



Department of Inspections,
Appeals, & Licensing

Iowa Department of Inspections, Appeals, & Licensing
Administrative Hearings Division
6200 Park Avenue, Suite 100, East Entrance
Des Moines, IA 50321-1270

Appeal Decision

Claim Number:
[REDACTED]

Determination Number:
7372812

Appeal Filed By:
INTEGRATED POS, INC.

Appeal Filed Date:
08/19/2025

Appeals Bureau Docket:
2025145714-AT

[REDACTED]

APPEALS BUREAU DECISION OF ADMINISTRATIVE LAW JUDGE

Mail Date: October 31, 2025

Appellee

Claimant/Job Seeker: Joshua Knowles
Claimant address: [REDACTED]

Social Security Number: [REDACTED]

Appellant

Employer: Integrated Pos, Inc.
[REDACTED]

In regard to the appeal by INTEGRATED POS, INC.:

STATUTORY REFERENCE

Iowa Code Section 96.6(2) - Dismissal of Erroneously Docketed & Unauthorized Appeal

ISSUES STATEMENT

Whether the appeal from the August 14, 2025 decision regarding the claimant's separation from Integrated POS, Inc. (employer account number 00531193) should be dismissed.

CASE HISTORY

On August 19, 2025, Iowa Department of Inspections, Appeals, and Licensing (DIAL) UI Appeals Bureau—unaware that the employer in interest, Integrated POS, Inc. (employer account number 00531193) had not filed and had not authorized an appeal--docketed an employer appeal from the August 14, 2025 decision regarding the claimant's separation from Integrated POS, Inc. (#00691348).

The Appeals Bureau set an appeal hearing for 8:00 a.m. on October 30, 2025 and appropriately notified the parties in interest, which included the claimant and employer Integrated POS, Inc. The hearing notice was mailed to the employer's last-known address of record on September 4, 2025. Joshua Knowles (claimant) appeared for the hearing. No one from Integrated POS, Inc. appeared

Equal Opportunity:

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for the hearing. Instead, Truman Meecham, Amanda Willis, and Julie Neal appeared on behalf of Alpha POS Services, Inc. (employer account number 00691348), with Mr. Meecham as Alpha's designated representative. Mr. Meecham confirmed that no one from Alpha POS Services, Inc. was authorized to represent Integrated POS, Inc. in connection with the appeal. Ms. Willis said she had filed an appeal on behalf of Alpha POS Services, Inc. upon the advice of an IWD representative who referenced a note about "combining" the two employer entities.

In the absence of an appeal from Integrated POS, Inc., in the absence of an IWD successorship determination that would transfer Integrated's UI "experience" to Alpha POS Services, Inc., and based on Integrated POS, Inc. not appearing for the appeal hearing, the administrated law judge concluded there was no authorized employer appeal, that the employer in interest was not present for the hearing, and that the docketed appeal from the August 14, 2025 decision should be dismissed. The administrative law judge also determined that a remand to IWD Benefits Bureau should issue so that IWD could consider and adjudicate issues pertaining to the claimant's separation from and/or work refusal pertaining to employer Alpha POS Services, Inc. (# 00691348) in accordance with Iowa Code section 96.6.

FINDINGS OF FACT

Iowa Workforce Development Benefits Bureau issued an August 14, 2025 decision that allowed benefits to claimant Joshua Knowles, provided he was otherwise eligible, and that held the employer account of Integrated POS, Inc. (employer account number 00531193) could be charged for benefits, based on the IWD deputy's determination that the claimant was discharged from employment with Integrated POS, Inc. on July 7, 2025 for no disqualifying reason. IWD records addressed below indicate the claimant's separation from Integrated POS, Inc. was likely effective June 12, 2025, not July 7, 2025.

Integrated POS, Inc. (employer account number 00531193) did not file an appeal from the August 14, 2025 decision. Integrated POS, Inc. did not authorize an appeal from the August 14, 2025 decision.

