



AMERICAN PAYROLL ASSOCIATION'S  
**VIRTUAL  
CONGRESS  
& EXPO 2020**

# AGENDA

All times are Eastern Daylight Time (EDT).

## WEDNESDAY, JUNE 24

10:00 a.m. – 6:00 p.m.

### Virtual Congress & Expo Opens

Take some time to familiarize yourself with the environment before the event begins.

### Visit the Expo

In one convenient place you will find a wide array of world-class vendors with the latest products, technologies, and services you require to improve the efficiency and reduce the costs of your operations. We thank you for visiting and networking with our vendors so they can learn what you need and how to provide it.

### Collect Badges

Engage in all areas of Virtual Congress and earn as many badges as you can. Follow the Badge Leader Board to see how you and your peers rank throughout the day. Plus join in the Badge Scavenger Hunt. Find the hidden badge survey questions in various areas throughout the environment and be entered to win a free registration to the 39th Annual Congress in Nashville, TN.

### Play Payroll Trivia

Visit our Game Center and test your payroll knowledge!

11:00 a.m. – 12:00 p.m.

### ■ Employer Pay Cards: Staying on the Right Side of Compliance

1.0 RCH/Not eligible for CPEs/FOS: n/a

An explosion of new payment methods introduced over the past decade has reshaped how consumers pay for goods and services and how they manage their spending and finances. Employers now face new challenges, as well as opportunities, for paying employees. Join us as we discuss state and federal compliance challenges to an alternative pay method and the opportunities presented by pay cards.

#### George Mavrantzas

VP, Strategy and Thought Leadership  
ADP, LLP

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## EXPO AND NETWORKING LOUNGE SPECIAL EVENT

12:00 p.m. – 12:30 p.m.

### Lois Fried, CPP, APA President, Meet and Greet

12:30 p.m. – 2:00 p.m.

### ■ Hurricanes, Tornadoes, and Blizzards, Oh My!

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

When emergencies strike, will you be ready? Have you identified potential disasters that could interrupt your day-to-day functions, both short term and long term? Have you determined how to proceed when facing a potential threat or impending disaster? Take a look at some areas that are often overlooked and learn how to mitigate challenges that others encountered when faced with an emergency situation.

#### Laurel Serra, CPP

Director, Payroll  
Palm Beach State College

#### Ansleigh Smith, CPP

Payroll and Employment Tax Manager – US and Canada  
Equifax

12:30 p.m. - 2:00 p.m.

■ **Payroll Anti-Fraud Controls**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Payroll fraud is a common form of asset misappropriation and one of the hardest frauds to detect. With techniques for committing fraud continuing to evolve in sophistication, organizations are investing in detection. Learn how to create an effective fraud prevention program, and how leveraging artificial intelligence and machine learning can strengthen controls to limit risk and prevent fraud.

**Stephanie Salavejus, CPP**

Vice President and COO

PenSoft

■ **The Role of Shared Service Centers in Global Payroll**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Shared Service Centers are becoming a part of many organizations' long-term strategy and are increasingly used in the delivery of global payroll services. This session will look at the different SSC models, as well as benefits and challenges of general use before full implementation in a global payroll role. We'll also cover what controls should be put in place to manage risk and performance.

**Sharon Tayfield, MCIPP**

GPS Director, Global Outsourcing

BDO, LLP

**Neil Pinches**

Global Transitions Director

BDO UK, LLP

**EXPO AND NETWORKING LOUNGE SPECIAL EVENT**

2:00 p.m. - 2:30 p.m.

**Dan Maddux, APA Executive Director, Meet and Greet**

2:30 p.m. - 3:00 p.m.

**Lois Fried, CPP, APA President, Meet and Greet**

3:00 p.m. - 4:00 p.m.

■ **GENERAL SESSION**

1.0 RCH/Not eligible for CPEs/FOS: n/a

**Confidence Karma**

Confidence is both a feeling and a developed skill. You have the ability to change things when you have confidence and live confidently. Learn the five steps to creating confidence, as well as the three habits that can build your confident state of mind.

**Pegine**

Keynote/Motivational Speaker

**EXPO AND NETWORKING LOUNGE SPECIAL EVENT**

4:00 p.m. - 4:30 p.m.

**Pegine Meet and Greet**

4:30 p.m. - 6:00 p.m.

■ **Payroll: How to Implement New Pay Practices and Policies and Keep Friends Along the Way**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Changing pay practices is hard and often met with much resistance. For change management to be successful, it's important to create strong partnerships with HR, legal, management, and field departments. While responsible for implementing and monitoring payroll-related processes, payroll departments are also key stakeholders in developing new policies. Learn how to work with management to provide the necessary information, as well as tips and tricks on gaining and keeping allies through the change process.

**Stephanie Ernsting, CPA, MBA, CPP, CMA**

Director, HR Shared Services

Amcor Flexible, LLC

**Kelly Seiltz, CPA, MBA, CPP**

Payroll Manager

Amcor Flexibles North America

4:30 p.m. – 6:00 p.m.

■ **Story Telling With Payroll Data**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Payroll operations are rich with valuable, yet underutilized, data related to time, labor, taxes, and more. The data, however, is often stored in a number of different systems, files, and formats, making it difficult to share. Learn how to efficiently aggregate data and outline what data is important without purchasing new tools. We'll also provide empowerment tips for becoming a trusted advisor to your operation.

**Erin "Iggly" Svoboda, CPP**

Payroll Manager  
Clif Bar & Company

■ **Telecommuting for the Payroll Professional**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Do you think that it is impossible for payroll professionals to work remotely? Think again! Not only can telecommuting work in the payroll world, it can allow for greater efficiency and flexibility. We'll discuss some of the myths, misconceptions, and possible drawbacks to working from home. System security, home office requirements, and employee and employer responsibilities are just some of the topics we'll cover.

