STAFFING INDUSTRY CASE STUDY

ANDEK HOLDINGS, INC.

From Weeks to Near-Real-Time

How AnDek Holdings Recaptures Gross Profit Across Its Staffing Brands

A multi-brand staffing group's lessons on recapturing gross profit, gaining efficiencies, and getting rapid economic insights, without giving up the local brands that won the business.

CARTERSVILLE, GEORGIA

NOVEMBER 2026

THE ANDEK HOLDINGS FAMILY OF STAFFING COMPANIES

AnDek

MATCH STAFFING

EMPLOY PARTNERS
STAFFING & RECRUITING EXPERTS

EMPLOY PROFESSIONAL
OFFICE PROFESSIONAL SOLUTIONS
EMPLOY NOW
LIGHT INDUSTRIAL SOLUTIONS
EMPLOY EVENTS
EVENTS & CONVENTIONS SOLUTIONS

PREPARED BY

November 2026

EXECUTIVE SUMMARY

One shared record underneath many local brands

By **HubIQ** · November 2026

AnDek Holdings, Inc. is a staffing holding company headquartered in Cartersville, Georgia, with 11 offices and three brands at the center of this story: Match Staffing, Employ Partners and AnDek Staffing. Its challenge was not finding work or finding people. It was seeing the true economics of the business, as a whole and client by client, without a team of people re-keying data to get there.

AnDek kept each brand's local identity and put one shared record underneath them, going live on HubIQ, a connected intelligence platform for staffing agencies, in July 2026. With recruiting, operations, risk and finance working from the same record (and an integration with its accounting system, Sage Intacct), the work shows up in three outcomes every agency can recognize: **recapturing gross profit**, **gaining efficiencies**, and **getting rapid economic insights** to leadership while decisions are still open.

KEY RESULTS AT A GLANCE

70+

Hours a week saved by the Sage Intacct integration. Pulling the numbers together used to take several corporate staff.

Up to 5%

Client gross profit recaptures, with data that opened conversations to revisit terms.

≈ 0

Missed UI claims. HubIQ's SIDES integration has effectively reduced them to zero.

2

People moved out of manual entry and repurposed to other functions in the company.

Near-real-time

What used to take weeks to assemble, AnDek now sees in near-real-time.

11

Offices on one shared record, from the holding company down to the recruiter.

Claims. Claim times have been dramatically cut, and work-comp claims are tracking faster closure than ever before.

Reporting. Email digests are used by management teams at the branch, region and executive level.

TIMELINE

2021
Ray Clawson acquires Match Staffing.

2025
AnDek Staffing is acquired.

JUNE 2026
Employ Partners joins AnDek Holdings.

JULY 2026
AnDek goes live on HubIQ.

TODAY
True numbers in near-real-time, delivered by email digest.

Most staffing leaders can describe their business in detail. They know their markets, their key clients and their recruiters. What is harder is putting a number on it: a gross profit figure that holds once claims, burden and staff time are counted, delivered while the decision is still open rather than weeks later. In a business where margin is earned a few points at a time, that gap is expensive.

AnDek Holdings, Inc., a multi-brand staffing group based in Georgia, set out to close it. The work that followed shows up in three outcomes every agency can recognize: recapturing gross profit, gaining efficiencies, and getting rapid economic insights to leadership while decisions were still open.

SECTION 1

The agency

AnDek Holdings is a staffing holding company headquartered in Cartersville, Georgia, and a member of the American Staffing Association. Its model is to give local staffing brands the resources of a larger organization while keeping the local leadership, client relationships and entrepreneurial culture that made each one successful.

The company is led by Chairman Ray Clawson, who has spent more than 35 years in the staffing industry. Under his leadership, AnDek has grown through acquisition into a family of staffing companies that now has 11 offices: Match Staffing in 2021, AnDek Staffing in 2025 and Employ Partners in 2026. As of its mid-2026 acquisition announcement, the group spanned four states. Three brands are central to this story.

Match Staffing ACQUIRED 2021 Georgia · Alabama · South Carolina	Serves employers across Georgia, Alabama and South Carolina, where it has spent more than 20 years placing dependable workers and today operates eight offices. Its core strength is warehouse, manufacturing and industrial staffing. It also places clerical, technical and professional talent through temporary, temp-to-hire and direct-hire services.
AnDek Staffing ACQUIRED 2025 Anaheim, California	Operates from Anaheim, California, as AnDek Holdings' Southern California brand. Founded in 2007 by Mindy Decker and Karen Danielson, it has chosen to remain "smaller by design" so it can give each client and job seeker closer attention.