On August 19, 2025, Alpha POS Services, Inc. (employer account number 00691348) filed an appeal from the August 14, 2025 decision regarding the claimant's separation from Integrated POS, Inc. Alpha POS Services, Inc. purchased Integrated POS, Inc. assets. Importantly, Iowa Workforce Development has made no successorship determination that would transfer Integrated POS, Inc.'s unemployment "experience"—including Integrated's UI tax rate and liability for benefits—to Alpha POS Services, Inc. The owner of Alpha POS Services, Inc., Truman Meecham, did not have an ownership interest in Integrated POS, Inc. Instead, Matthew Bamberg, was President and likely sole shareholder in Integrated POS, Inc. Mr. Meecham confirmed that Alpha POS Services, Inc. has not received an IWD successorship determination that would transfer Integrated's UI "experience" to Alpha POS Services, Inc.

On August 19, 2025, Iowa Department of Inspections, Appeals, and Licensing (DIAL) UI Appeals Bureau—unaware that the employer in interest, Integrated POS, Inc. (employer account number 00531193) had not filed and had not authorized the appeal—docketed an employer appeal from August 14, 2025 decision regarding the claimant's separation from Integrated POS, Inc. (employer account number 00691348).

The Appeals Bureau set an appeal hearing for 8:00 a.m. on October 30, 2025 and appropriately notified the parties in interest, which were the claimant and Integrated POS, Inc. No one from Integrated POS, Inc. appeared at the time of the hearing. Instead, Truman Meecham, Amanda Willis, and Julie Neal appeared on behalf of Alpha POS Services, Inc. Mr. Meecham confirmed that no one from Alpha POS Services, Inc. was authorized to represent Integrated POS, Inc. Ms.



Willis advised that she had filed an appeal on behalf of Alpha POS Services, Inc. upon the advice of an IWD representative who referenced a note about “combining” the two employer entities.

In the absence of an appeal from Integrated POS, Inc., in the absence of an IWD successorship determination that would transfer Integrated's UI “experience” to Alpha POS Services, Inc., and in the absence of anyone from Integrated POS, Inc. appearing for the appeal hearing, the administrated law judge concluded there was no authorized employer appeal, that the employer in interest was not present for the hearing, and that the docketed appeal from the August 14, 2025 decision should be dismissed. The administrative law judge also determined that a remand to IWD Benefits Bureau should issue so that IWD could consider and adjudicate issues pertaining to the claimant's separation from and/or work refusal pertaining to employer Alpha POS Services, Inc. (employer account number 00691348) in accordance with the law.

The administrative law judge was able to locate in IWD's Alfresco legacy database in the information pertaining to the employer account of Integrated POS, Services, Inc. (employer account number 531193-000) a Notice of Change and a Bill of Sale. The Notice of Change is dated June 26, 2025 and is signed by Patricia Bamberg, CFO of Integrated POS Services, Inc. In the Notice of Transfer, CFO Bamberg indicates that Integrated POS, Inc. sold, assumed, merged, leased or transferred all of its Iowa business to Alpha POS/Truman Meecham effective June 12, 2025. The Bill of Sale, signed by Matthew Bamberg, President of Integrated POS, Inc., documents a sale of “Purchased Assets” for \$10.00 effective June 12, 2025.

The administrative law judge was unable to locate in IWD's Alfresco legacy system or in IWD's revised IowaWORKS.gov database a successorship determination that transferred the UI “experience” from Integrated POS, Inc. (employer account number 00531193) to Alpha POS Services, Inc. (employer account number 00691348).

CONCLUSION OF LAW

Iowa Code section 96.6(2) addresses appeals from IWD Benefits Bureau decisions and provides as follows:

Unless the claimant or other interested party, after notification or within ten calendar days after notification was issued, files an appeal from the decision, the decision is final and benefits shall be paid or denied in accordance with the decision.

In the absence of an IWD successorship determination that transfers the UI “experience” of Integrated POS, Inc. (employer account number 00531193) to Alpha POS Services, Inc. (employer account number 00691348), Alpha POS Services, Inc. cannot be deemed an interested party for the purpose of exercising appeal rights in connection with the August 14, 2025 decision regarding the claimant's separation from Integrated POS, Inc. (employer account number 00531193).

