

Steve Rhodes

President & Chief Operations Officer | Expert Witness Consultant (IT & Engineering Staffing)

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PROFESSIONAL SUMMARY

Seasoned IT and Engineering staffing executive with 30+ years of experience across recruiting, account management, operations, compliance, and executive leadership. Founder and President of APR Staffing (formerly Professional Resource Group), a leading Pacific Northwest technical staffing firm, grown from startup to \$7M+ revenue. Expert in contractor classification (W-2 vs 1099), recruiting operations, industry standards, and damages analysis. Provides independent expert witness consulting for employment and commercial litigation involving staffing, engineering, and IT contracting, including misclassification, wrongful termination, non-compete and non-solicitation disputes, wage and hour, and breach of contract matters.

AREAS OF EXPERTISE

IT & Engineering Staffing Industry Standards and Practices

Contractor Classification (W-2 vs 1099) and Compliance

Recruiting Operations and Performance Metrics

Sales, Account Management, and Client Contracts

Damages Analysis and Economic Impact in Staffing Disputes

HR, Legal, and Compliance Oversight for Staffing Organizations

Expert Witness Reporting, Depositions, and Trial Testimony

PROFESSIONAL EXPERIENCE

APR Staffing – Portland, Oregon

President | Chief Operations Officer (October 2019 – Present)

Privately owned technical and professional staffing firm serving IT and Engineering clients across the Pacific Northwest.

- Executive leader responsible for Sales, Recruiting, Business Development, Marketing, Finance, Legal, Compliance, and HR.
- Established and enforced industry-leading standards for recruiting operations, contractor classification, time tracking, and billing practices.
- Oversaw W-2 and 1099 contractor engagement models, ensuring compliance with IRS, DOL, and state employment regulations.
- Designed and implemented internal controls for timekeeping, invoicing, payroll, and revenue recognition used to evaluate damages and compliance in litigation.
- Regularly consult with attorneys and corporate counsel on staffing contracts, non-compete/non-solicitation agreements, and employment risk management.

Alliance Professional Resources – Portland, Oregon

Board Member (October 2019 – Present)

Holding company for a portfolio of staffing firms nationwide.

- Provide governance and strategic oversight across multiple staffing organizations.
- Advise on compliance, risk management, acquisitions, and operational best practices.
- Evaluate recruiting, accounting, and time tracking systems used across portfolio companies for accuracy and defensibility.

Professional Resource Group, LLC (now APR Staffing) – West Linn, Oregon***Founder, President / Managing Partner (September 2009 – October 2019)***

- Founded and grew the company from startup to \$7M in annual revenue with 65 billable consultants.
- Built end-to-end recruiting, sales, accounting, and compliance infrastructure used as a model for industry best practices.
- Directly responsible for contractor onboarding, classification decisions, payroll, billing, and financial controls.
- Recognized as one of Oregon's Fastest Growing Private Companies (Portland Business Journal).

InfoGroup Northwest – Lake Oswego, Oregon***Account Executive (April 2007 – July 2009)***

- Doubled company revenue in the first 12 months through enterprise account development and recruiting operations.
- Negotiated staffing contracts and service agreements used as the basis for damages and breach analysis in litigation.

CorSource – Portland, Oregon***Account Manager / Recruiting Manager (April 1998 – April 2007)***

- Managed a \$7M+ annual account portfolio across multiple states.
- Led senior recruiting teams and established performance metrics and quality standards.
- Regularly evaluated contractor performance, terminations, and compliance issues.

MSI Consulting – Portland, Oregon***Technical Recruiter (March 1995 – April 1998)***

- Managed a \$3M P&L and earned Recruiter of the Year awards in 1996 and 1997.
- Developed foundational expertise in recruiting, contractor management, and client contract interpretation.

EDUCATION

California State University, Chico – Bachelor of Science, GeoSciences

College of the Siskiyous – Associate of Science, Geology & Physical Science

PATENTS

Method for Disposing of Animal Waste - US 6758880 · Issued Jul 6, 2004

Assembly and Method for Disposing of Pet Waste - US 7132004 · Issued Nov 7, 2006

Assembly and Method for Disposing of Waste - CA 2453737 · Issued Feb 20, 2007

EXPERT WITNESS CONSULTING SERVICES

- Independent expert analysis and reporting for IT and Engineering staffing litigation
- Misclassification (W-2 vs 1099) and employment status disputes
- Damages and lost profits analysis in staffing and employment cases
- Deposition and trial testimony support

RECOMMENDATIONS / TESTIMONIALS

Chris Gantz

Sr Manager, Digital Product Management, Columbia Sportswear

December 4, 2012

I've had the great opportunity to work with Steve both as a consultant and a client and highly recommend Steve as a business partner. In addition to Steve's deep knowledge of the industry and clients' needs, he provides an unparalleled level of professionalism and integrity. Steve tirelessly worked to identify the "right" fit, and I've come to count on his ability to spot this balance. Steve's candor reflects the characteristic I appreciate in a business partner and I encourage any organization to collaborate with Steve and Data Resource Group where he can provide value.

