



AMERICAN PAYROLL ASSOCIATION'S VIRTUAL CONGRESS & EXPO 2020

SPEAKERS



Stephanie Ernsting, CPA, MBA, CPP, CMA
Director, HR Shared Services
Amcors Flexible, LLC

Stephanie Ernsting, CPP, CPA, MBA, CMA, manages a group that provides services covering payroll, global mobility, HR service center, and office services. Prior to her role at Amcor, she held multiple finance, accounting, and global payroll positions. She is a member of APA's National Speakers Bureau, Shared Services Task Force, and Strategic Payroll Leadership Task Force (SPLTF) Best Practices Subcommittee, and a 2017 Education Grant recipient from the APA. She was a Past President of the Northeast Wisconsin Chapter of the APA. Stephanie is a graduate from University of Northern Iowa and the University of Iowa.



Catherine Honey
VP, Strategic Partner Relations
Safeguard Global

Catherine Honey leads alliances and channels for Safeguard Global, to help enhance the company's industry presence and build out the solution ecosystem, thereby fostering industry awareness of the solutions and services offered by the company. She has garnered almost 30 years of experience in human capital and has worked as a practitioner, service provider, and consultant around the world for various organizations. Catherine has lived and worked around the world, is a veteran of two expatriate assignments, and is a published author and frequent speaker on global strategy, service delivery, and operations topics. She is a member of APA's National Speakers Bureau, Shared Services Task Force, and the Strategic Payroll Leadership Task Force (SPLTF) Global Issues Subcommittee. She holds a BA from Temple University and an MBA from Bentley University.



Toni Coon, CPP
Director, Timekeeping Solutions
DHL

Toni Coon, CPP, has spent her career in the payroll industry, having led a variety of payroll-focused onboarding classes and payroll project implementations, and streamlining global timekeeping services. After more than 20 years in the payroll operational world, she became an accomplished speaker and thought leader while working at Kronos. Returning to DHL, Toni now drives the timekeeping strategy as part of the overall labor management strategy. Toni is passionate about education and compliance, providing guidance to meet business and customer needs.



George Mavrantzas
Vice President of Strategy and
Thought Leadership
ADP, LLC

George Mavrantzas has more than 20 years of experience working in the prepaid industry with the last 16 years specifically in paycards. He has worked in all facets of prepaid and paycard operations, including but not limited to: executive management, business development, project management, customer service, implementation, relationship and account management, thought leadership, and social media expansion. George is a member of APA's National Speakers Bureau. George is a graduate of the University of North Florida.



Mindy Mayo, CPP
Payroll Consultant

Mindy Mayo is an employment tax specialist with more than 30 years of experience in payroll operations and payroll tax. Mindy has worked as a payroll tax auditor with the State of California and at several of “The Big 4” accounting firms, building their employment tax practices on the West Coast. Mindy specializes in assisting clients with both payroll and information reporting issues in all 50 states. She has performed compliance reviews and represented clients who are undergoing employment tax audits at both the federal and state level. Mindy is a member of the APA’s National Speakers Bureau and a frequent presenter at local chapter meetings of the APA as well as before various CPA groups, stock plan administrators, and tax executives. Mindy holds a Bachelor of Science degree in accounting from San Jose State University.



Pegine
Team Pegine, Inc.

Pegine is a motivational business speaker, consultant, personal coach, and author who teaches business and leadership development for women. Her passion is showing women how to communicate their value, and to become feisty, fearless, focused, FUN, female leaders. Her messages apply to men, too, and she also helps companies attract and cultivate female leadership. Pegine is the author of “Sometimes You Need to Kick Your Own Butt,” “Bragging Rights: Transform Your Team in 21 Days,” and “I’ve Got the Power to Lead & Think Big,” among others. Pegine draws from her unique life experiences. In her youth she was a Bronx gang member, and for a hobby she performed standup comedy. She has a masters degree in social work from Adelphi University.



LaTisha O’Neal, CPP
Payroll Consultant

During her more than 30-year career, LaTisha O’Neal, CPP, has performed responsibilities in all aspects of both the payroll and benefits arenas. She has worked for a variety of industries requiring knowledge in multiple types of payroll processes. LaTisha serves on several APA committees, including the Board of Contributing Writers, CHAMPS, Education Advisory Committee, Hotline Referral Service, and National Speakers Bureau. LaTisha is the President of the Northeastern Oklahoma Chapter of the APA. She was named the Oklahoma Payroll Professional of the Year in 2003.