Integrated POS, Inc. (employer account number 00531193) did not file an appeal from the August 14, 2025 and did not authorize Alpha POS Services, Inc. to file an appeal.

Accordingly, the administrative law judge concludes the erroneously docketed August 19, 2025 appeal should be dismissed.

The administrative law judge further concludes the employer in interest defaulted on the erroneously docketed appeal. The Iowa Administrative Procedures Act at Iowa Code § 17A.12(3) provides, in relevant part:

If a party fails to appear or participate in a contested case proceeding after proper service of notice, the presiding officer may, if no adjournment is granted, enter a default decision or proceed with the



hearing and make a decision in the absence of the party. ... If a decision is rendered against a party who failed to appear for the hearing and the presiding officer is timely requested by that party to vacate the decision for good cause, the time for initiating a further appeal is stayed pending a determination by the presiding officer to grant or deny the request. If adequate reasons are provided showing good cause for the party's failure to appear, the presiding officer shall vacate the decision and, after proper service of notice, conduct another evidentiary hearing. If adequate reasons are not provided showing good cause for the party's failure to appear, the presiding officer shall deny the motion to vacate.

Iowa Administrative Code rule 871-26.13(6) (effective 1/29/25) provides as follows:

If a party fails to appear for the hearing, the presiding officer may proceed with the hearing or decide the appealing party is in default and dismiss the appeal as provided in Iowa Code section 17A.12(3). If no decision has been issued, the absent party may make a written request to reopen the record for good cause as defined in subrule 26.7(3). The presiding officer may reopen the record for additional material, relevant and nonrepetitious evidence not submitted at the case hearing.

- a. If an absent party responds to the hearing notice while the hearing is in progress, the presiding officer shall admit the party, summarize the hearing to that point, administer the oath, and resume the hearing.
- b. If an absent party responds to the notice of hearing after the record has been closed and any party that has participated is no longer on the telephone line or present, the presiding officer shall not take the evidence of the late party and the party may file a written request to reopen the record.
- c. Once a decision has been entered, the absent party may file an appeal to the employment appeal board to request a new hearing.

Due process requires notice and an opportunity to be heard, both of which were provided to the party/parties. The appellant is responsible for going forward with the case in a prompt and thoughtful manner. The hearing notice instructs the party/parties to call the toll-free number listed on hearing notice at the time the hearing is scheduled to begin. The appellant must be present at the start of the hearing to avoid a default judgment.

In addition to not filing an appeal, the employer in interest, Integrated POS, Inc. (employer account number 00531193), did not appear for the appeal hearing in response to the hearing notice mailed to that employer's last-known address of record on September 4, 2025. As previously noted, the Alpha POS Services, Inc. personnel confirmed they were not authorized to represent Integrated POS, Inc. at the appeal hearing. The administrative law judge concludes that the actual employer interest, Integrated POS, Inc. (#00531193) defaulted on the erroneously docketed appeal. This provides a second basis for dismissal of the appeal.

The August 14, 2025 decision remains in effect.

It appears, in the absence of a successorship determination, that IWD Benefits Bureau has erroneously conflated the two separate employer entities. Accordingly, this matter will be remanded to IWD Benefits Bureau so that IWD may consider and adjudicate issues pertaining to the claimant's separation from and/or work refusal pertaining to employer Alpha POS Services, Inc. (employer account number 00691348) in accordance with the law.

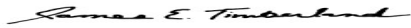
DECISION/REMAND

The appeal from the August 14, 2025 Qualifying Separation Determination regarding the claimant's



separation from employer Integrated POS, Inc. (#00531193) is DISMISSED as an erroneously docketed and unauthorized appeal. In addition, the employer in interest defaulted on the appeal, which provides a second reason for dismissing the appeal. The August 14, 2025 decision remains in effect.

This matter is REMANDED to IWD Benefits Bureau for consideration and adjudication of the issues pertaining to the claimant's separation from and/or work refusal pertaining to employer Alpha POS Services, Inc. (employer account number 00691348) in accordance with Iowa Code section 96.6.



