

# PEO GUIDE

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COVER STORY

# NAPEO'S NEW 2022-2023 BOARD MEMBERS

THE SOURCE FOR PEO EDUCATION\* 707 NORTH SAINT ASAPH STREET, ALEXANDRIA, VA 22314 [WWW.NAPEO.ORG](http://WWW.NAPEO.ORG)

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# MEET NAPEO'S NEW 2022- 2023 BOARD MEMBERS

**A**t our Annual Member Meeting in September, nine new individuals joined our Board of Directors. These individuals are active in our industry and association, and they have generously volunteered their

time to serve. They join 15 other individuals who together comprise our board. We are fortunate that so many in our industry express an interest in running for and serving on our board. We benefit from a wide array of experiences and perspectives. It's also a

reflection of the strong spirit and tradition in our industry of helping others and giving back. We are a tight-knit community, and it shows.

It's an important role in the association as our board helps guide the strategic direction we take, and provides critical input and expertise on challenging issues we face. It's also a significant commitment of time and resources. Board members are expected to attend several meetings a year, attend NAPEO's conferences and seminars, participate in calls and webinars, and serve on association committees.

Board members serve two-year terms, and our eligible to serve two consecutive terms. They come from different professional backgrounds, and represent PEOs from different states and all different sizes.

Our new board members are:

- Joe Beers of Integrity Outsource
- Erica Brune of Lever1
- Monica Denler of InTANDEM HR
- Hank Johnson of Nextep, Inc.
- Wendy Katz of Questco
- Britt Landrum, III of LandrumHR
- Andrea McHenry of Inspirity
- John Polson of Fisher Phillips
- Terry Sukalski of Paychex

Each of our new board members recently spoke with PEO Insider® to share more about themselves and why they wanted to serve.

## INTERVIEW QUESTIONS

1. When did you first become involved in the PEO industry? What were your first impressions?
2. What continues to inspire you about the PEO industry today?
3. Why did you want to join the NAPEO Board?
4. What's your advice to other members who want to become more involved in the association?
5. Can you share something non-work related about yourself you'd like others to know?

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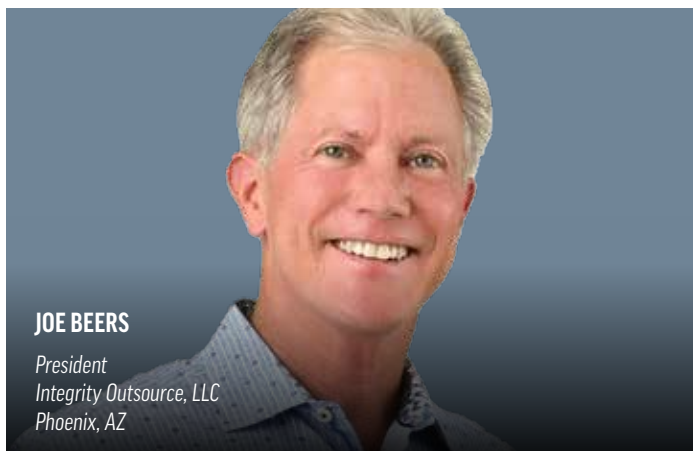
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1. I started representing PEOs over 25 years ago. My first impression was that this is a great industry, with great people, and lots of unique challenges that I would like to help tackle.
2. I am inspired by the people. PEO leaders are passionate about what they do; they look out for one another, and they are wicked smart. Many of the people you encounter at NAPEO meetings have defended and advocated for the industry at great personal sacrifice. They are the reason we are still here.
3. I am tired of sitting in the cheap seats in the audience at board meetings...and I need a table for my laptop. Just kidding! I want to do my part to defend and grow the industry.
4. Network. Join a committee. View the association as a source of mentoring and friendship, not just a trade organization.
5. I am a “family comes first” guy. I have four kids, three grandkids, a fourth grandkid on the way, and three dogs, and I love hanging out with them. My entire family is obsessed with Asian food. We eat it, cook it, and talk about it constantly. Our favorite family meal is shabu-shabu. If you have not tried it, you must.

