

History of Express



2008

Celebrating 25 years of success with a new name - Express Employment Professionals.

2007

Reached nearly \$2 billion in sales; 600th office awarded.

2006

Reached \$1.8 billion in sales; 85 franchises awarded.

2005

Reached \$1.55 billion in sales; awarded 62 franchises.

2004

Reached \$1.3 billion in sales.

2003

Reached \$1 billion in sales with offices in the United States, Canada, South Africa and Australia.

2001

Reached \$781 million in sales.

1997

Reached \$698.6 million in sales.

1995

Operated nearly 200 franchises and reached \$531.8 million in sales.

1993

Express Personnel Services reached \$324.2 million in sales.

1991

Reached \$197.2 million in sales.

1990

Funk and Stoller purchased Gray's shares of the company.

1989

Reached \$155 million in sales.

1987

Reached \$82 million in sales.

1985

Express began franchising and reached \$18.4 million in sales.

1983

Robert A. Funk, William H. Stoller and James Gray established Express after Acme Personnel, a staffing firm where the founders previously worked, dissolved. Express generated gross revenues of \$2.1 million that first year despite the struggling economy.

Respecting People. Impacting Business.

Express Employment Professionals is proud to continue our 25-year legacy of helping businesses and job seekers succeed. We've grown to over 600 offices in four countries, while still maintaining local ownership for each office and providing quality service to each of our clients. With a new business name that better reflects our service offerings, we're looking forward to the next 25 years of respecting people and impacting business.

Vision Statement

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



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

Robert A. Funk

Robert A. Funk is chairman of the board, chief executive officer and founder of Express Employment Professionals. Prior to founding Express, Funk gained extensive experience with Acme Personnel Services, starting as a personnel consultant and then rising to first vice president.

Funk graduated from Seattle Pacific University (SPU) with a bachelor's degree in business administration and theology. He completed his graduate studies at the University of Edinburgh, Scotland and received his master's degrees in business administration and theology from SPU. He holds three honorary degrees: an honorary doctorate of public service from SPU, awarded in 1995; an honorary doctorate of law presented by Oklahoma Baptist University in 2000; and an honorary doctorate of law presented by Southern Nazarene University in 2001.

Professional Memberships and Honors

- Chairman of the Conference of Chairmen, Federal Reserve Bank System, 2007
- Chairman of the Kansas City Federal Reserve Bank, serving the 10th district, 2006-2007
- International Franchising Association (IFA), board member
- IFA's Entrepreneur of the Year Award, 2000
- IFA's Educational Foundation, board of trustees
- Sales and Marketing Executives International (SMEI), board of trustees and charter honoree
- SMEI International Hall of Fame, inductee
- National Association of Personnel Services Hall of Fame, inductee

Community Involvement

- Greater Oklahoma City Chamber, active member and former chairman
- 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, member
- Oklahoma Independent College Foundation, board member
- Allied Arts Circle Club, co-chairman
- National Cowboy and Western Heritage Museum, president of the board
- Prix de West Society, member and chairman of the awards committee
- The University of Edinburgh's James Clerk Maxwell Patron's Club, member



Express Ranches

- Leading Angus cattle producer
- Third largest seedstock producer in America
- Dozens of national champions in the show ring
- Renowned artificial insemination operation
- North American Limousin Foundation, board of directors
- Oklahoma Limousin Breeders Association's Lifetime Achievement Award, 2001 recipient
- International exporter of genetics
- Oklahoma State University's Department of Animal Sciences Distinguished Service Award, 2005 recipient
- North American Limousin Foundation, past president
- Honorary Angus Foundation, National Junior Angus Association, inductee
- National Stockman's Hall of Fame, inductee

Express Sports

- Express Sports Agency, owner
- Oklahoma City Blazers professional hockey team, owner
- Oklahoma City Redhawks professional baseball team, majority owner
- Professional Bull Riders Tour in Oklahoma and Tulsa, managing promoter



"Bill and I founded Express because we desired to bring hope to job seekers struggling to find work. We continue to bring hope to workers 25 years later."

Robert A. Funk

William H. Stoller



William H. Stoller is founder and vice chairman of Express Employment Professionals. He is also a member of the executive committee, which oversees strategic planning and direction for the company. As president of The Stoller Group, he owns 26 Express offices in Oregon, Washington, Arizona, Nevada, Colorado and California. Stoller also owns Xenium, a human resource management company, and ESM Group, Inc., a staffing management company.

Stoller graduated from Pacific University in Forest Grove, Ore., with a bachelor's degree in business and economics. He obtained a master's degree from Portland State University in business administration. He has also earned certifications from the American Staffing Association (Certified Staffing Professional), the National Association of Personnel Services (Certified Personnel Consultant) and the International Franchise Association (Certified Franchise Executive).

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 Memberships

- American Staffing Association, board member and 2008 chairman elect
- National Association of Personnel Services, chairman of the board 2000-2001
- National Association of Professional Employer Organizations, member
- International Franchise Association, member
- Oregon Association of Personnel Consultants, past president
- World Presidents' Organization, Oregon chapter chair

Community Involvement

- A-dec Advisory, board member
- Pacific University Board of Trustees, member and past chairman
- Portland Opera, former board member and chairman
- Rotary Club of Portland, 27-year member and past president
- Classic Wines Auction, past chairman



“When we started Express, Bob and I knew how time-consuming the hiring process could be. We wanted to simplify the process for client companies by matching qualified workers with the company’s specifications.”

