



866.498.3441
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NORMAN L. PAUL, JR.

CEO
SWBC Professional Employer Services

EXPERIENCE



35+ years of experience in the PEO industry

EDUCATION



St. Mary's School of Law
Juris Doctorate

Virginia Military Institute
Bachelor of Arts in English

LICENSES



Attorney at Law, licensed in State of Texas

ORGANIZATIONS



National Association of Professional Employer Organizations (NAPEO)

- Chair of the Board of Directors, 2017–2018
- Chair of the CPEO Committee, 2020–Present
- Legal Advisory Council, 2005–Present

Employer Services Assurance Corporation (ESAC) Board of Directors

OUR PRODUCTS



Human Resource Management, Payroll Services, Employee Benefits, 401(k) Administration, Workers' Compensation, Risk Management

TARGET AUDIENCE



Small Business Owners—HR Professionals

MY SPECIALTY:

I oversee SWBC PEO whose clients consist of more than 300 small-to-medium-sized businesses and their 12,000 shared employees located in Texas and 40 states. This includes payroll, employee benefits coverage and administration, workers' compensation coverage, and HR support.

CONFERENCE PRESENTATIONS:

- 2017 Fair Labor Standards Act, San Antonio CPA Society
- 2016 Managing Your Human Resources and Changes to Overtime Law Seminar, LiftFund Women's Business Center
- 2015 Legal Ethics, NAPEO's Legal & Legislative Conference

PUBLICATIONS

- The Benefits of Outsourcing Human Resources
<https://blog.swbc.com/businesshub/the-benefits-of-outsourcing-human-resources>
- The DOL's New Overtime Rule for Salaried Employees
<https://blog.swbc.com/businesshub/the-dols-new-overtime-rule-for-salaried-employees>
- A Handy Guide to Successful Employment Screening
<https://blog.swbc.com/businesshub/a-handly-guide-to-successful-employment-screening>

SKILLS AND EXPERTISE:

- Employee Relations
- Employment Law
- Contract Negotiations
- Workers' Compensation
- Employment Discrimination
- PEO Industry
- Fair Labor Standards Act
- Background Checks
- Interplay of the FMLA, Workers' Compensation, and ADA