1. I immediately joined NAPEO after launching Lever1 in 2012. I found most of the vendors I still use today at my first annual conference and signed up for PEO University to better understand the resources available. I was impressed by the amount of collaboration and sharing of ideas among the other PEO members.
2. I’m continually inspired by the dedication my peers show to their communities and clients. I believe we all have the best intentions and want to guide our clients to continue to grow.
3. I wanted to join the NAPEO board to become more engaged at the national level and support the PEO industry. Many members have assisted and supported Lever1’s growth and I am excited to give back to the organization and other PEOs that may need support.
4. Attend the conferences and meet members at the dinners and events throughout the conference. I was pleased to find many willing mentors in the association by attending the conference events.
5. I am a Broadway enthusiast and attend as much live theatre as my family can tolerate.



1. I joined a start up in 1996. I was skeptical of the concept but within the first month of pitching it to business owners I knew, I became convinced that every business should use a PEO.
2. I’m inspired by the sharing attitude the people in our industry exhibit. Everyone helps...all one need do is ask.
3. To be near Pat Cleary.
4. Jump in! It starts with connecting with other professionals in the industry and building relationships.
5. I spend much of my nonworking time mentoring undergraduate college men in values-based leadership skills. It is very satisfying work and produces better students, employees, husbands, fathers, and community leaders.



**WENDY KATZ**  
CFO  
Questco  
Highland Park, IL



**HANK JOHNSON**  
Director of Risk Management  
Nextep  
Norman, OK

1. I began working for a PEO in 2015. I had previously served as the CFO for a boutique payroll company that provided payroll services for the commercial advertising industry and was intrigued by the idea of co-employment. From the very beginning, I gained a much greater appreciation for the complexities of payroll and employment law and the fact that remaining in compliance with employee matters was much more than just making sure people get paid!
2. To contribute every day to the success of small businesses everywhere by assisting them with the care of their most valuable asset, their people! The challenges are endless, but the rewards of success are priceless!
3. I am extremely passionate about what we do. I want to make sure that the environment in which we operate affords us the necessary tools and legal constraints to allow PEO's to serve their clients in a way that creates success for everyone. The board's mission ensures that our industry will thrive as we continue to take on new challenges and expand the breadth of our offerings.
4. Let your voice be heard. Speak out on webinars and at conference sessions. Volunteer to lead committees or event planning. Share your concerns and lessons learned with NAPEO leadership so that others can benefit from your experiences.
5. I have always wanted to be a rock star, but I have a terrible voice. Given the right amount of alcohol, I really enjoy an evening of karaoke!

1. I joined the PEO world via Nextep in 2014 as a Risk Underwriter. My first impressions were the fast pace and the unique ways in which the PEO model helps small businesses grow and take care of their employees.
2. I continue to be inspired by the passion that my co-workers and industry peers have in serving small businesses and their employees. Our industry is full of servant leaders who strive to elevate and enrich management of a small business.
3. I have been involved with NAPEO for several years through service on committees, webinars, etc., and the board felt like the next step to continuing/growing my involvement. I was also attracted to the idea of working closely with other industry peers to help grow the PEO footprint and solve issues that may negatively impact the industry.
4. My advice would be to attend as many conferences, webinars, committees, and community conversations as possible. This will help you understand the most significant issues/challenges affecting the PEO industry and it will help you meet all of the wonderful people who share a common passion for all things PEO!
5. I was born in Argentina but moved to Oklahoma City at 16 weeks old, so I consider myself an Argentine Okie! As an Okie and University of Oklahoma alum, I closely follow the fortunes of OU sports and OKC Thunder basketball. When I am not PEO-ing, I enjoy spending time with my family and friends, fishing, and running.



**ANDREA MCHENRY**

*Associate General Counsel, Governmental Affairs  
Insperty, Inc.  
Kingwood, TX*



**BRITT LANDRUM, III**

*President & CEO  
LandrumHR  
Pensacola, FL*

1. I became involved in the industry when I came to Insperty over 20 years ago. My first assignment in my new role was to attend the Texas Chapter of NAPEO meeting and I was impressed by the collegial nature of the group and the common goal of helping small businesses to succeed.
2. I continue to be inspired by the ability of the industry to grow and adapt to the needs of a changing clientele that must navigate many legal, regulatory and technological challenges in order to remain in business. We continue to remain trusted advisors to our clients throughout these difficult times.
3. I joined the board because I wanted to continue to share my industry experience and expertise to help shape and guide the organization as we continue to serve our clients. I also want to enhance opportunities for women and minorities in leadership and PEO ownership, and ensure diversity and inclusiveness within the organization.
4. I think there is space for everyone to have a seat at the table. Identify the areas of your business that are important to you and start by attending a NAPEO meeting in your area. If you have a particular skill, volunteer to work on a committee, task force or working group.
5. I live in Texas, but my heart lies in New Orleans, the place where I was born and raised. During Mardi Gras you can find me at a Carnival ball until 4am in the morning and a parade a few hours later!