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

Howard Perlman, CPP, leads Bloomberg’s team that produces compliance guides and news articles regarding U.S. and international payroll issues. He has been with Bloomberg Tax & Accounting since 2010. Howard graduated summa cum laude from American University with a B.A. in Journalism and an additional B.A. in Political Science. He served as the government liaison officer of the Washington Metropolitan Area Chapter and the Charles Town West Virginia Chapter of the American Payroll Association from 2014 to 2018.



Neil Pinches
Global Transitions Director
BDO UK, LLP

Neil Pinches is a qualified management accountant with more than 25 years of experience in multiple business transformation projects and ERP implementations within the United Kingdom, Australia, Europe, the Middle East, and the United States across a wide variety of sectors, including retail, banking, publishing, and FMCG. Neil is experienced in the set-up, rollout, and operations of shared service centers (captive and outsourced) based in India as well as Europe, and has spent years overseeing outsourced teams in finance as well as other areas such as procurement. This has included negotiation of the commercial and contractual relationships as well as the definition and introduction of various target operating models.



Elena Redlich
Vice President, Business
Transformation Practice
ADP, LLC

Elena Redlich is responsible for helping clients to assess, analyze, and transform their global and domestic payroll, time and attendance, and service delivery environments. In Elena's more than 20-year career she has worked in operations, consulting, and service delivery roles for some of the largest organizations in the world working both in the United States and as an expat. Elena has created best-in-class methodologies to support critical deliverables within the full payroll transformation lifecycle, including current state assessments, business cases, shared services, deployment roadmaps, and governance frameworks. She has also strategically advised more than half of the Fortune 500 corporations. She is a graduate of Cornell University with a Bachelor of Science degree in industrial and labor relations.



Kira Rubiano
Head of International Payroll
Department
Auxadi

Kira Rubiano has more than 12 years of experience in international payroll management, having worked and interacted with more than 100 countries globally. In her current role she oversees payroll teams in over 10 countries who manage payroll for over 450 clients. She holds a degree in International Studies with concentration in International Law from the University of Illinois Champaign-Urbana. She speaks Russian, English, Italian, and Spanish. Kira is avid contributor to GPMI and is the 2019 Global Vision Award Recipient.



Stephanie Salavejus, CPP
Vice President and COO
PenSoft

Stephanie Salavejus, CPP, has more than 34 years of experience in payroll and accounting, of which more than 24 years have been with PenSoft. Stephanie is an active member of the APA, currently serving as a Vice President on the Board of Directors. She is a member of the APA's Board of Contributing Writers, Government Relations Task Force (GRTF), National Speakers Bureau, and Strategic Payroll Leadership Task Force (SPLFT). She serves as an APA representative to both the IRS Security Summit and the SSA Modernization Workgroup. Stephanie received the APA's Meritorious Service Award in 2013, the Special Recognition Award in 2016, and was named APA's Payroll Woman of the Year in 2017. Stephanie is a founding member of the Colonial Capital Chapter and a member of the Washington Metropolitan Area Chapter of the APA. She has served on the Virginia Statewide Payroll Conference since 2005, and in 2010, she was voted Payroll Professional of the Year. She is a graduate from Christopher Newport University with a Bachelor of Science degree in accounting.



Mark Scharenbroich, CSP, CPAE

Emmy award-winning speaker Mark Scharenbroich has spent his career working in both industry and education discovering how some of the

best organizations and team leaders build a culture that encourages people to perform at a higher level through greater engagement. Mark is a hybrid comedian/storyteller/master of motivational strategy.



**Kelly Seiltz, CPA, MBA, CPP
Payroll Manager
Amcors Flexibles North America**

Kelly Seiltz, CPA, MBA, CPP, leads the payroll and payroll HRIS teams, ensuring all locations are

compliant. Previously, she spent several years in public accounting focusing on corporate clients' tax planning and managing the tax compliance process for large multi-state companies. She specialized in benefit plans, sales and use tax, high income individual tax returns, federal income tax, and multi-state income tax compliance. Kelly is a member of the APA's Government Relations Task Force (GRTF) IRS Issues Subcommittee.