James TIMBERLAND

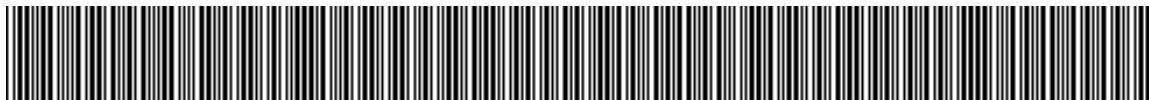
Administrative Law Judge

Iowa Department of Inspections, Appeals, & Licensing

Administrative Hearings Division

Unemployment Insurance Appeals Bureau

Please see the last page of this document for important information about reopening the appeal and further appeal rights.



INSTRUCTIONS FOR FILING AN APPEAL

If you disagree with the decision, you or any interested party may:

1. Appeal to the Employment Appeal Board within fifteen (15) days of the date under the judge's signature by submitting a written appeal via mail, fax, or online to:

Employment Appeal Board
6200 Park Avenue Suite 100
Des Moines, IA 50321
Fax: (515)281-7191
Online: IowaWORKS account

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

AN APPEAL TO THE BOARD SHALL STATE CLEARLY:

1. A reference to the decision from which the appeal is taken.
2. That an appeal from such decision is being made and such appeal is signed.
3. The grounds upon which such appeal is based.

An Employment Appeal Board decision is final agency action. If a party disagrees with the Employment Appeal Board decision, they may then file a petition for judicial review in district court.

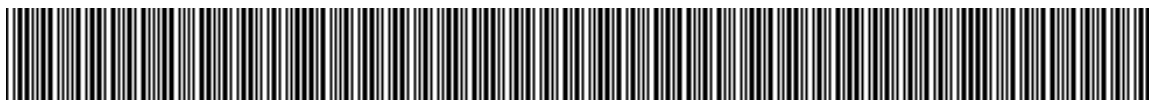
2. If no one files an appeal of the judge's decision with the Employment Appeal Board within fifteen (15) days, the decision becomes final agency action, and you have the option to file a petition for judicial review in District Court within thirty (30) days after the decision becomes final. Additional information on how to file a petition can be found at Iowa Code 17A.19, which is online at <https://www.legis.iowa.gov/docs/code/17a.19.pdf> or by contacting the District Court Clerk of Court <https://www.iowacourts.gov/iowa-courts/court-directory/>.

Note to Parties: YOU MAY REPRESENT yourself in the appeal or obtain a lawyer or other interested party to do so provided there is no expense to Iowa Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds.

Note to Claimant: It is important that you file your weekly claim as directed, while the appeal is pending, to protect your continuing right to benefits.

SERVICE INFORMATION:

A true and correct copy of this decision was mailed to each of the parties listed.



Babel Notice – Claim and Appeal Information

Aviso: Aviso: Documento De Beneficios Del Seguro De Desempleo
Y Información De Apelación

IMPORTANT!

This document contains important information about your unemployment compensation rights, responsibilities and/or benefits. It is critical that you understand the information in this document. **DEADLINE FOR APPEAL:** If you disagree with this determination or decision, you must file an appeal before the deadline noted in this document. **IMMEDIATELY:** If needed, call 866-239-0843 for assistance in the translation and understanding of the information in the document(s) you have received.

¡IMPORTANTE!

Este documento contiene información importante sobre sus derechos, obligaciones y/o beneficios de compensación por desempleo. Es muy importante que usted entienda la información contenida en este documento. **PLAZO LÍMITE PARA APELAR:** Si usted está en desacuerdo con esta determinación o decisión, debe presentar una apelación antes del plazo límite indicado en este documento. **INMEDIATAMENTE:** Si necesita asistencia para traducir y entender la información contenida en el documento(s) que recibió, llame al 866-239-0843.

重要提示！

这份文件包含有关失业补偿的权利、责任和/或利益的重要信息。您需要理解本文件中的信息，这一点至关重要。

上诉截止日期：如果您不同意本裁定或决定，您必须在本文件所载截止日期前提出上诉。**立即：**如果需要，请拨打866-239-0843，可获得帮助，以利您翻译和理解所收到的文件中的信息。

IMPORTANT!