1. I first became involved professionally in the industry in 1992 in sales. I was fresh out of college, wanted to learn about our family business, and my Father felt that being in sales would give me exposure to all facets of the business. There were a lot of wild players in the industry back then with varying agendas which was very scary to a newcomer. However, there were also a few stalwarts that stood out in NSLA leadership: my Father being one of them. I believed in the concept of outsourcing necessary (albeit non-revenue producing) functions back then, and I still do today.
2. The dedication and collaboration of the true professionals of the industry; many of which serve as leaders on NAPEO and ESAC Boards.
3. Following my sales career, I spent 25 years in IT. I feel the board needs IT expertise more than ever at this current point in time. Also, I reside in Florida (and serve as Treasurer of the FAPEO Board); where the industry was born and has the largest penetration in the country.
4. Reach out and get to know people. Our NAPEO community is the best professional community I have ever been a part of. Not only do we collaborate professionally, but in many cases, we have become life-long friends that have supported each other through life's various experiences. The more time and energy you invest into NAPEO and its members, the more you will receive back in return. Get involved!
5. I am a semi-professional musician (sing and play guitar) and enjoy participating in Ironman and other athletic endurance events. I have 3 boys, 2 dogs, 1 wife, and love football!



**MONICA DENLER**

*President & CEO  
InTANDEM HR  
Denver, CO*

1. I started in the PEO industry in 1998. I was given an entry level opportunity at a small regional PEO. I had recently graduated with a degree in sociology and was immediately attracted to the many values PEOs provide employers and their biggest asset — their employees. I was inspired by how helping small employers really made an impact on our community and directly and positively affected the lives of the employees they serve. We really do change the trajectory of so many companies and employees we touch.
2. Working with small businesses inspires me every day. We have such a diverse group of employers we work with and the solutions we provide and support we offer helps them thrive. I truly feel connected to our clients and know we are making them more successful and allowing their employees to have better lives because of the benefits and services we provide.
3. I have always felt it is very important to give back. At a very early age my parents instilled in myself and my five brothers and two sisters that we will always get more than we can ever give. I know I will be able to learn and grow through this opportunity and know I must give to our industry that for so many years has given to me.
4. Get involved, show up and serve on a committee. I have been lucky enough to meet some amazing PEO owners and staff that I now call friends. We share our accomplishments and setbacks. We always know there is someone to help and support you through it all.
5. I grew up skiing in Oregon, then moved to Colorado for college and the opportunity to ski. I fell in love with Colorado and my husband. We have two girls, aged 14 and 15, and I am proud to say they can out-ski almost anyone. All those cold days with hot chocolate breaks paid off. Being on the mountain as a family really cannot be beat.



**TERRY SUKALSKI**

*VP, PEO and Insurance  
Paychex  
Houston, TX*

1. I joined Paychex in 2013 and have always been fascinated by the complexity and the strategic nature of the PEO business. Paychex has been in the PEO space since the late 1990's, so when an opportunity materialized to be a leader in our PEO business in 2017, I jumped at it. Since then, it has been an incredible experience with highlights including our merger with Oasis and leading our clients through the pandemic.
2. I am inspired by the fact that the PEO is a purpose-driven product. At Paychex, it represents our flagship product and our deepest client relationships. The PEO provides our clients the freedom to succeed. Paychex's goal is to create thriving communities through healthy businesses and healthy employees!
3. Simple answer, NAPEO is important. NAPEO is an organization with one goal: advancing the incredible, but sometimes misunderstood, PEO solution for American businesses. If you care about PEOs, you should care about NAPEO! And I would like to be a part of advancing the solution.
4. There are many ways to advance our common interests. Read PEO Insider and look for opportunities to engage that align with your passions.
5. I was born and raised in the Philadelphia area but have lived in Houston for the past 16 years. All three of my children have attended the University of Oklahoma. Two with degrees and one still in Norman, Oklahoma. We are big Sooner football fans and enjoy Saturdays with the Sooners. ■