



Attract & Retain Top Talent  
with  
*“Voluntary Benefits”*

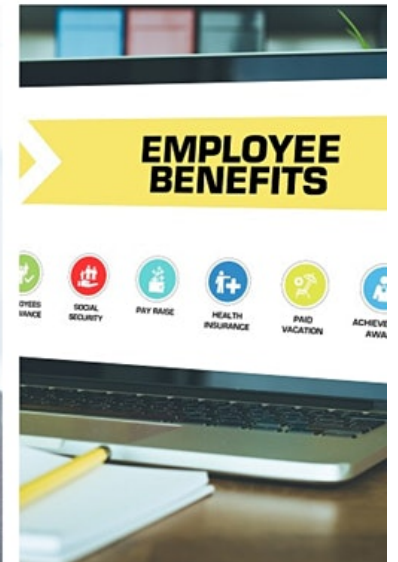
Mid-Tier Advocacy,  
Inc.

*With* Special Guests

EMIG Executives  
Deborah Hardnett  
The Hartford Group

**July 15, 2021**

WELCOME!  
To Our  
Lunch and  
Leverage  
Webinar Series



# Tonya Saunders, Chair Mid-Tier Advocacy, Inc.

Tonya Saunders is the Founder and Chairman of the Board of Mid-Tier Advocacy, Inc. (A 501c3 Mid-Tier Advocacy (MTA) represents the nation's top advanced small and mid-size firms.

I am pleased to co-host this event with our exciting guests today, who will examine what companies can do to retain and attract top talent using *voluntary benefits*.

Please note: this session will be recorded. The information provided is not to be used as legal advice, *but for informational purposes only*.

Thanks for attending!

*Tonya Saunders*



# A FEDERAL POLICY NOTE

## Non-Compete Contracts

- In this age of competition and retention of the workforce there is a recent Executive order that is important, which may have an impact on how you do business.
- President Joe Biden recently signed [an executive order](#) that encourages the Federal Trade Commission (FTC) to ban or limit noncompete agreements. The order is meant to promote competition and economic growth by making it easier for workers to change jobs, among other objectives.
- Employers generally use non-competes to protect their proprietary information by preventing employees from working for competitors in a specific geographic area for a limited amount of time. Currently, there's a lot of debate about what the executive order means for non-competes. *The federal government has yet to issue any new rules, but employers should prepare for potential changes.*
- Some states, such as California, ban noncompete agreements outright, while other states, including Virginia, prohibit noncompete agreements with low-wage workers.



# WHO WE ARE



- ***Mid-Tier Advocacy, Inc. (MTA)*** was established to work toward the elimination of the competitive disadvantage facing small emerging and mid-tier government support services companies. A 501(c)3 nonprofit, nonpartisan organization, MTA works to increase awareness of the challenges facing businesses that are no longer considered small due to the fact that they have outgrown their current size standards.
- We leverage the collective voice of our member firms to influence federal policies that impact their growth and sustainability.
- MTA consists of a coalition federal contractors that represent a cross section of industries such as IT services, engineering, logistics, construction among others. These businesses service federal, state, and local governments, and employ millions of Americans across the nation.

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***JOIN US!***



**CONTACT US**

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Phone: 202.210.6479

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**MTA CEO Roundtable**

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Heidi Gerding, CEO Hei Tech Solutions

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John Moore, EVP TAPE, LLC

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Fran Pierce, CEO DSA, Inc.

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Paul Shiffka, VP DSA, Inc.

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Peter Provenzano, CEO SupplyCore

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Norris Middleton, CEO MSTI

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Rose McElrath-Slade, CEO SRI

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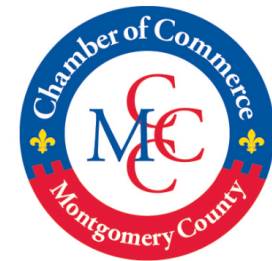
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*"Your Vision Is Our Mission"*



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