

History of Express Employment Professionals

Express Employment Professionals was founded in 1983 by Robert A. Funk, William H. Stoller and James Gray, who created the company after the dissolution of Acme Personnel, a Washington state-based company with which all three were associated.

The company struggled during a time in which the national economy had taken a devastating downturn. That first year, Express Employment Professionals, with international headquarters in Oklahoma City, was able to generate gross revenues of \$2 million in spite of the depressed economy. In March 1983, the partners began arrangements to franchise Express and began franchising in 1985.

In 1986, the partners acquired the franchise rights to 30 Acme offices stretching across the United States. From the outset, the company has experienced phenomenal growth. Within five years, Express was ranked among the top staffing firms in the United States and was recognized by Staffing Industry Analysts as one of the fastest growing privately held companies in the country. By 1990, Funk and Stoller purchased Gray's shares of the company.

In 1999, the company topped \$1 billion in sales and by 2005 had a franchise network of 500 Express locations. Today, Express has more than 770 franchise locations in the U.S., Canada, and South Africa.

Express Employment Professionals puts people to work. It generated \$3.05 billion in sales and employed a record 510,000 people in 2016. Its long-term goal is to put a million people to work annually.

"For many people who have lost their jobs, often through no fault of their own, we provide great hope," said Bob Funk, CEO and Chairman of the Board. "Our vision is to help as many people as possible find jobs by helping as many clients as possible find good people."



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Robert A. Funk

Robert A. Funk is Founder, CEO and Chairman of the Board of Express Employment Professionals. Headquartered in Oklahoma City, the company has more than 770 franchises in the U.S., Canada, and South Africa. Under his leadership, Express has put more than 6.5 million people to work worldwide. Express provides expertise in Evaluation Hire, Temporary Staffing, Professional Search, and Human Resources, and works across a wide variety of industries. Express generated \$3.05 billion in sales and employed a record 510,000 people in 2016.

Funk also owns 38 Express franchises in Oklahoma, Texas, Arkansas, and Kansas, and stays active with Express affiliated companies – Express Ranches and The Express Clydesdales of Express Employment Professionals.

Before founding Express, Funk gained extensive business and staffing experience with Acme Personnel Services, starting as a personnel consultant and rising to vice president.

PROFESSIONAL ACHIEVEMENTS

- 2017 Oklahoma Hall of Fame Inductee
- 2017 Staffing 100 Hall of Fame, Staffing Industry Review
- 2015 Impact OKC Magazine: Man of the Year
- 2014 Oklahoma State University Division of Agriculture Sciences and Natural Resources Champion Award
- 2010 International Franchise Association Hall of Fame Inductee
- 2007 Chairman of the Conference of Chairmen, Federal Reserve Bank System
- 2006-2007 Chairman of the Kansas City Federal Reserve Bank, serving the 10th district
- 2006 Member of the Federal Reserve Board of Governors
- 2005 Ernst & Young Entrepreneur of the Year, Southwest Region
- 2000 IFA Entrepreneur of the Year Award
- Sales and Marketing Executives International (SMEI) Hall of Fame, Inductee

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“FOR THOSE WHO HAVE LOST THEIR JOBS, OFTEN THROUGH NO FAULT OF THEIR OWN, WE PROVIDE GREAT HOPE BY HELPING THEM FIND GOOD JOBS AND OUR CLIENT COMPANIES FIND GOOD EMPLOYEES.”

— Robert A. Funk



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Robert A. Funk continued

PROFESSIONAL RECOGNITION:

- 2017 Inavero Best of Staffing Talent Award
- 2017 Business Leader of the Year, Association for Career and Technical Education
- American Staffing Association, Current Board Member
- Liberty Bank, Current Board Member
- International Franchising Association (IFA), Former Board Member
- IFA's Educational Foundation, Former Board of Trustees
- Sales and Marketing Executives International (SMEI), charter honoree and former board of trustees member
- 2012- 2016 Staffing 100 List of Influential People, Staffing Industry Review
- 2014-2016 Top Workplaces (Express International Headquarters by Workplace Dynamics)
- 2006-2016 World-Class Franchise, FranSurvey
- 2015 Oklahoma Governor's Citation, Bob Funk Day
- 2015 Oklahoma City Mayor's Citation, Bob Funk Day
- 2012-2015 Best of Staffing Diamond Award Winner by Inavero/ CareerBuilder
- 2008-2014 Best of Staffing by Inavero/CareerBuilder
- 2013-2014 Best of Staffing, Diamond Award Winner by Inavero/ CareerBuilder
- 2013 Oklahoma's Most Admired CEOs by the Journal Record
- 2003-2011 Blue Cross Blue Shield, board of directors
- 2009 Oklahoma Affiliated Director of Blue Cross Blue Shield
- 2005 Oklahoma State University's Department of Animal Sciences Distinguished Service Award
- 1993 Venture of the Year, Oklahoma Venture Forum
- National Association of Personnel Services Hall of Fame, Inductee
- Paul Harris Fellow, The Rotary Foundation of Rotary International
- Certified Franchise Executive, International Franchise Association