Ce document contient des informations importantes sur vos droits d'allocation de chômage, vos responsabilités et/ou vos bénéfices. Il est indispensable que vous compreniez le contenu de ce document. **DATE LIMITE POUR FAIRE APPEL:** Si vous n'êtes pas d'accord avec cette détermination ou décision, vous devrez faire un appel avant la date limite signalée dans ce document. **IMMÉDIATEMENT:** Si nécessaire, téléphonez au 866-239-0843 pour avoir de l'assistance sur la traduction et/ou la compréhension de ce document.

WICHTIG!

Diese Dokument enthält wichtige Hinweise zu ihren Rechten, Pflichten bzw. Leistungen im Rahmen der Arbeitslosenunterstützung. Es ist entscheidend, dass Sie die Informationen in diesem Dokument verstehen. **FRIST ZUR BESCHWERDEEINLEGUNG:** Wenn Sie mit der Feststellung oder Entscheidung nicht einverstanden sind, müssen Sie vor Ablauf der in diesem Dokument aufgeführten Frist eine Beschwerde einlegen. **SOFORT:** Sofern erforderlich, rufen Sie die Telefonnummer 866-239-0843 an und erkundigen sich nach Hilfsdiensten bei der Übersetzung und zum Verständnis der Informationen in dem (den) von Ihnen erhaltenen Dokument(en).

IMPORTANTE!

Ang mga dokumentong ito ay naglalaman ng mahalagang impormasyon tungkol sa iyong mga karapatan na makatanggap ng kabayaran, mga responsibilidad at /o benepisyo dahil sa pagkawala ng trabaho. Napakahalagang maunawaan mo ang mga impormasyong nilalaman sa dokumentong ito. **HULING ARAW PARA UMAPILA:** Kung hindi ka sumasang-ayon sa pagpapasiya o desisyon, dapat kang maghabol o magharap ng apila bago dumating ang huling araw na nabanggit sa dokumentong ito. **KAAGAD:** Kung kinakailangan ang tulong, tumawag sa 866-239-0843 para sa pagsasalin ng wika at pag-unawa ng impormasyon sa mga dokumentong natanggap mo.

IMPORTANTE:

Questo documento contiene informazioni importanti sui Suoi diritti di indennizzo di disoccupazione, sulle sue responsabilità e i suoi benefit. E' cruciale che Lei comprenda appieno le informazioni contenute in questo documento. **SCADENZA PER IL RICORSO:** Se non si trova in accordo con questa determinazione o decisione, dovrà presentare ricorso prima della scadenza riportata nel presente documento. **INMEDIATAMENTE:** In caso di necessità chiami il 866-239-0843 per assistenza alla traduzione e comprensione delle informazioni contenute nei documenti ricevuti.

QUAN TRỌNG:

Tài liệu này chứa đựng tin tức quan trọng về quyền hạn, trách nhiệm và/hoặc những lợi lộc được đền bù trong khi thất nghiệp. Đó là điều tối cần thiết mà quý vị phải hiểu rõ những tin tức trong tài liệu này. **HẠN CHÓT KHIẾU NẠI:** Nếu quý vị không đồng ý với quyết định này, quý vị phải nộp đơn khiếu nại trước hạn chót ghi rõ trong tài liệu này. **MỘT CÁCH NHANH CHÓNG:** Nếu cần xin hãy gọi số 866-239-0843 để được giúp đỡ trong việc phiên dịch và hiểu rõ những tin tức trong tài liệu quý vị đã nhận.

중요!

이 문서는 실업보상 권리, 책임 및/또는 혜택에 대한 중요한 정보가 포함되어 있습니다. 이 문서에 있는 정보를 이해 하는 것은 매우 중요합니다. **항소 마감:** 이 결정에 이견이 있으시면 항소인은 문서에 언급된 마감일 전에 항소를 제기하셔야 합니다. **즉시:** 받으신 문서의 번역 및 이해를 위해서 도움이 필요하시면 866-239-0843 로연락을 하시기 바랍니다.