Employ Partners
ACQUIRED 2026
Kennesaw, Georgia

Serves businesses throughout Metro Atlanta and North Georgia, including Kennesaw, Marietta, Woodstock, Canton, Jasper, Cartersville and Smyrna. It was founded by Larkin Dailey, a Georgia native whose staffing career began in 1996, and runs specialized divisions for office professional, light industrial, and events and conventions staffing, with temporary, temp-to-hire, direct-hire, payroll and recruiting services. Employ Partners joined AnDek in June 2026, and Larkin Dailey joined AnDek Holdings as Executive Vice President and Chief Operating Officer.

Brand details from the companies' websites.[2]

SECTION 2

The challenge: profit you can't see, effort you can't spare

AnDek's challenge was not finding work or finding people. It was seeing the true economics of the business, as a whole and client by client, without a team of people re-keying data to get there.

A holding company multiplies a problem that nearly every agency has. Each brand, and often each office, builds its own habits: its own spreadsheets, its own way of tracking orders and placements, its own reports. Recruiting data lives in one place, hours and billing in another, and claims, contracts and collections somewhere else again. That pattern carries three costs, and they map directly to the three outcomes AnDek was after.

GROSS PROFIT LEAKS UNSEEN. When data is spread across tools and brands, leadership can see revenue clearly but sees profitability through a fog. It is hard to say with confidence which clients, offices or lines of business actually make money once burden, claims, slow pay and staff time are counted. Claims are a common culprit. A workers' compensation claim is a direct cost against gross profit, yet it often sits in a separate file from the client and assignment that produced it. An unemployment insurance claim has the same shape: a late or incomplete response can be charged to the agency's UI account and, over time, raise the state unemployment tax rate, but the claim itself rarely lives next to the recruiter, client and office behind it.

MANUAL WORK BECOMES HEADCOUNT. When systems don't talk to each other, people become the integration layer. The same worker, client, rate or timesheet gets entered more than once, then reconciled by hand when the numbers disagree. In a single-office agency that is a nuisance. Across several brands and states, it adds up to headcount.

INSIGHT ARRIVES TOO LATE. AnDek already knew its business. The problem was how long it took to put the picture together. For a leader with nearly four decades in the industry, "roughly right" was no longer good enough, and neither was waiting weeks for a clearer view.

Acquisition raised the stakes. Ray Clawson acquired Match Staffing in 2021, AnDek Staffing in 2025 and Employ Partners in 2026, and each deal arrived with its own systems, habits and data. Buying a good agency is only half the work. The return on each deal depends on how quickly its numbers can

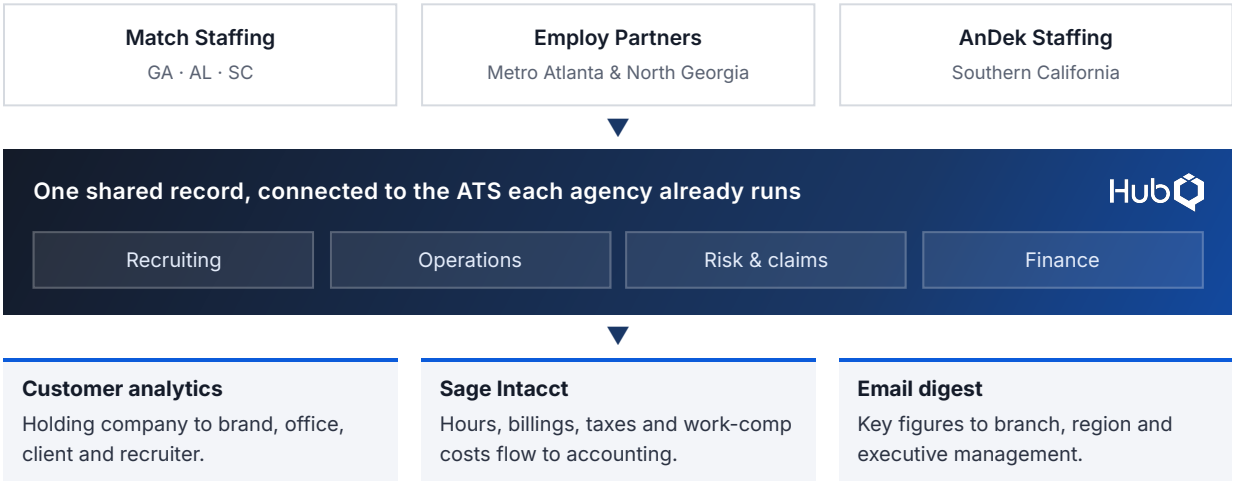
be read alongside everyone else's. To get the most out of that M&A activity, Clawson needed a co-pilot: a partner that could stitch the acquired companies' systems and information together without asking any brand to give up the tools and identity that made it worth buying. That is the role HubIQ was brought in to play.

