



Janice Bryant Howroyd was born around 1953 in Tarboro, North Carolina, as one of 11 children in her family. She is a 1970 graduate of W.A. Patillo High School and received her bachelor's degree in English from North Carolina A&T State University. She later was awarded an honorary doctorate in humanities from North Carolina A&T State University.

After finishing her schooling, Howroyd visited her sister in Los Angeles and soon decided to stay there. She went to work as her brother-in-law's assistant at Billboard and noticed that most of the magazine's employees worked there in order to either break into the entertainment business or make money while waiting for their big breaks. Howroyd also noticed that she had an affinity for organization and employee placement. She stated in Black Enterprise, "I realized that I enjoyed helping people get temporary and permanent jobs.

When someone told me to hang out my own shingle, I took the chance" (August 2003). She saved money and later borrowed from her family in order to start her own employment-service agency. With a small office in Beverly Hills and with one phone, the life of her company ACT\*1 Personnel Services began.

Janice Bryant Howroyd, as the founder and CEO of the Act•1 Group, built the organization into a global leader in the staffing and human resources industry. Howroyd built her business on two principles: the "WOMB" method and the notion of "keeping the humanity in Human Resources." The letters in "WOMB" stood for "Word of Mouth, Brother!"

Howroyd guaranteed companies that she would find qualified employees or return any payment received. Headquartered in Los Angeles, Ca. USA, her company creates and implements innovative technologies and global business solutions through the Agile.1 brand, that allow firms to optimize their talent pools and bottom line via resource management. Her AppleOne group is the largest privately held staffing company in the USA, and her A-Check America group offers background and drug screening globally. As a leader in the human resources industry, Mrs. Howroyd's organizations work with businesses of all sizes, from start-ups to global conglomerates. A sought-after speaker and lecturer, Mrs. Howroyd embodies the importance of combining education and entrepreneurship with service. She shares her unique understanding of the challenges faced by American workers and business owners alike, and has regularly appeared on CNBC's Street Signs to provide her perspective on the monthly Jobs Report. Recently, she compiled practical as well as motivating solutions in her book, *The Art of Work: How to Make Work, Work for You!*

Janice Bryant Howroyd, is active in her community. She served on the U.S. Department of Labor's Workforce Initiative Board, Loyola Marymount University's board of regents, and the Women's Leadership Board of the Women and Public Policy Program at Harvard University's John F. Kennedy School of Government.