



IPA Network News

CONVENTION ISSUE

Inter-City Personnel Associates

April 2016



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President's Message

By Peter Romberg



Own it! Take Charge of Your Recruiting.
Be the Best!

I would like to personally welcome each of you to our National Convention.

It's an exciting time for IPA as we continue to grow and adapt, remaining always adaptable and looking at ways to help all of you grow and succeed in your business.

Recruiting, as all of you know, has changed a lot over the years. IPA will strive to help you meet these changes and provide ways that can be a success tool for you to use.

During the convention, IPA has the privilege of recognizing and honoring each individual and/or agency who attained minimum requirements and will receive an award.

CONGRATULATIONS to each and every one of you. Each of you deserve "extra credit" for working even harder in order to achieve IPA award status.

Special congratulations to Eric Berg, J.N. Adams & Associates, IPA's #1 Counselor; and Byrnes & Rupkey, Inc., IPA's #1 Agency.

IPA's highest placement fee last year of \$50,000 was split between Wade Palmer, Wade Palmer & Associates Inc., and Mark Donnelson, Donnelson Recruiting. What a nice split!

Pete Vitina, Robert Lohrke Associates, LLC, is IPA's Placer of the Year having placed 9 IPA candidates.

Carol Martin, Martin Management, Inc., is IPA's Supplier of the Year having provided 9 candidates that resulted in IPA split placements.

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IPA Convention Sites

1973...Little Rock, AR
 1974...
 1975...
 1976...St. Petersburg, FL
 1977...New Orleans, LA
 1978...Houston, TX
 1979...Nashville, TN
 1980...Nassau Cruise
 1981...Orlando, FL
 1982...Corpus Christie, TX
 1983...no convention
 1984...San Diego, CA
 1985...Washington, D.C.
 1986...Austin, TX
 1987...Nashville, TN
 1988...Las Vegas, NV
 1989...Tampa, FL
 1990...Palm Springs, CA
 1991...Charleston, SC
 1992...Orlando, FL
 1993...Dallas, TX
 1994...Nashville, TN
 1995...New Orleans, LA
 1996...Las Vegas, NV
 1997...Orlando, FL
 1998...Tempe, AZ
 1999...San Antonio, TX
 2000...Cancun, Mexico
 2001...Boston, MA
 2002...Orlando, FL
 2003...Las Vegas, NV
 2004...New Orleans, LA
 2005...Charleston, SC
 2006...Las Vegas, NV
 2007...New York, NY
 2008...Orlando, FL
 2009...Savannah, GA
 2010...New Orleans, LA
 2011...Atlanta, GA
 2012...Pittsburgh, PA
 2013...Orlando, FL
 2014...Las Vegas, NV
 2015...Charleston, SC
 2016...Chicago, IL

President's Message continued

IPA's medallion winners include:

- Lois Rupkey and Carol Martin – gold medallion (\$1,000,000 in cumulative IPA split fees)
- Joe Drapcho – silver medallion (\$500,000 in cumulative IPA split fees)

IPA's Contract Staffing winners are:

- Meador Staffing Services, Inc. with a total of \$4,519,433.28
- Personnel Inc. with a total of \$1,296,000.00
- Apple & Associates with a total of \$151,452.38

We hope you were able to take away many great ideas and tips from our convention speakers this year as well - Patrick Morin and Nhat Pham.

In summary I would like to thank you for attending our National Convention. Attendance is key...we know from past experience it "pays" to attend...relationships are built at our meetings and splits will result. There is no substitute when it comes to sharing information – whether it be job openings or candidates looking to change careers.

As Business Owners and having the vision and knowledge to work your own business, you are truly a great asset today and tomorrow. Your support and contribution for this network are greatly appreciated.

Going forward from this convention I ask you to stay engaged...we want to hear your thoughts and ideas.

Thank you again!

IPA Quarter-Century Club

Continuing to be active members of IPA for more than 25 years, the following owners make up the IPA Quarter-Century Club.