SECTION 3

The approach: one shared record underneath many brands

AnDek kept each brand's local identity and put one shared record underneath them. Exhibit 1 shows the structure. The requirements behind it will be familiar to any group running more than one brand, branch or back office.

EXHIBIT 1 Local brands, one shared record



Source: HubIQ. Schematic of how AnDek's brands share one record; illustrative, not a system diagram.

- **One record, many brands.** Match Staffing, Employ Partners and AnDek Staffing serve different markets and keep their own identities, but leadership needs their data to agree and roll up, from the holding company down to the office, the client and the recruiter.
- **Enter data once.** Data should be entered once, where the work happens, and flow to the people who need it, including the general ledger.
- **Numbers leaders can trust, when they need them.** True gross profit and performance should be visible in near-real-time, not rebuilt in a spreadsheet over weeks, and should reach leadership without a special request.
- **Risk next to the work.** Unemployment claims, workers' compensation claims, compliance and contract obligations should sit on the same record as the worker, the assignment and the client, so claim cost is part of margin rather than a separate department's problem.

- **Room to grow.** As AnDek adds agencies, each new brand should plug into the same foundation instead of adding another island of data.

To put those principles into practice, AnDek used HubIQ, a connected intelligence platform for staffing agencies, as that co-pilot. HubIQ connects to the ATS an agency already runs and places that data on a shared record alongside risk, CRM and contracts, and finance. For AnDek, that included an integration with its accounting system, Sage Intacct. AnDek went live on HubIQ in July 2026.

With recruiting, operations, risk and finance working from the same record, the hand-offs that once required someone to retype or reconcile data went away. Leadership could look at the holding company and then drill into a brand, an office, a client or a recruiter. The results below come from three parts of that record: the customer analytics dashboard, unemployment and workers' compensation claims management, and the email digest that takes the numbers to leadership.

SECTION 4 · OUTCOME ONE

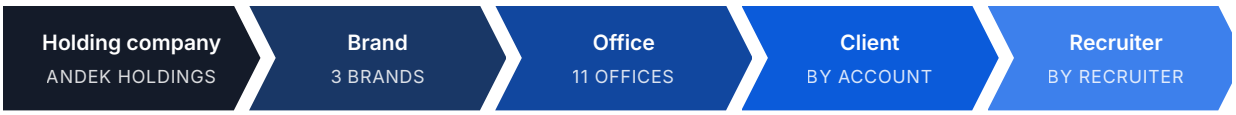
Recapturing gross profit

Revenue is easy to see. What a client, an office or a recruiter actually earns after every cost is assigned to it is not. AnDek recaptured a clearer view of that number in two places: a customer analytics dashboard that reads from the holding company down to the recruiter, and the unemployment and workers' compensation claims that had been quietly eroding profit.

4.1 Customer analytics, from the holding company to the recruiter

With Match Staffing, Employ Partners and AnDek Staffing on the same record, AnDek's leadership uses HubIQ's customer analytics dashboard to start at the holding-company level and drill down by brand, then office, then client, then recruiter. That full drill-down is where margin leaks surface. A brand can look healthy in total while one office runs thin. A client can look profitable in the aggregate while the work under one recruiter, or at one office, does not. Averages hide exactly that.

EXHIBIT 2 The drill-down AnDek's leadership uses



Why it matters. A brand can look healthy in total while one office runs thin; a client can look profitable in the aggregate while the work under one recruiter does not.

What is counted. Claims, unbilled pay, burden and other true costs sit on the same record as hours and billings at every level.

The point of the dashboard is not a prettier report. It is a factual basis for acting on the relationship. Leadership has gained critical customer insights across all of its entities, seeing which relationships are valuable and which were quietly eroding profit. Some client gross profit recaptures are as high as 5%, and that visibility has opened the door to customer conversations to revisit terms.

Because claims, unbilled pay, burden and other true costs sit on the same record as hours and billings, the number at each level is a gross profit figure that is meant to hold, not a headline margin that has to be footnoted later.