CIVIC INVOLVEMENT:

- Current Chairman, Oklahoma Youth Expo, \$6.5 million scholarships
- 2014-2016 Oklahoma Career Tech Teacher of the Year Sponsorship
- 2014-2016 National Career Tech Teacher of the Year Sponsorship
- 2014-2016 Express Impact Project awarded to nonprofits by nomination throughout the U.S. and Canada
- 2012-2016 Express Brand It Blue Day, Volunteer Event, Local and National for Food Banks, 246,600 meals provided to the Regional Food Bank of Oklahoma
- 2015 National FFA Foundation Sponsor, Board Member
- 1991 to Present National and Local Sponsor of Children's Miracle Network Hospitals, \$4.7 million in contributions
- Oklahoma Independent College Foundation, Board Member
- Greater Oklahoma City Chamber, Member and Former Chairman
- Oklahoma Independent College Foundation, Board Member

- Habitat for Humanity contribution of \$300,000 to purchase lots for 30 homes
- Oklahoma Baptist University (OBU) Board of Trustees, Member and Former Chairman
- Business Affairs Committee at OBU, Chairman
- President's Council at OBU, Lifetime Member
- Business Advisory Council for Oklahoma Christian University of Science and Arts, Member
- Scholarships helping more than 300 Oklahomans
- Express Scholarships exceeding \$2 million
- Express Ranches scholarships more than \$3.8 million

RANCHING AND HORSES:

- 2017 - Ranked 74 on The Land Report 100
- 2007-2017 Nation's Top 100 Land Owners, The Land Report
- Largest registered beef producer in North America
- Largest registered Angus cattle producer in North America
- 6,000 Angus cattle
- Land owner of 200,000 acres of land at six locations: El Reno, Perkins, Shawnee and Yukon, OK; Cimarron and Wagon Mound, NM
- 2012 Express Clydesdales, National Champions
- 2011 Oklahoma Angus Foundation, Hall of Fame
- 2001 Oklahoma Limousin Breeders Association's Lifetime Achievement Award
- National Stockman's Hall of Fame, Inductee
- Honorary Angus Foundation, National Junior Angus Association, Inductee
- 2006-2007 North American Limousin Foundation, Board of Directors, President
- National Junior Angus Association, Honorary Angus Foundation
- Angus Foundation, Benefactor

PERSONAL RECOGNITION:

- 2015 March of Dimes, Lifetime Achievement Award
- 2010 Oklahoma Ethics Consortium Award
- 2006 University of Edinburgh, Scotland, Distinction of University Benefactor
- The University of Edinburgh James Clerk Maxwell Patron's Club, Member

EDUCATION: DEGREE/INSTITUTION/ YEAR/GRADUATED

- 1962 Bachelor of Business Administration and Theology degrees, Seattle Pacific University (SPU)
- 1969 Master of Arts, Seattle Pacific University
- 1995 Honorary Doctor of Public Service, SPU
- 2000 Honorary Doctor of Law, Oklahoma Baptist University
- 2001 Honorary Doctor of Law, Southern Nazarene University
- Graduate studies at the University of Edinburgh, Scotland

William H. Stoller

William H. Stoller is co-founder, president and vice chairman of the board of Express Employment Professionals. In 2016, Express helped 510,000 people find jobs through our more than 770 franchises located in three countries. Sales for the Oklahoma City-based company totaled \$3.05 billion in that same timeframe.

Stoller is president of The Stoller Group, owning 23 Express offices in Oregon, Washington, Arizona, Nevada, Colorado and California and Express Healthcare of Portland. He also owns Xenium, a professional employer organization and the Stoller Family Estate, a vineyard and winery located on nearly 400 acres in the heart of Oregon's Willamette Valley.

Prior to co-founding Express, Stoller began his career with Acme Personnel Services in 1973 as a consultant trainee and subsequently held positions as branch manager, group manager, district manager and regional manager for Oregon and Utah.

PROFESSIONAL AFFILIATIONS:

- American Staffing Association, past board member and 2009 chairman
- National Association of Personnel Services, past board member and 2001 chair
- National Association of Professional Employer Organizations, member
- International Franchise Association, member
- Oregon Association of Personnel Consultants, former president
- World Presidents' Organization, former Oregon chapter chair
- 2017 Inavero Best of Staffing Talent Award

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"HIRING IS A TIME-CONSUMING PROCESS. WE SIMPLIFY THE PROCESS FOR CLIENT COMPANIES BY MATCHING QUALIFIED WORKERS WITH THE COMPANY'S SPECIFICATIONS AND NEEDS."