Mark Lear

Sr Director, Data Analytics, Kaiser Permanente (Retired)

May 18, 2011

I have dealt with many IT vendors and their Account Representatives over the years, and Steve Rhodes is a shining example of how Account Representatives should conduct themselves. He has shown us the highest degree of professionalism and dedication, exhibits an unassuming style and pleasant demeanor, and has consistently provided top quality candidates for our consideration. So long as I have some say in who we partner with, Steve will always be on my short list.

Andy Hedberg

CIO, Walsh Construction

February 20, 2011

I have never met someone who is as eager as Steve to help others succeed. He taught me that a team succeeds or fails together. Steve is driven and competitive in life and work, but remains compassionate and professional at all times. I envy his energy and enthusiasm, and was constantly amazed at his ability to match people to projects. If you are a potential employee, employer, or customer, proceed with confidence - Steve will move mountains for you.

Shanmugam Senthivel

Technical Account Manager, Amazon Web Services (AWS)

August 18, 2010

Steve is a genuinely trustworthy partner... honest and up front about rates and client expectations for the particular assignment. On more than one occasion, he went over and above his limits to find and secure a contract for me. He even went so far as to introduce me to his own competitor to help me. He has insider-level industry knowledge and is very good at placing the right candidate for the right job. I would work with and for him again without a second thought.

Paul Tharp

Business & Technology / Solution Delivery Executive

January 21, 2010

Steve has been a great business partner and friend during my time here in Portland. He possesses a well rounded portfolio of skills which time and again keep his number at the top of my contact list. Whether it's helping with quick turn-around to fill immediate resource gaps with high quality professionals, consulting on strategic resource and staffing plans, or assistance with my own career objectives, Steve has been one of my most trusted partners. I highly recommend tapping into his cache of solutions, wealth of contacts and deep background in the Portland IT culture.

Duane Swizer

C-Suite Leader / Align technology with company and business strategy / Automation / Innovation / M&A / Information Security / BCP and DR Management / Project Management / Mentor / US Navy Veteran

June 25, 2009

I have worked with Steve several times during my time with First Independent Bank. Steve has helped me find the right person when the need has come up. Steve not only reviews the requirements needed for any open positions, but he asks questions so the person he recommends not only fills the requirements of the position, but he also finds a person that will fit with the culture of our organization and will work well with the current team. It is always a pleasure to work with Steve.

Jerry Nishimura

Sr Development Manager, ADP Dealer Services (Retired)

March 23, 2009

I have known Steve for many years. Steve has the unique ability to quickly understand the key business needs of his clients and only present quality IT professionals to be reviewed (for staffing positions). Steve is a conscientious and trustworthy professional who is outstanding in every aspect of his job. A great guy to work with.

Travis Naganuma

Vice President Engineering - comScore

November 12, 2008

Steve is hands down the best for finding talent in Portland. I have worked with Steve for many years and he has always come through for me with great resources, both contract and contract to hire. Steve is very well connected and has a great sense for technology. I don't have to spend a lot of time trying to explain what skills I'm asking for, he's on top of the game and zeros in on the quality candidates quickly. I highly recommend Steve. He gets results, is very easy to work with and is an excellent business partner.

Shannon Jones

Sr Recruiter, Lam Research

November 1, 2008

Following is my recommendation for Steve Rhodes. I have not only known Steve for over 8 years, but have worked with him on two different occasions. I have found Steve to be honest, reliable, dedicated, conscientious and an excellent Mentor. Besides being a joy to work with, Steve has an incredibly deep understanding and knowledge range of IT Staffing services. He is very positive and team oriented. I found Steve to be consistently pleasant, tackling all challenges and obstacles with a positive attitude. He is a great "go to" person, that was always willing to listen and help troubleshoot and resolve issues in a fair and professional manner. Steve's communication in closing clients and/or candidates from initial contact through hiring process is unprecedent. I really enjoyed working with Steve. He was very helpful, knowledgeable and well respected. I highly recommend Steve both personally and professionally.

Bill Dinsmore

QA Engineer

September 22, 2008

I've worked with Steve on and off for years. He's honest, straight to the point, and expertly navigates difficult business environments. An excellent addition to any team.

Jeff Zachritz

QA Engineer, Vital Data Technology

September 19, 2008

Working with Steve is always a pleasure. He consistently finds creative solutions that work for both client and placement candidate. I can count on him to provide me with solid opportunities and valuable client feedback.