4.2 Claims on the same record: unemployment insurance and workers' compensation

Claims are one of the fastest ways staffing gross profit disappears, and one of the easiest to miss when they live in a mailbox, a carrier portal or a side spreadsheet. AnDek manages both unemployment insurance claims and workers' compensation claims in HubIQ, on the same record as the associate, the assignment, the recruiter, the client and the office. That is how claim cost becomes part of true gross profit instead of an overhead plug. Claim times have been dramatically cut now that workers' compensation and unemployment insurance claims are managed in the same platform.

UNEMPLOYMENT INSURANCE. For a group operating across several states, UI claims do not arrive in one place or on one clock. SIDES, the State Information Data Exchange System, is the electronic channel many state unemployment agencies use to send claim requests and receive employer responses. HubIQ is connected to SIDES, which is operating in 48 states, the District of Columbia and two U.S. territories,[1] so requests can arrive electronically instead of by mail, and responses can go back with the documentation attached.

SIDES, on its own, only moves the request. It does not know which associate, recruiter, end client or office the claim belongs to. That linkage is what puts a UI claim on the staffing record: why the assignment ended, the dates worked, and which client and recruiter sit behind the charge. At AnDek, HubIQ's SIDES integration has effectively reduced missed UI claims to zero. Wins and losses can then be followed by client, office and recruiter, and accounts that generate avoidable claims show up in the same dashboard that shows gross profit.

A faster, better-documented response also matters for the tax rate, because charged benefits can raise what the agency pays in state unemployment tax over time. HubIQ does not replace an agency's claims vendor or counsel; it gives operations and leadership the record those advisors need, while the decision is still open.

WORKERS' COMPENSATION. A workers' comp claim is a direct cost against gross profit. In light industrial work, the core of Match Staffing's business, one claim can erase an assignment's margin. AnDek manages workers' compensation claims in HubIQ alongside unemployment claims and client exposure, so each claim, class code and cost can be seen by client, office and location, and attached to the account that generated it rather than buried in overhead. Work-comp claims are now tracking faster closure than ever before.

Leadership can see which clients and offices carry the most claim exposure and use that signal to reprice, improve safety practices or address a concentrated account, watching trends as they move rather than discovering them at renewal. HubIQ does not replace AnDek's workers' compensation

carrier or third-party administrator; those partners remain in place. What changes is that work-comp cost is no longer a separate file. It is part of the same gross profit number the dashboard shows at every level of the drill-down.

> *"After nearly 40 years we have our true numbers when we need them."*
>
> RAY CLAWSON, CHAIRMAN, ANDEK HOLDINGS

Taken together, the dashboard and the claims record give AnDek a gross profit figure that already includes the costs that used to arrive too late, or in the wrong place, to change a decision.

SECTION 5 · OUTCOME TWO

Gaining efficiencies

The other half of the capacity story is the time AnDek had been spending to produce a number it could not fully trust.

With recruiting, operations, risk and finance working from the same record, the hand-offs that once required someone to retype or reconcile data went away. Hours, billings, taxes and workers' compensation costs can flow from the operating record into accounting instead of being keyed in a second time. For AnDek, that connection is the Sage Intacct integration, which has saved the company 70 or more hours a week. Pulling the numbers together used to take several corporate staff.

AnDek was also able to move two people out of manual entry. Those people were not let go.

Reporting changed as well. Numbers that once had to be pulled from several systems, brands and offices, then reconciled by hand, now come from the shared record: the same source leadership uses to read gross profit, finance uses to feed Sage Intacct, and risk uses to work a claim. That is capacity the company was already paying for, put back into the work that wins clients and placements.

SECTION 6 · OUTCOME THREE

Rapid economic insights

What used to take weeks to assemble, AnDek now sees in near-real-time. That change is not only a faster close. It is a different way for the numbers to reach the people who set price, serve clients and decide where to grow.

6.1 The email digest leadership gets

Much of that speed comes from how the numbers arrive. HubIQ's email digest delivers key figures automatically and can be shared across the company. The digests are used best by management teams at the branch, region and executive level, so the people making pricing, client and growth decisions do not have to request a report or wait weeks for the books to close to know where the business stands.

The digest is the push; the dashboard is the follow-through. When a figure in the digest looks off (a soft office, a client whose gross profit has thinned, a claims pattern that does not belong), a manager can move from the email into the customer analytics dashboard and trace the variance from the holding company to the brand, office, client or recruiter behind it. That is what rapid economic insights means in practice: a short path from a number arriving in a manager's inbox to the client or recruiter who explains it.