— William H. Stoller



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William H. Stoller continued

COMMUNITY INVOLVEMENT:

- Pacific University Board of Trustees, past member and chairman
- Rotary Club of Portland, 35-year member and former president
- Lower Columbia College Athletic Hall of Fame, 2017
- Oklahoma Medical Research Foundation (OMRF), advisory board member

CIVIC INVOLVEMENT:

- 2014-2016 National Career Tech Teacher of the Year Sponsorship
- 2014-2016 Express Impact Project awarded to nonprofits by nomination throughout the U.S. and Canada
- 1991 to Present National and Local Sponsor of Children's Miracle Network Hospitals, \$4.7 million in contributions

EDUCATION AND CERTIFICATIONS:

- Bachelor of Business and Economics, Pacific University
- Master of Business Administration, Portland State University
- Certified Staffing Professional, American Staffing Association
- Certified Personnel Consultant, National Association of Personnel Services
- Certified Franchise Executive, International Franchise Association



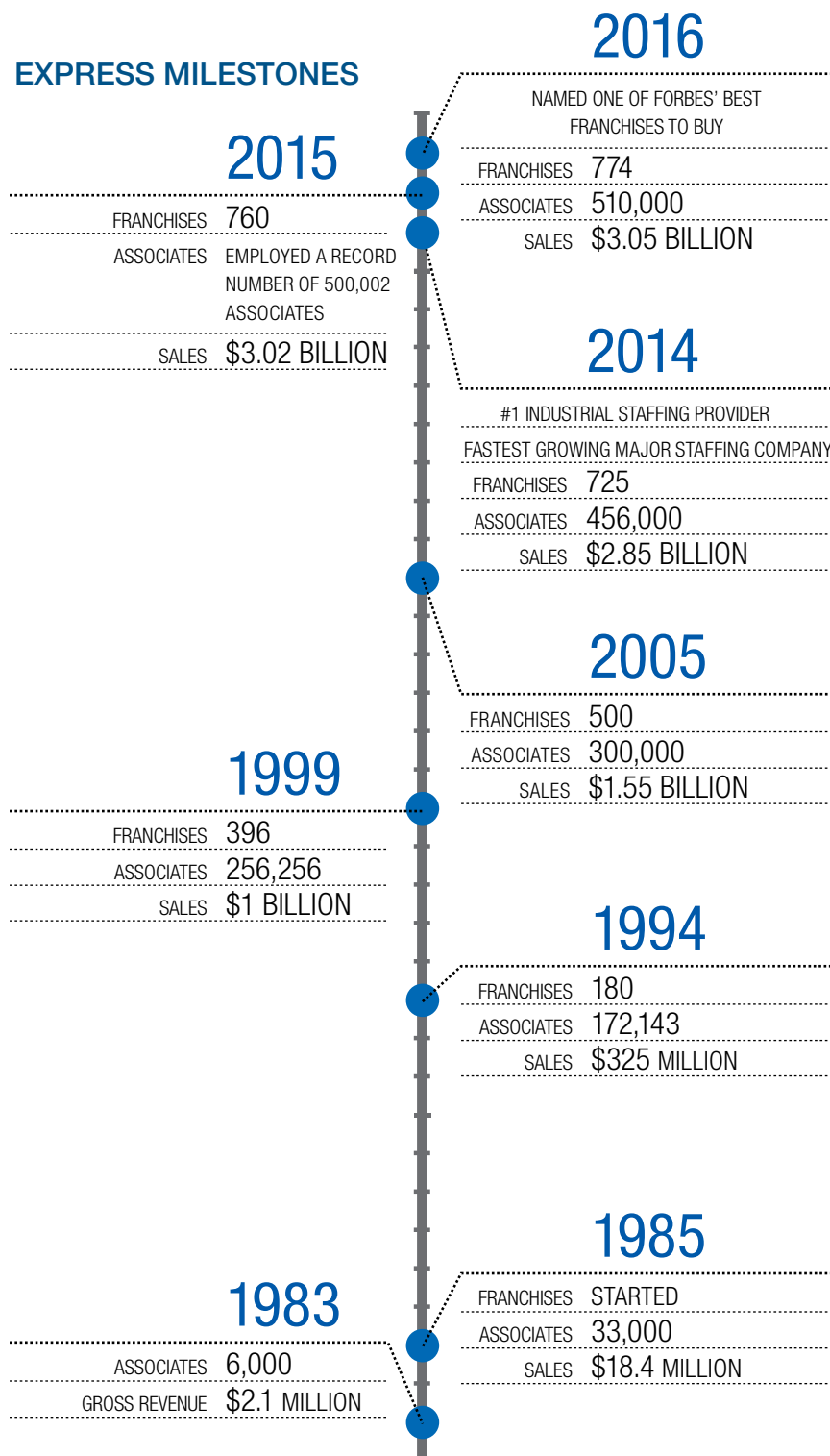
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Overview of Express

EXPRESS MILESTONES



RESPECTING PEOPLE. IMPACTING BUSINESS.

