

SESSION DESCRIPTIONS

Session 1 - 8 Strategies for Effective Payroll Leaders - Jim Bouchard - Highly interactive session focusing on the ever-changing circumstances and conditions you face as a leader in the payroll industry. Be the LEADER others respect, trust and admire—inspire the best in others and insist on the best in yourself! You'll leave with 8 actionable strategies you can put into practice in your organization – TODAY.

Session 2 - IRS Updates - Evette Davis – Updates for 2020 related to W-4 changes and other IRS changes that affect payroll professionals.

Session 3 - Metrics: Telling Your Story - Michael Elliott – How to use metrics to help display trends in the work being done by your department. It assists in delivering messages to management to help them understand not only the challenges you face but the goals you achieve.

Session 4A (Breakout) - Evolution of Pay - George Mavrantzas - In a highly competitive environment for recruiting top talent, ADP Research Institute's study suggests that both employees and employers agree that offering alternative payment methods would provide a competitive edge. Over 60% of employees indicated that off-cycle pay options would make a difference when considering a job offer. Likewise, 73% of employers surveyed indicated they need to customize payment options to compete in the war for talent.

Session 4B (Breakout) - Same Day Pay - Conrad Clark – How is same day pay going to change the payroll landscape? What types of rules and regulations should be put in place to ensure same day pay works smoothly? This will be an insightful discussion on how the payroll professional sees adoption of same day payroll.

Session 4C (Breakout) - Regulatory Compliance in Corporate Restructures - Matt Kaufer - This workshop goes beyond the basic tax and reporting requirements that must be met during a merger or acquisition. Designed for payroll professionals who oversee merger and acquisition activities, it focuses on being prepared for Due diligence: payroll – notices, audits, Strategic planning and implementation, Savings/cost effect of the M&A activity, and Compliance factors that must be considered.

Session 5 - Paycheck to Purpose: Shifting the Culture from Paycheck to Purpose - Adam White – Engaging employees in the work they do every day is the single most important way to increase productivity. Today's modern workforce doesn't just want a paycheck, they want their contributions and ideas to matter. This session helps the payroll professional understand how to change the culture that surrounds them from a culture of 'paycheck' to a culture of 'purpose'.

Session 6 - Global Payroll Management - Norbert Braun – This discussion will cover some of the main differences of global payroll. It will discuss strategy, culture, team structure, time zones, resource availability, team engagement, travel, vendors and the differences in Global payroll knowledge.

Session 7A (Breakout) - On-Demand Pay and Navigating Early Wage Access Laws and Regulation - Dallas Wilfong – Early wage accrual will allow today's freelance employees to choose how they want to get paid without additional work for the payroll office. It is a desired benefit for the workforce of today. Compliance and consumer protection is critical so the correct regulations must be in place.

Session 7B (Breakout) - Cyber Security for Non-Technical Executives and Decision Makers - Roger Swanson – With the use of the internet, it is very important for a company to take care of their Cyber Security. This session will help payroll professionals understand cyber risks, what steps to take for basic cyber protection, business continuity planning, training staff, and how to protect yourself and your business from being scanned online.

Session 7C (Breakout) - What Happens After the Paychecks Stop? - Lucas Decker - The presentation is to provide a look behind the curtain, to those in payroll, at what the employees on payroll today will have to do to create their own paychecks tomorrow (in retirement).

Session 8 - Understanding Social Security - Tony Williams – What is new in Social Security for 2020? Updates that affect payroll and HR professionals from the Social Security Administration.

Session 9 - FLSA Review - Kelley Brock – An overview of FLSA with a question/answer session from payroll professionals in the audience.

Session 10 - Payroll Audit and Internal Controls - Tim Cochran – Why is it important to audit payroll and your processes? Why is it good to have strong internal controls? This session will cover the importance of audit and internal controls to the payroll professional.

Session 11 - HCM Vendor Selection Process - Keith Martin – What goes into decision for choosing the best HCM vendor for your company? What are the important features that your company must have? This session assists in helping with many of the questions that should be addressed when making the selection for an HCM vendor.

Session 12 - Ding Happens! How Payroll Professionals Can Improvise, Adapt and Innovate in an Ever-Changing World! - Avish Parashar - How payroll professionals can reduce stress and increase productivity by focusing on what they can control and letting go of the rest. Techniques payroll professionals can use to find opportunities within unexpected setbacks to get ahead, rather than behind, when things change or go wrong. Strategies to be a leader in your organization and industry by shaking things up, questioning assumptions, and creating your own unexpected events.