

■ AMERICA'S BUSINESS LEADERS

Making a Difference Every Day

Action Staffing Solutions

How many of us can say we are doing the work we were truly meant to do? Robin Fischer is one of the lucky few. Or perhaps it wasn't luck at all but a rare combination of talent, passion, focus and commitment that led her to start Action Staffing Solutions and grow it into the unique staffing firm it is today.

"My goal when I started Action Staffing Solutions was to make a difference in someone's life every day," she says, "whether that means helping a family maintain a roof over their head or put food on the table, building a friendship with a client or an associate, or going above and beyond to help ensure an employee's well-being."

'Jobs for People. People for Jobs.'

For Fischer, a job layoff – from a large, international staffing agency – wasn't the calamity it is for most people but, rather, a "get out of jail card," the impetus she needed to pursue her lifelong dream of starting her own business. Action Staffing Solutions, which she launched in August 2008, two



PHOTO BY CHRISTINA GRESSIANU

days after the layoff, grew quickly, fueled by Fischer's energy and determination. "We were super-excited and extremely proud of our team when we learned that we had made the Inc. 5000 list of America's fastest-growing private companies," Fischer says.

Action Staffing Solutions serves a diverse clientele of private- and public-sector

employers throughout Colorado, staffing "everything from general labor to controllers and CEOs." The company strives to build long-term client relationships based on "integrity, rapport and friendship."

Human resources support, life skills training, career coaching, interview preparation and other services are available for associates or clients who need them. Associates undergo a Color Code personality test to assess their emotional intelligence – that is, Fischer explains, "how they fit personality-wise into an organization. If a person is not a good fit and doesn't mesh with their co-workers or the culture of the company, it doesn't matter what their skills are because they're not going to be successful. Fit is first!"

Inc. 5000 Action Staffing Solutions was ranked #1131 on the 2014 Inc. 5000 list of the nation's fastest-growing private companies.

According to Fischer, she and her father, Rick Fischer, the company's COO, are the only certified Color Code trainers in Colorado.

"Our mission from the start has been to make a difference in people's lives by providing meaningful employment opportunities for our associates, growth opportunities for our company staff, and a positive experience for our customers," Fischer says. "We gain great satisfaction in finding jobs for people and people for jobs and contributing to the workforce in Colorado."



Father-Daughter Moment

Robin Fischer and her father, Rick Fischer, enjoy a special dance at her 2013 wedding to Mark Smikahl. "My father is the reason I am who I am today," she says. "He has pushed me my entire life to believe I could always be more, and he has always encouraged me to have the faith and courage to step out beyond the norm and follow my dreams."

Rick Fischer, Action Staffing Solutions' COO, is a Vietnam War veteran and a member of Veterans Benefiting Our Nation (VBON). The all-volunteer organization, which raises funds to help veterans in need, is a cause close to his daughter's heart and one of the many community organizations supported by Action Staffing Solutions.

Certifications: Federal: 8a, WOSB, EBWOSB; State of Colorado: WMBE, SBE, DBE

Core Values: Constant Care, Uprightness, Adaptability, Humility, Commitment



Action Staffing Solutions

NEW corporate headquarters:

883 North Cleveland Avenue | Loveland, CO 80537 | 970-667-4202

Denver office: 51 West 84th Avenue | Thornton, CO 80260 | 720-907-1350

actionsolutionsincorporated.com | jobs@myactionstaffing.com

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