Mark Davidson PMP, SPC

Accelerating Business Outcomes and Driving User Satisfaction through Focused Delivery Management

March 31, 2008

Steve Rhodes has provided extraordinary service to Hollywood Video / Movie Gallery, Inc. He is a true expert in all areas of recruiting. What is critical about Steve is his ability to ascertain the needs of the business and deliver well qualified candidates. He focuses on understanding what is needed and then follows up at an appropriate level to stay in touch and follow through. Additionally Steve recognizes that the process of placing people only starts when we bring them on. He checks up regularly and pays close attention to the details of maintaining the people he places. Steve Rhodes, in every sense, is a true professional and I highly recommend him.

Brian Summers

Technology Executive | Aligning Technology, Risk, and Growth for PE and Enterprise Organizations | M&A Integration

November 30, 2007

Steve is a great person to do business with. He has always provided high quality resources, that fit my requirements to the letter. He always takes the time upfront to gain a full understanding of his clients needs before sending them a candidate.

John May

Fractional CIO and Senior Compliance Analyst, Cloud Sentry

November 20, 2007

Steve has helped both MMI and Digimarc find qualified IT consulting resources. He has helped us find the skills we needed for development as well as for Infrastructure positions. Steve has always brought high quality people to us. He is truly a go to guy! When we need someone and need them quickly, Steve is the person we call.

Marygail Durand

Senior Corporate Recruiter

November 20, 2007

I worked with Steve at ProDX. He was also one of my vendors while at Hollywood Entertainment. "Steve was always friendly and straight forward to work with. He was very good at employee relations so you knew you were going to get a good candidate from him. If there were any problems - you knew he would deal with them directly." He always made me laugh and I appreciated that!

Roger Kornfein

Sr Software Engineer, Unicru

November 20, 2007

During my time at ProDx (now CorSource), Steve was initially a recruiter and rose within the company to be a senior account manager responsible for many of the most valuable clients in ProDx's portfolio. I worked with him in all his capacities. I always found him to be extremely well prepared and knowledgeable about his clients. Additionally, he was always able to prepare me thoroughly for any opportunity he proposed for me. I have always found him to be scrupulously honest and conscientious in his dealings as well as being highly energetic, knowledgeable and strongly motivated. He has successfully assisted me professionally, many times in the past and as this statement suggests, I have sought out collaboration with him repeatedly. He is one of the best people I have worked with in the industry.... more

Duane Stubenrauch

Helping pets in crisis in Central Oregon / Retired Sr Director, Banfield Pet Hospital

November 20, 2007

Steve is great partner for finding and placing high quality resources. He works to understand the business culture as well as the required technical skills. He is always professional in his relationships and sets a high standard for integrity. He has identified and delivered excellent resources for key projects in a timely manner.

Dan Hein

Executive Coach, Mentor

November 20, 2007

Steve is an excellent business partner who strives to understand the client's needs to provide the appropriate resource for the job.

Chad Cooper

Senior Operations Process Engineer, Surescripts

November 19, 2007

I worked under Steve as a contracted employee for 5 years. He has always been professional, honest, and available. Steve fought hard and won added compensation for me (at his expense) during a family health crisis, to personally help me out with the additional medical bills and expenses. How many staffing exec would care, much less fight for extra money, especially when it comes out of his commission? After leaving employment with that company, we have kept in contact regularly, having shown enormous concern and interest in my personal life. There is no other staffing executive

that I would rather work with. In addition, now that I am a hiring manager myself, Steve is top on my list for finding me staff. You can count on Steve to come through. He has a talent for finding talent. I positively recommend him.... more

David Dublinsky

Sr. Application Consultant, QAD Precision

November 19, 2007

Steve was great to work with. He was a great liaison between myself and the client. If issues surfaced, Steve took care of them in an expedite manner. Steve would always provide current information on changes within the company or changes within the client. Steve is honest and hard-working.

Michael Emmerson

Enterprise Architecture / Engineering Executive, Nike

November 13, 2007

Steve is the one guy that I have been able to consistently count on to provide the best of people when I need them. Steve has been my go-to guy for almost 10 years now. I cannot emphasize his great skills and get it done attitude enough. One of the best I have ever found in this industry.

Caressa Gullikson, DC

Chiropractor and Freelance Writer and Editor, Former Technical Recruiter

November 13, 2007

Steve is the consummate technical sales professional – he is very experienced, great at developing relationships with clients and candidates, has great technical knowledge, and really gets after it! I owe much of my success to what Steve taught me over the eight years we worked together. Steve is a great asset to his employer, his clients and to the candidates he represents. I recommend his work wholeheartedly.