Ray Clawson, Chairman of AnDek Holdings, summed it up:



Photo courtesy of AnDek Holdings

> "HubIQ has saved us so much manual entry that we were able to repurpose two people to other functions in the company. Along the way, we've gained priceless detail into the business as a whole. What used to take weeks we now see in near-real-time, and after nearly 40 years we have our true numbers when we need them."

Ray Clawson
Chairman, AnDek Holdings

The phrase "true numbers when we need them" carries the point. This was not a first-time discovery of how the business performs. It was clarity on demand (in the digest, in the dashboard, and in the claims sitting on the same record), and that changes how often, and how confidently, leaders can act.

A HubIQ spokesperson put the broader lesson this way:

> *"The pattern in multi-brand staffing groups is consistent: the brands can stay local, but gross profit, claims and leadership reporting have to live on one record. When unemployment and workers' compensation claims sit next to the client and recruiter that produced them, and when those figures reach leaders automatically, pricing and growth decisions stop waiting on the close."*
>
> A HUBIQ SPOKESPERSON

SECTION 7

Why it matters beyond AnDek

Few agencies will match AnDek's structure exactly, but the pattern is common. Growth through acquisition, new branches or new service lines tends to add another set of spreadsheets, another reporting habit, and another place where the same data gets typed again. Each one looks manageable on its own. Together they hide which clients, offices and recruiters really make money, consume staff time, and slow leadership's view of the business.

AnDek's experience suggests that recapturing gross profit, gaining efficiencies and getting rapid economic insights are not three separate projects. They follow from one decision: the brands can stay local, but the record underneath them has to be shared, claims have to live on that record, and the numbers have to reach leaders without anyone rebuilding them.

SIDEBAR

Lessons for agency leaders

01 Measure gross profit from the holding company to the recruiter.

Totals hide leaks. A dashboard that drills from the group to the brand, office, client and recruiter, after claims, burden and staff time, shows where margin is actually earned or lost.

02 Treat unemployment and workers' compensation claims as margin lines.

When each UI and workers' comp claim is tied to the associate, client, office and recruiter behind it, claim costs become something you can price for, prevent and manage, not a separate department's problem. Connect UI claims through SIDES where it is available, and keep workers' comp visible alongside the work that produced it.

03 Treat manual entry and reconciliation as a signal.

If people are re-keying the same data into accounting, claims or reports, your systems are leaking time and accuracy. Fixing the record frees capacity you already pay for.

04 Make the numbers come to leaders.

An email digest that can be shared across the company, and is used best by management at the branch, region and executive level, is worth more than a perfect pack that arrives weeks after the period closes. When something looks off, a manager should be able to drill from that digest into the client or recruiter who explains it.

05 Build the foundation before the next acquisition.

Each new brand or office is easier to integrate, and its margin and claims easier to see, when there is already one shared record to bring it into.

ABOUT ANDEK HOLDINGS

AnDek Holdings, Inc. is a staffing holding company based in Cartersville, Georgia, led by Ray Clawson. Its family of staffing companies includes Match Staffing, which serves Georgia, Alabama and South Carolina; Employ Partners, which serves Metro Atlanta and North Georgia; and AnDek Staffing, based in Anaheim, California. AnDek is a member of the American Staffing Association.

ABOUT HUBIQ

HubIQ is a connected intelligence platform for staffing agencies, headquartered in San Francisco, California. HubIQ connects to the ATS an agency already runs and brings orders, talent, risk and gross profit into one clear view, so leaders can see true profitability by client, branch and recruiter after real costs such as claims and unbilled pay. Modules include HubAI, Risk, Smart Drive, Contracts, CRM, Legal and Finance, each working from the same connected record. HubAI is trained only on each agency's own data, isolated per organization, and never shared. HubIQ serves staffing agencies across the United States and rolls out hands-on, typically live in two to three weeks. HubIQ is a member of the American Staffing Association.

NOTES AND SOURCES

1. National Association of State Workforce Agencies (NASWA), "UI SIDES Announces Modernized Earnings Verification and Benefit Charges Exchanges," news release, July 17, 2026. UI SIDES is "operating in 48 states, the District of Columbia and two U.S. territories." https://www.naswa.org/news/ui-sides-announces-modernized-earnings-verification-and-benefit-charges-exchanges
2. Brand details from matchstaffing.com, andekstaffing.com and employpartners.com, accessed November 16, 2026.

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MEDIA CONTACT
media@hubiq.com
(313) 946-2580
San Francisco, California

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