



**CONTEMPORARIES**

EXPERIENCE • ADAPT • INTEGRATE

Erin Allen, President, CONTEMPORARIES, Inc., [WWW.CONTEMPS.COM](http://WWW.CONTEMPS.COM)

*Where:* Silver Spring, Maryland - While we are headquartered in Silver Spring, MD we have employees working on site for our clients all over CONUS.

*Ownership of Business:* Corporation

*Size of Business/Number of Employees in Montgomery County:* 51-100

***Describe how you and/or your organization invest in your employees. (e.g., benefits, professional development, workplace culture, etc.)***

We provide full health, dental and vision coverage at no cost to our employees. We also provide life insurance, AD&D insurance along with Short term and Long term disability insurance to all of our employees. We offer 401K to all employees. All employees receive up to 12 days of paid sick leave and our employees on government contract receive minimally 2 weeks vacation and 10 days of holiday pay. All employees are eligible to enroll in free skills training and refreshers. Employees receive referral bonuses, mass transit vouchers, and longevity bonuses. Our employee recognition program incorporates bonuses and write up's in our newsletter and website. Finally our Mentorship program pairs seasoned employees with less experienced staff to help our employees succeed and grow in their careers.

***What local and state regulations, policies, and/or approaches to the local economy are most helpful to you and your organization to attract and retain talent? Why is this important to you and the success of your organization?***

Regulations and policies that promote the growth of business in the DC Metro area are most helpful to the success of my business. Affording small businesses access to funding, removing barriers to growth and streamlining regulations is most helpful to a business of any size. Keeping overhead down is critical to remaining competitive. Minimizing cumbersome regulations is critical. New regulations are hard and expensive to initiate and maintain increasing overhead in an already competitive field. However job training and coaching services offered through the county and their partners is helpful. These programs help to train the next generation and help transition employees into new careers. Business Incubators have been and continue to be a great way to help new businesses get a foothold in the economy. Finally the WorkSource Montgomery SummerRise program helps local high school students attain the experience they so desperately need to get ahead in today's competitive workforce.

*For nearly 25 years Ms. Allen has provided the staffing industry with her marketing, management and recruiting expertise. She works tirelessly to support and expand the local business community's development and prosperity by actively participating in networking groups and key issues such as "Ban the Box" and minimum wage legislation. As a long time member of the business community, Ms. Allen participates in local business outreach and in a leadership capacity with local chambers of commerce. Ms. Allen has served on the Bethesda Transportation Solutions Board and has been an active member of SHRM (Society for Human Resource Management) since 2002.*

*From 2004 to 2005, she served on the board for the Contract Services Association of America (now the*

*PSC), the industry leader on legislative and regulatory issues related to government acquisition, business and technology. Ms. Allen is an active member of the Women's Business Enterprise National Council (WBENC), and mentors several up and coming Women's Business Enterprises. Ms. Allen's experience as both an industry and community leader have afforded her a unique perspective into the hiring and retention challenges that impact human capital management in today's workforce.*

*ConTemporaries helps our clients in the DC metropolitan area solve the people issues they have within their organizations. Sometimes that means finding new permanent staff or helping to reorganize their existing staff or providing temporary staff to solve a short term problem. Our firm isn't revolutionary or innovative but what we do is provide extraordinary staff and service to our clients that they won't get with another firm. Like Orville Redenbacher said do one thing and do it really well, we live by that. With large firms it's easy to feel like a number, our employees and clients never feel that way. In the people business everyone is and should be special. We know all of our employees and clients on a first name basis. Everyone feels like they are part of the family.*

*Over the years CONTEMPORARIES has received several accommodations by the National Institutes of Health for Outstanding Contractor Performance, In 2017 CONTEMPORARIES, INC was honored as a family owned business by CEOFocus Magazine*

To be featured in the MCCC "I Am An Employer" campaign, fill out your reasons for being a proud employer [here](#).