans, there are some big and potentially costly surprises to business owners in the form of changes to the Affordable Care Act and more.

What do these changes entail?

Will businesses be on the hook for paying for these ACA changes?

What does the COBRA change mean to businesses?

John Walters, VP of Essential StaffCARE, and Julie Ann Bittner, TRICOM President / CEO discuss these changes and more, including:

- States that are establishing their own health insurance mandates
- California leading the way by being the first to enforce a tax penalty on the employee for not having insurance
- Wide-ranging impact these changes may have on staffing companies across the U.S.

[Click to listen!](#)

Also available on our Spotify channel, Julie Ann visits with Jerry Grady, Ann Arbor Office Managing Partner for UHY LLP and board member of UHY Advisors, Inc., which provides tax and business consulting services. Jerry has been instrumental in presenting and consulting on the Paycheck Protection Program (PPP) Loan as well as PPP Loan forgiveness for the staffing industry. They will be discussing important issues staffing company owners are wrestling with today, including confusion around the next round of PPP loans and why some staffing companies may not receive a second loan, changes to the ERC Employee Retention Credit, and his expert advice to staffing clients.

Coming up next month, join TRICOM CEO Julie Ann Bittner in conversation with Bob Thompson, president of World Wide Specialty Programs, Inc., an insurance company that provides clients in the staffing industry with insurance solutions. Bob discusses a wide range of challenges staffing owners are facing today, including data privacy and cyber security threats, COVID-19 coverage limits and considerations, and employment practices liability insurance (EPLI). He shares what steps business owners should take now to secure themselves and their businesses against potential lawsuits and safety concerns.



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### This Month's Webinar:

**5 Benefit Realities Guaranteed to Impact Your Bottom Line in 2021**

[Click to View Presentation! »](#)

### Events:

**May 31** — TRICOM office closed for Memorial Day

### New On TRICOM.com!

March's *Industry Insider* webinar, *Don't Gamble It All Away – Mitigating Risk and Maximizing the Valuation of Your Staffing Company*, is now online! At some point, all owners of staffing companies will want to retire or exit their business. Learn the critical factors that CEOs have used when successfully selling their companies. Industry M&A expert Patrick Morin shows participants the five requirements of an exceptional exit, including: understanding the two levers by which valuations are driven, dialing in on the pre-sale moves that maximize the probability of a successful exit, learning to avoid the critical mistakes that drive down valuations, and uncovering the keys to managing and negotiating with your investment banker. By the end of this session, you'll know how to mitigate risk and maximize the valuation of your staffing company. [Click here](#) to view the webinar presentation.

**PLUS.... Check out our new podcast section on our homepage at TRICOM.com! Watch for our new monthly podcast series, "Insights with Insiders," with new podcasts being added the second Thursday of each month.**

You can also pop over to [Spotify](#) to follow us and listen to terrific conversations!

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