Express Employment Professionals offers a full range of employment solutions including evaluation hire, temporary staffing, professional search, and human resources. Express has 770 offices in three countries.

VISION STATEMENT:

To help as many people as possible find good jobs by helping as many clients as possible find good people.

MISSION STATEMENT:

Our mission is to professionally market and provide quality human resource solutions through an international franchising network that profits our associates, customers, franchisees, corporate staff, stockholders, and communities in which we conduct business.

VALUES:

- People
- Integrity
- Teamwork
- Build to Last



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“EXPRESS HAS A LONG-TERM GOAL TO PUT A MILLION PEOPLE TO WORK ANNUALLY.”

— Robert A. Funk

Express Facts and Achievements

TOP INDUSTRIAL AND OFFICE SERVICES STAFFING PROVIDER

Based on an independent review of sales among staffing companies, Express Employment Professionals is one of the top staffing companies in industrial and office/clerical sales in North America.

FASTEST GROWING MAJOR STAFFING COMPANY

Staffing Industry Analysts recently ranked Express as one of the fastest growing major staffing companies.

\$3.05 BILLION IN SALES (2016)

Express reached a record high in 2016 with more than \$3.05 billion in sales, up from \$3.02 billion in 2015.

THROUGH EXPRESS, A RECORD NUMBER OF 510,000 PEOPLE FOUND JOBS (2016)

And, we're not stopping there. Express has its sights set on a long-term goal to put a million people to work annually.

2017 BEST OF STAFFING® TALENT AWARD WINNER

In 2017, Express received Inavero's Best of Staffing® Talent Award, a designation fewer than 2% of staffing firms in North America can boast. Surveying workers across all industries, Express received satisfaction scores of 9 or 10 out of 10 by 71% of employees placed, significantly higher than the 47% industry average. On average, associates working for Best of Staffing® Talent Award winning staffing firms are 3.6 times more likely to be completely satisfied with their employers.

NEW OFFICE GROWTH CONTINUES

Express continues to enter new markets throughout the U.S., Canada, and South Africa with more than 770 franchisees.

152%
GROWTH
IN NORTH AMERICA SINCE 2009

ONE MILLION PEOPLE EMPLOYED

More than 1.3 million people have found jobs through Express in the last three years. We have a long-term goal to put a million people to work each year. In the past 30 years, Express Employment Professionals has put more than 6.7 million people to work.

99% SATISFACTION RATING

In a 2017 survey conducted by Franchise Research Institute, Express franchisees gave Express Employment Professionals International Headquarters a 99% franchisor satisfaction rating. Express has received a 94% satisfaction rating or above for the past 10 years.



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Corporate Citizenship

Express Employment Professionals continuously provides support to local and international charities and organizations.

CHILDREN'S MIRACLE NETWORK HOSPITALS

Recognizing that the children of today are the workforce of tomorrow, Express focuses on children as the beneficiary of its corporate contributions.

In 1991, Express became affiliated with Children's Miracle Network Hospitals, which provides medical resources, research and community outreach to help millions of children and teenagers in more than 170 hospitals in North America. During its partnership, Express has raised more than \$4.7 million for CMNH.

BRAND IT BLUE DAY

North American Express offices join together to fight hunger in their communities during our national day of volunteering called Brand It Blue Day. Partnering with local food banks and pantries, Express offices and volunteers have provided more than 300,000 meals to those in need.

EXPRESS PHILANTHROPY

In the spirit of community partnership, Express supports many organizations on both an international and local level. Our philanthropic committee designates funds to a variety of causes each year to support the following areas:

- Community
- Arts
- Youth/Children
- Education/Historical
- Medicine/Research

**IN 2016, EXPRESS
DONATED MORE THAN
\$1.07 MILLION
TO CHARITABLE ORGANIZATIONS
THROUGH OUR PHILANTHROPIC
COMMITTEE AND DONATIONS TO
CHILDREN'S MIRACLE
NETWORK HOSPITALS.**



**Children's
Miracle Network
Hospitals**



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