Richard Pedersen, NYBU-266
 Ben & Janice Meador, TXPA-30
 Pete Vitina, PAPI-612
 Eric Stearley, INBR-608
 Bob Wick, OHCI-265

Laura Schmieder, PAAL-577
 Helen Underwood, TXWA-587
 Ray Fehrenbach, SCAI-312
 Eric Berg, CTMA-700
 Gregg Whitt, SCCL-380

IPA Counselor Awards for 2015

(Individual Total of \$50,000+)

1. Eric Berg, J.N. Adams & Associates, CTMA-700.....	\$107,225.00
2. Pete Vitina, Robert Lohrke Associates, LLC, PAPI-612	\$ 93,375.00
3. Lois Rupkey, Byrnes & Rupkey, Inc., IAWA-246	\$ 86,985.00
4. Bob Underwood, Underwood Recruiting, Inc., NCWI-405.....	\$ 73,125.00
5. Carol Martin, Martin Management, Inc., WIWA-236	\$ 70,227.50
6. Brian Courtney, The Courtney Group, NVLV-204	\$ 57,500.00
7. Eric Stearley, Eric V Stearley CPC & Associates Inc., INBR-608.....	\$ 56,700.00
8. Mike Loftus, Beacon Professional Search, SCIP-479.....	\$ 53,187.50
9. Dana Kowen, Dana Kowen Associates, CASA-196.....	\$ 51,250.00
10. Gregg Whitt, Professional Personnel Associates, Inc., SCCL-380	\$ 50,875.00

IPA's Hall of Top Agencies & Counselors

BOB WICK, CAREER CENTER OF CINCINNATI, INC., OHCI 265.....	\$9,000.00
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IPA Agency Awards for 2015

(** Denotes Award Recipient for Agency Total of \$100,000+)

1. **IAWA-246	Byrnes & Rupkey, Inc.	\$131,810.50
2. **CTMA-700	J.N. Adams & Associates	\$107,225.00
3. PAPI-612	Robert Lohrke Associates, LLC	\$ 93,375.00
4. NCWI-405	Underwood Recruiting, Inc.....	\$ 81,875.00
5. TNDY-158	Hardage Group	\$ 79,583.00
6. WIWA-236	Martin Management, Inc.	\$ 70,227.50
7. ILWH-121	Ethical Search Professionals, Ltd.	\$ 68,320.00
8. SDSF-275	Client Staffing Solutions, Inc.....	\$ 64,207.00
9. SCMI-670	Genie Matthews & Associates Inc.....	\$ 62,882.50
10. NVLV-204	The Courtney Group.....	\$ 57,500.00



IPA's #1 Counselor

Eric Berg

J.N. Adams & Associates, CTMA-700

Individual Total for 2015 was \$107,225.00



(l to r) Sara Gallagher, Kay Gienger, Lois Rupkey, Kristy Staggs, Katy Paulsen, Linda Modderman & Jessica Gibbs

IPA's #1 Agency

Byrnes & Rupkey, Inc., IAWA-246

Agency Total for 2015 was \$131,810.50

◆◆◆ 3rd year in a row ◆◆◆

IPA's 2015 Supplier of the Year

Carol Martin

Martin Management, Inc., WIWA-236

Supplied 9 IPA candidates



IPA's 2015 Placer of the Year

Pete Vitina

Robert Lohrke Associates, LLC, PAPI-612

Placed 9 IPA candidates

2015 IPA Highest Placement Fee
 Wade Palmer, Wade Palmer & Associates Inc., MORO-292
 Mark Donnelson, Donnelson Recruiting, NEOM-88
Shared a \$50,000 placement fee in February 2015

2015 Contract Staffing Awards

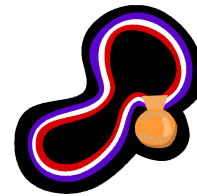
Meador Staffing Services Inc., TXPA-30	\$4,519,433.28
Personnel Inc., WIRA-531	\$1,296,000.00
Apple & Associates, SCCH-883.....	\$ 151,452.38

2015 Medallion Winners

(Based on career-total dollars members have received as a result of IPA placements)

GOLD - \$1,000,000
 Lois Rupkey, IAWA-246
 Carol Martin, WIWA-236

SILVER - \$500,000
 Joe Drapcho, OHBA-899



*Congratulations to Carol Martin, WIWA-236,
 on the birth of her new grandson,
 William Robert Mulcahy, on January 21, 2016.*

Thank You to IPA's Core Group Leaders

Sheryl Huhn, WIME-685
 Jim Sullivan, ILWH-121
 Paul Shrenker, MAMO-98
 Marney Reed, CAPD-398
 Allan Adzima, WIBR-554
 Angie Grooms, TNME-45
 Dana Kowen, CASA-196