WAŻNE!

Dokumenty mogą zawierać ważne informacje o Pana(-i) prawach do zasiłków dla bezrobotnych, obowiązków i/lub świadczeń. Zrozumienie informacji zawartych w niniejszym dokumencie jest bardzo ważne. **DATA WYGAŚNIĘCIA TERMINU SKŁADANIA ODWOŁAŃ:** Jeśli nie zgadza się Pan(-i) z decyzją zawartą w niniejszym dokumencie, odwołanie należy złożyć przed datą wygaśnięcia terminu wyszczególnionego w treści niniejszego dokumentu. **NATYCHMIAST:** W razie potrzeby, należy dzwonić pod 866-239-0843 w celu uzyskania pomocy w tłumaczeniu i zrozumieniu informacji w dokumentach, które Pan(i) otrzymał(-a).

ВАЖНО!

Данный документ содержит важную информацию о Ваших правах на пособие по безработице, ответственностях и /или выгодах. Крайне важно, чтобы Вы поняли всю информацию, представленную в данном документе(ах). **КРАЙНИЙ СРОК ДЛЯ ОБЖАЛОВАНИЯ:** Если Вы не согласны с представленным постановлением или решением, Вы должны подать заявление на обжалование данного документа до крайнего срока, указанного в нём. **НЕМЕДЛЕННО:** При необходимости звоните 866-239-0843 для получения помощи в переводе и понимании информации данного документа(ов).

VAŽNO!

Ovaj dokument sadrži važne informacije o vašim pravima za naknadu nezaposlenosti, odgovornostima i/ili beneficijama. Veoma je važno da shvatite informacije u ovom dokumentu. **ROK ZA ŽALBU:** Ako se ne slažete s ovim određivanjem ili odlukom, morate uložiti žalbu prije roka navedenog u ovom dokumentu. **ODMAH:** Ako je potrebno, nazovite 866-239-0843 za pomoć u prijevodu i razumijevanju informacija u dokumentu(ima) kojeg ste primili.

ໝາາງເຫລອ ສາ

ູ່ສຳຄັນ! ເອກະສານນີ້ປະກອບດ້ວຍຂໍ້ມູນທີ່ສຳຄັນກ່ຽວກັບສິດທິການຊົດເຊີຍການຫວ່າງງານ, ຄວາມຮັບຜິດຊອບ ແລະ/ຫຼືຜົນປະໂຫຍດຂອງທ່ານ. ມັນເປັນສິ່ງ ສຳ ຄັນທີ່ທ່ານຕ້ອງເຂົ້າໃຈຂໍ້ມູນໃນເອກະສານນີ້. ກຳນົດເວລາການອຸທອນ: ຖ້າທ່ານບໍ່ເຫັນດີກັບການກຳນົດ ຫຼືການຕັດສິນໃຈນີ້, ທ່ານຕ້ອງອ້ອນອຸທອນກ່ອນກຳນົດເວລາທີ່ລະບຸໄວ້ໃນເອກະສານນີ້. ທັນທີ: ຖ້າຕ້ອງການ, ໃຫ້ໃບຫາ 866-239-0843 ສຳລັບການຊ່ວຍເຫຼືອໃນການແປ ແລະຄວາມເຂົ້າໃຈຂອງຂໍ້ມູນໃນເອກະສານທີ່ທ່ານໄດ້ຮັບ.

هام!

تحتوي هذه الوثيقة/ الوثائق على معلومات مهمة حول حقوق تعويض البطالة ومزاياها، لذا من الأهمية فهم المعلومات الواردة فيها. وإن كنت غير موافق على ما تحمله هذه الوثيقة/ الوثائق فيجب عليك تقديم استئناف قبل الموعد النهائي المشار إليه في هذه الوثيقة والاتصال فوراً على الرقم التالي: 866-239-0843 (٨٦٦٢٣٩٠٨٤٣) وإذا كنت بحاجة إلى مساعده في ترجمة وفهم المعلومات الواردة في هذه الوثيقة فلا تردد بالسؤال.