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## PEOPLE ON THE MOVE

By CAMERON MOORE /  
THE ORANGE COUNTY REGISTER

Roger Galli has joined  
Mesa Water District as financial  
services manager

**ROGER GALLI** has joined **MESA WATER DISTRICT** in Costa Mesa as financial services manager. Galli will oversee Mesa Water's \$37 million budget by planning, directing, and managing the Financial Services Department which handles accounting, budget preparation, financial reporting, investments, purchasing, and payroll.



SEE People pg 2 >

- THIS WEEK'S FEATURED EMPLOYER -



# Kimco AND KimstaffHR

work to be one family

By BILL QUINNAN  
FOR O.C. REGISTER SPECIAL SECTIONS

When Kimco Staffing and KimstaffHR were named among The Orange County Register's Top Workplaces in 2010 and 2011, employees cited opportunities for career advancement and pride in the services that the firms offer as primary benefits of working for the company.

Kimco provides fulltime and temporary administrative and industrial staffing services throughout California. The firm also operates Advantex, which specializes in financial, high-technology and engineering staffing, and MediQuest, specializing in healthcare staffing.

KimstaffHR, an affiliated company that shares some resources with Kimco, is a professional employment organization, providing other businesses with such services as human-resources management, payroll processing, employee benefits, workers compensation and risk management.

"What makes us a great company is all the people who make up our company," said Kim Megonigal,

founder and CEO of Kimco Staffing and KimtechHR. "We hire great people at all levels, treat them right and treat them fairly."

According to Megonigal, having a good workforce begins with placing people in the right positions.

"Most employees want to be successful, and we've done a wonderful job of putting people into jobs where they can be successful," he said. "We spend a lot of time in our hiring process."

Many growth opportunities within Kimco and Kimstaff have resulted from the company's growth over the years, Megonigal noted.

Megonigal founded Kimco Staffing in 1986, following in the footsteps of his father, who was also an entrepreneur in the staffing industry. Initially, Kimco offered only administrative staffing, but when a recession in the early 1990s curbed demand for administrative staff, Kimco expanded its services to include industrial staffing. Eventually, technology, engineering, financial and medical staffing were add-

ed to the firm's offerings, as well as a managed-staffing program, which consolidates a firm's staffing needs under one supplier.

By 1997, Megonigal had observed that complying with California's complex labor regulations and offering full benefit packages to employees required a level of expertise that most small-business owners lacked. In response, Megonigal launched KimstaffHR.

When hiring, a key characteristic that the companies look for in prospective employees is people skills, Megonigal noted.

"We are in the people business. We are always trying to get someone to use our services or to get someone to work for us," he said. "Our employees have to be people-oriented and be able to read people and understand what they want."

Flexibility is another important quality that the firms look for, given the impossibility of predicting the ever-changing needs of the

SEE family pg 2 >



## COMPANY STATS



- **FOUNDED:** 1986 Kimco and 1997 KimstaffHR
- **HEADQUARTERED:** Irvine, CA
- **INDUSTRY:** Employment Services
- **EMPLOYEES:** 140 at Kimco 20 at KimstaffHR
- **Top Workplaces, Orange County Registers, 2010 and 2011**
- **Best Places to Work, Orange County Business Journal, 2011 and 2012**

### WHAT DO EMPLOYEES SAY ABOUT THE COMPANY:

"Kimco is an awesome place to work because we have an excellent, attentive and highly competent support staff. Our corporate management team from the owner to our president and district supervisor are all approachable and sincere."

"I feel very proud to be part of this company, because I find myself describing Kimco Staffing as a company that cares about each one of its employees."

"Room for growth, and the learning possibilities here at Kimco are endless."

FROM family pg 1 >

businesses the two companies serve, Megonigal said.

Once an employee is hired, trust and accountability are crucial.

“We try to keep managerial overhead low. We put responsibilities at the lowest levels possible. We look for self-starters – people who are self-motivated and self-regulated,” he said.

KimstaffHR president Sheila Kepler lists communication and trust as top priorities in promoting a positive environment.

“Employees should always be in the know and feel empowered to do their jobs,” Kepler said. To Kepler, this means apprising employees of any issues that may arise. This is accomplished through regular staff meetings and announcements, a company intranet.

Cross-training is one of the main ways employee development is encouraged at KimstaffHR, Kepler said.

“If you have an interest in a specific area, we’ll have you sit in with someone who does that and take training in that area.”

Megonigal noted the importance of enabling employees to maintain lives outside of the office.

“Quality of life is an important aspect of our business,” he said, noting that, as a father, he appreciates the importance of balancing work and family. Kimco and KimstaffHR facilitate this balance by maintaining adequate staffing, so that employees are not required to work overtime regularly and are able to use vacation time.

Within the workplace, Kepler strives to make employees feel that they are part of a team. Some of this is accomplished through special events such as holiday parties throughout year, as well as bring-your-child-to-work days or even bring-your-pet-to-work days, but the team environment is also fostered on a day-to-day basis.

“We encourage everyone to laugh and have fun,” she said. “It’s all about being silly, and we share our stories about funny things that come up.”

“We really work to be one family ... and we share our successes and we share our values,” Megonigal said.

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Bill Quinnan is a freelance writer who lives in Orange County. Readers can send e-mail to him at [bquinnan@sbcglobal.net](mailto:bquinnan@sbcglobal.net). Bill cannot provide job leads.