**Kevin Valuet, CPP**

Payroll Consultant

## THURSDAY, JUNE 25

10:00 a.m. – 6:00 p.m.

**Virtual Congress & Expo Opens**

Take some time to familiarize yourself with the environment before the event begins.

11:00 a.m. – 12:00 p.m.

■ **GENERAL SESSION**

1.0 RCH/1.0 CPE/FOS: Business Law

**Federal Government Executive Session**

Hear from key players in the current administration as they discuss the issues that impact payroll management and how they are working to implement change.

### EXPO AND NETWORKING LOUNGE SPECIAL EVENT

12:00 p.m. – 12:30 p.m.

**Lois Fried, CPP, APA President, Meet and Greet**  
**Dan Maddux, APA Executive Director, Meet and Greet**

12:30 p.m. – 2:00 p.m.

■ **Global Money Moving Mania**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Do you work for a global employer paying employees internationally? Do you have questions about transferring funds across borders, or are you concerned about international banking compliance? In this session, we'll discuss some of the specific rules, challenges, and complications of managing international payrolls and funding. We'll also cover common pitfalls to be aware of so you can be confident in selecting the right approach for your company.

**Catherine Honey**

VP, Strategic Partner Relations  
Safeguard Global

■ **Meals and Entertainment: Feed Them and They Will Come**

1.5 RCHs/1.5 CPEs/FOS: Taxes

The Tax Cuts and Jobs Act of 2017 has made significant changes to the deductibility of business meals and entertainment. In this session, we'll cover the different meal benefits that can be provided and their employment tax treatment. We'll also define and discuss the different kinds of entertainment that may be provided to employees, including separation of costs, entertainment events and facilities, club dues, and membership fees.

**Mindy Mayo, CPP**

Payroll Consultant

## ■ **The Modern Payroll Practitioner: Supporting Compliance and Corporate Culture**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Who are the modern payroll practitioners? They talk about employee engagement with as much authority as year-end processing. They view payroll as a strategic experience with a direct impact on organizational performance. This session will teach you identify opportunities to collaborate more closely with HR to reimagine the payroll function and better support the modern workforce.

**Teresa Smith, FPP-HRP**  
Senior HCM Strategy Consultant  
Kronos, Inc.

**Toni Coon, CPP**  
Director, Timekeeping Solutions  
DHL

## **EXPO AND NETWORKING LOUNGE SPECIAL EVENT**

2:30 p.m. - 3:00 p.m.

**Dan Maddux, APA Executive Director, Meet and Greet**

3:00 p.m. - 4:00 p.m.

### ■ **GENERAL SESSION**

1.0 RCH/Not eligible for CPEs/FOS: n/a

#### **Cultural Currency**

Being worldly is understanding people. Whether we work locally, regionally, internationally, or globally, what is the wealth of our Cultural Currency?

**Kira Rubiano**  
Head of International Payroll Department  
Auxadi

#### **The Seven Secrets to Survive Camp Payroll by World Famous Camp Counselor Wally Bowers**

Join Emmy Award winner and Hall of Fame Speaker Mark Scharenbroich as he introduces his alter ego, "World Famous Camp Counselor Wally Bowers." This over-the-top parody will have you laughing, learning, and fully engaged as Wally Bowers welcomes you to Camp Payroll! He'll share some valuable insight on earning the camp equivalent of merit badges in the world of business, as well as advice on leadership, team management, decision-making, and much more. You'll come away with a backpack full of new ideas on how to succeed at your company and in the payroll industry.

**Mark Scharenbroich, CSP, CPAE**

## **EXPO AND NETWORKING LOUNGE SPECIAL EVENT**

4:00 p.m. - 4:30 p.m.

**Mark Scharenbroich, CSP, CPAE, Meet and Greet**

4:30 p.m. - 6:00 p.m.

### ■ **Complying With Coronavirus-Related Payroll Changes**

1.5 RCHs/1.5 CPEs/FOS: Taxes

New payroll-related provisions and programs were established by the federal government in response to the coronavirus outbreak to support employers and employees in this challenging time. Learn about the new payroll aspects introduced by the federal government to combat the coronavirus crisis, among which are the three new refundable payroll tax credits, forgivable loans through the new Paycheck Protection Program to cover payroll costs, and two new federal paid leave requirements.

**Howard Perlman, CPP**  
Practice Lead, Payroll Taxation and Administration  
Bloomberg Tax & Accounting

4:30 p.m. - 6:00 p.m.

■ **Overpayments: Recovery and Prevention**

1.5 RCHs/1.5 CPEs/FOS: Business Law

Overpayments to employees are not always caused by mistakes, but employers always want them rectified. Learn the rules when taking deductions from an employee's pay for repayment of overpaid tax and wages. Must you get an employee's permission for the deduction? Is the deduction affected by minimum wage laws? What part do federal and state regulations play? We'll provide answers to those questions and review the payroll tax process for overpayment recovery crossing quarters and years. We'll also provide tips for avoiding overpayments.

**Larry White, CPP**

Director, Payroll Training  
American Payroll Association

**LaTisha O'Neal, CPP**

Payroll Consultant

■ **The Future of Global Payroll - Maximize Impact Through the Global Governance Framework**

1.5 RCHs/1.5 CPEs/FOS: Business Management and Organization

Global organizations face an immense amount of challenges when it comes to execution and performance of a global strategy across geographies. Join us for a look at the importance of a comprehensive global governance framework and the effect it has on future deployment models. We'll discuss how to work with multinational companies to understand how payroll impacts process design, technology transformation, connectivity imperatives, and risk management.

**Elena Redlich**

VP, Business Transformation Practice  
ADP, LLC