**Laurel Serra, CPP
Director, Payroll
Palm Beach State College**

Laurel Serra, CPP, has more than 18 years of payroll experience, specializing in professional

employer organizations, implementations, wage withholdings, team management, higher education, union administration, state pensions and retirements, and year-end processing. She is a member of the APA's Strategic Payroll Leadership Task Force (SPLTF) Best Practices and Government/Public Sector Best Practices Subcommittees, Chapter Recognition Committee, National Speakers Bureau, SPLTF Educational Institutions and Emerging Technologies Subcommittees, and the co-chair of the Social Networking Committee. In 2018, under her leadership, Palm Beach State College won APA's Payroll Prism Award for Overall Best Practices.



**Ansleigh Smith, CPP
Payroll and Employment Tax
Manager - US and Canada
Equifax**

Ansleigh Smith, CPP, manages all aspects of payroll and

employment taxes for the company's North American and Canadian workforce. She is a member of several APA committees, including CHAMPS, Education Advisory Committee, Electronic Payments Committee, Hotline Referral Service, Shared Services Task Force, and Strategic Payroll Leadership Task Force (SPLTF) Best Practices Subcommittee, and is the co-chair of the Social Networking Committee. At APA's 2018 Annual Congress, she won "The Spy Who Paid Me" Congress member game as Miss Calculations.



**Teresa Smith, FPP-HRP
Senior Human Capital
Management Strategy Consultant
Kronos, Inc.**

Teresa Smith, FPP-HRP, advises business leaders and their

leadership teams on how to better maximize people-centric strategies to achieve long-term success. For nearly 20 years, Teresa has led workforce management and HCM initiatives as a technology vendor, working closely with sales and management teams to develop critical business strategies for both domestic and global customers. Previously, she served as IT Director at a large hospital and IT support and management functions for the U.S. Department of Defense. Teresa has earned her Six Sigma White Belt, as well as Workforce Management certification, HR professional certification, Fundamentals of Payroll Processing certification, and Corporate Visions certification.



Erin "Iggy" Svoboda, CPP
Payroll Manager
Clif Bar & Company

Iggy Svoboda, CPP, has more than 20 years of experience executing and designing payroll operations across North America, South America, Asia, Australia, and Europe. She developed a core expertise in strategy by implementing various technology tools and orchestrating collaborating to accommodate compliance and business changes. Since the early onset of Iggy's career, she has been involved with the APA at a national and local level and is currently a member of the National Speakers Bureau and Strategic Payroll Leadership Task Force (SPLTF) Global Issues Subcommittee.



Kevin Valuet, CPP
Payroll Consultant

Kevin Valuet, CPP, has worked in a variety of payroll and non-payroll telecommuting jobs for the past 15 years and holds a bachelor's degree in accounting from Baker College. He is the current president of the Northstar Chapter in Minnesota. Kevin is an active member of APA volunteering on the Certification Item Development Task Force, Chapter Recognition Committee, Government Relations Task Force (GRTF) IRS Issues and State and Local Topics Subcommittees, Hotline Referral Service, and Strategic Payroll Leadership Task Force (SPLTF) Best Practices Subcommittee. He is an APA representative to the IRS Security Summit.



Sharon C. Tayfield, MCIPP
GPS Director, Global Outsourcing
BDO, LLP

With more than 20 years of experience in global payroll, Sharon C. Tayfield, MCIPP, ensures clients remain compliant in all regions they operate in and pay their employees on time. Previously, she was COO for a payroll service provider specializing in Africa and a Group Financial Director of a property outsourcing group with control over HR and payroll. She is a Full Member of the Chartered Institute of Payroll Professionals (CIPP) in the U.K. and was awarded the CIPP Payroll Manager of the Year in 2018. She is a member of the Reward 300 for 2019, which is a prestigious index which reflects the most influential leaders and dedicated professionals working across payroll, HR, employee benefits, workplace pensions, and associated sectors. She is a member of the Editorial Advisory Board for the Global Payroll Management Institute (GPMI).



Larry White, CPP
Director, Payroll Training
American Payroll Association

Larry White, CPP, has been serving in the payroll industry for nearly 40 years and is currently a Director of Payroll Training for the American Payroll Association. His responsibilities include the presentation, development, and review of APA training courses. Larry has taught Payroll Administration at Tulsa Community College and he holds a degree in Communications from the University of Tulsa.