William H. Stoller

Corporate Citizenship

Express Employment Professionals continuously provides support to local and international charities and organizations. Our philanthropic committee designates funds to a variety of causes every year through our corporate giving program. Express has partnered with Children's Miracle Network (CMN) and supports this charitable organization on a national level.

Children's Miracle Network

Express Employment Professionals' mission is not only to help people find jobs, but to also help them find hope for the future. 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 affiliated with CMN, which provides medical resources, research and community outreach to help millions of children and teenagers in over 170 hospitals in North America. Since becoming a national sponsor, Express has raised nearly \$3.5 million for the charitable organization.

Express franchisees, associates and clients join together each year to raise funds and awareness for CMN by hosting community events. These range from small bake sales to car washes to scavenger hunts and marathon golf tournaments, which have raised over \$75,000 in one day.

Since becoming a national sponsor, Express has raised nearly \$3.5 million for the charitable organization.



Express Clydesdales

Of a rare black and white color, each Express Clydesdale stands eight feet high and weighs over 2,000 pounds. These beautiful horses tour North America for Express, making an impact wherever they go. They have participated in many nationally recognized parades and promotional events including Macy's Thanksgiving Day Parade, the Tournament of Roses Parade, Chicago St. Patrick's Day Parade, Fiesta Bowl Parade, Rose Bowl Parade, Orange Bowl Parade, Kentucky Derby Pegasus Parade, Hollywood Parade, Calgary Stampede Parade, the International Finals Rodeo and the Professional Bull Riders World Finals. The Clydesdales were also named the 2007 World Champion 8-Horse Hitch at the World Clydesdale Show in Madison, WI.

The Express Clydesdales' many promotional opportunities also serve to raise money and spirits for CMN. The smiles on the faces of children who get to ride in the custom Express wagon drawn by the Clydesdales or the eagerness of fans who pose for photos for a small contribution to CMN inspires many to contribute generously to the children's charity.



Express Profile



Company Profile

Founded: 1983 (Began franchising in 1985)

Ownership: Privately-held corporation

Locations: More than 600 offices in the U.S., Canada, South Africa and Australia

Express delivers staffing support and human resource services through a network of franchised offices. Express provides expertise in evaluation and direct hire, temporary staffing, executive recruiting and human resources. By matching clients with qualified candidates, Express is able to put people to work and help businesses succeed. Express associates benefit from job placement services and flexible work schedules.

Associate Profile

Age

18-24: U.S. 22%; Canada 25%

25-34: U.S. 26%; Canada 19%

35-44: U.S. 20%; Canada 28%

45-54: U.S. 19%; Canada 23%

55-64: U.S. 10%; Canada 4%

65+: U.S. 3%; Canada 1%

Education

Some High School: U.S. 8%; Canada 19%

GED: U.S. 9%; Canada 5%

High School Diploma: U.S. 25%; Canada 18%

Some College: U.S. 33%; Canada 21%

2-Year College Degree: U.S. 10%; Canada 5%

4-Year College Degree: U.S. 12%; Canada 8%

Graduate Degree: U.S. 3%; Canada 12%

Specialized Certificate: U.S. N/A; Canada 12%

Race/Ethnic Background

Hispanic: U.S. 11%; Canada 9%

White: U.S. 66%; Canada 69%

American Indian, Alaskan Native and Inuit: U.S. 2%; Canada 1%

Black: U.S. 16%; Canada 4%

Asian/Pacific Islander: U.S. 3%; Canada 10%

Other: U.S. 2%; Canada 7%

Female: U.S. 52%; Canada 48%

Male: U.S. 48%; Canada 52%

Married: U.S. 46%; Canada 48%

Length of Employment

0-3 Months: U.S. 44%; Canada 57%

3-6 Months: U.S. 19%; Canada 22%

6 Months-1 Year: U.S. 18%; Canada 17%

1-2 Years: U.S. 10%; Canada 2%

2+ Years: U.S. 9%; Canada 2%

Associate Benefits (benefits vary by location)

- Medical plan
- Prescription/vision/dental discount program
- Scholarship opportunities
- Retirement plan
- Referral-based incentives
- Safety-related incentives
- Performance incentives
- Retention incentives

Testing and Training Offered

- Computer software
- Customer service
- Client-specific benefits
- Manual dexterity
- Mechanical assembly
- Performance predictor

Franchise Ownership Profile

50/50 Male/Female Partnership: 21%

Male Majority Owner: 44%

Female Majority Owner: 35%

Franchise Fees

Initial fee: \$35,000

Start-up capital: \$130,000-\$170,000

(dependent on market size)

Express Franchising Benefits

- Three weeks of start-up training
- Continuing on-site visits by field support representatives
- Rights to expertise in evaluation and direct hire, temporary staffing, executive recruiting and human resources in one franchise agreement
- Assistance center and technical support hotline available 7 a.m.- 7 p.m. CST
- Monday through Friday business hours
- Proprietary front and back office system
- Tested systems, procedures, training techniques and a solid support system
- Advertising and marketing campaigns at volume prices
- 100% financing of payroll for temporary associates
- Fully franchised
- 100% ownership in designated territory
- BlueCross BlueShield group benefit package for franchisees
- No cash handling
- Workers' compensation, liability and unemployment insurance for temporary and contract associates
- Territory research, expertise and site selection assistance
- Annual international and regional meetings
- Year-round courses via Express University and regional training centers
- Human resource expertise
- Network of franchisee colleagues
- Credit and collections monitoring and assistance
- Public relations and crisis support

For Franchise Opportunities, Contact Franchising

(877)652-6400 | (405)840-5000 | fax(405)717-5665

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