

Multi-State Non-Resident Withholding

Fred Basehore, CPP

Senior Manager, KPMG LLP



Background

Fred Basehore is a Senior Manager with over 40+ years of solid payroll/payroll tax & compliance experience in a variety of industries including manufacturing, banking, retail, and healthcare.

Professional and Industry Experience

Prior to joining KPMG, Fred was the Owner/Principal for F.A. Basehore & Associates as a payroll consultant offering a variety of Payroll Consulting Services to the general public such as Microsoft, Rex/UNC Hospital, ADP, Bristol Myers-Squibb, Pfizer, RAMCO, Inc., Areva Inc., American Payroll Association, The National Board of Medical Examiners, ALCOA, Bayer Corp., PPG Industries, National American Red Cross, Cox Enterprises, Fidelity Investments. He has been offering his consulting services on both a part time and full time basis since 1989.

For the past 18 years Mr. Basehore has worked in the payroll software services industry as:

- U.S. Product Strategy & Compliance Consultant, for NorthgateArinso. He was responsible for the Payroll/HR software and HRO services to be compliant with U.S. laws and continues to deliver market differentiating products and services that exceed market needs.
- Director of Payroll Offering Management for Fidelity Human Resource Services. In his role at Fidelity he ensured Fidelity's HRO product is offering the world class payroll and HRMS product to its customers.
- Sr. Sales Training Consultant for ADP
- Senior Payroll/HR Consultant for Lawson Software
- Senior Sales Consultant for Oracle Corporation,
- Application Specialist and Account Manager of Implementation Support for Cyborg Systems, Inc.

Prior to entering the payroll software/services industry, Mr. Basehore worked for 21 years as a Payroll/HRMS practitioner. He served as Corporate Payroll Manager for the Good Samaritan Hospital, as Payroll Tax Manager for McCrory Stores, and as Payroll Supervisor for True Temper Hardware.

Mr. Basehore is an active member of the American Payroll Association. He has been a member of the APA's National Speakers Bureau since 1989 and is an instructor for many APA seminars. He has also been a speaker at the APA's Annual Congress every year since 1990 and travels the country speaking at various APA statewide and user group conferences. He served seven years on the Certification Board, which develops and maintains the Certified Payroll Professional (CPP) examination. He also served as a member of the APA's Strategic Leadership Task Force – Best Practices Committee and Outsourcing Sub-committee. He is also a contributing writer to PAYTECH. At the local level, Mr. Basehore is a past President of the APA's former Keystone-Harrisburg Chapter.

Mr. Basehore received the APA's Meritorious Service Award in 1991, and was appointed to the President's Board of Advisors for a two-year term in 1993-94. In 1992, he was honored as the APA's "Payroll Man of the Year" in recognition of his dedication to the payroll profession. He serves on the Board of Advisors to BNA's *Payroll Administration Guide*.

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