John & Donna McMillan, FLPB-800
 Russ Hovendick, SDSF-275
 Cindy Miller, TNME-45
 Bob Underwood, NCWI-405
 Gregg Whitt, SCCL-380
 Kristy Staggs, IAWA-246

Thank You to IPA's "We Care" Affiliates

Joe Cresci, MASP-358
 Laura Schmieder, PAAL-577
 Russ Hovendick, SDSF-275
 Donna McMillan, FLPB-800
 Lois Rupkey, IAWA-246

Peter Feldermann, PAKP-362
 Marney Reed, CAPD-398
 Louie Smith, SCGR-166
 Ray Fehrenbach, SCAI-312
 Gregg Whitt, SCCL-380

Thank You to IPA's Welcome Committee

Jim Sullivan, ILWH-121
 Lois Rupkey, IAWA-246
 Paul Shrenker, MAMO-98

Dana Kowen, CASA-196
 Donna McMillan, FLPB-800

IPA Ethics Committee

IPA Ethics ChairmanGregg Whitt, SCCL-380
 Committee Members.....Conrad Bird, MSPA-116
 Ben Meador, TXPA-30
 Dave Estes, TXWO-706
 Lois Rupkey, IAWA-246

2016 IPA Congress

IPA Ethics ChairmanGregg Whitt, SCCL-380
 Region I (Northeast)Peter Feldermann, PAKP-362, Representative
Joe Cresci, MASP-358, Alternate
 Region II (Southeast)Dennis Cupp, TNME-45, Representative
Becky Underwood, NCWI-405, Alternate
 Region III (Midwest)Tim Maupin, ILSA-175, Representative
Carol Martin, WIWA-236, Alternate
 Region IV (West)Lois Rupkey, IAWA-246, Representative
Chris Woolsey, MOSP-131, Alternate

IPA 'CPC' Members

GAAU-567	Megan Christopher	WIWA-236	Carol Martin	VARO-239	David Smith
GAAU-567	Jennifer Clements	NYMA-872	Pearl Martin	INBR-608	Eric Stearley
NVLV-204	Brian Courtney, CERS	FLVE-603	Michael Morley	INBR-608	Lynne Stearley
WIOC-922	Bob Ehrhardt	FLVE-603	Sharon Morley	WIRA-531	Gail Toler
TXWO-706	Dave Estes	OHCI-594	Mike Nadler	SCAI-312	Carey Towe
SCAI-312	Ray Fehrenbach	NYLI-263	Laurie Palmeiro	NYLI-263	Tracie Tucci, CTS
TNDY-158	Phil Hardage	INFW-944	Rae Pearson	NCWI-405	Becky Underwood
GAMA-845	Jim Ingram	NYBU-266	Richard Pedersen	NCWI-405	Bob Underwood
CASA-196	Dana Kowen	WIBR-554	Dennis Pradarelli	MIOX-261	Wes Westley
NYLI-263	Laurie Liechty	NYLI-263	Steve Schanz	SCCL-380	Gregg Whitt
SCIP-479	Mike Loftus	GAAT-348	Charles Schrauth	OHCI-265	Dave Wick
OHCO-910	Emma Lowry	NCCH-167	Tom Shearer		
OHCO-910	Ken Lowry	GAAU-567	Jim Sheehan		



Bill Elias, Elias Associates Inc.

IPA's Hall of Top Agencies & Counselors



Bob Wick, Career Center Inc.

At the 1999 IPA National Convention in San Antonio, TX, Bill Elias, Elias Associates Inc., NJEB-540, was the first-ever inductee into the IPA Hall of Top Agencies and Counselors.

During the Awards Banquet at the 2009 IPA National Convention in Savannah, GA, Bob Wick, Career Center of Cincinnati, Inc., OHCI-265, was the second inductee into this prestigious IPA 'Hall of Fame'.

Bill became an IPA member on October 1, 1987. His individual career IPA placement total is \$4,371,178.79

Bob has been a member of IPA since November 1, 1978. His individual career IPA placement total through 2015 is \$1,402,584.55.

Congratulations to Bill and Bob on their achievements in IPA over the years!

Acknowledgements

Special thanks and sincere appreciation to Patrick Morin and Nhat Pham for speaking during our convention; Jim Sullivan for his review on using RMS; all the members who attended the national convention and participated; and the Courtyard by Marriott Chicago Downtown/Magnificent Mile Hotel along with their staff.

Without the effort of every single individual who in one way or another has helped to make our convention another successful one, our convention would not be what it is.

Thanks again to all of you!