

5TH ANNUAL

GLOBAL PAYROLL MANAGEMENT FORUM

5-8 MAY 2020 • ORLANDO, FL, USA



The payroll world
is yours to explore.



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GPMI
Global Payroll Management Institute

Register at www.GlobalPayrollForum.com

WELCOME



As an international payroll professional, you must **stay informed about payroll updates** in your home country and around the world. Whether your concern is **international topics** such as paying nonresident aliens, foreign nationals, and expatriates; international employee data privacy; or global risk management, the **Global Payroll Management Forum**, in cooperation with the American Payroll Association's Annual Congress, in Orlando, FL, USA, will provide the **education and information you need to handle the challenges**.

The Global Payroll Management Forum is the only event that **provides progressive payroll education and enhanced networking opportunities** for professionals in payroll, accounts payable, finance, HR, and benefits from all over the world. Delivering **crucial international payroll updates** as well as invaluable **answers to your international payroll questions**, this year's forum packs more education than ever before.

This **brochure highlights global workshops** that would be of particular interest to you. For information about the more than 180 workshops available at APA's Annual Congress, visit www.GlobalPayrollForum.com.

Start your planning now – go to <https://travel.state.gov/content/visas/en.html> to obtain your visa, and review this brochure to see the possibilities that await you.

Please feel free to contact us with any additional questions at +1-844-729-4764 or support@gpminstitute.com.

A handwritten signature in blue ink that reads "Dan Maddux". The signature is fluid and cursive, written over a white background.

Dan Maddux
President
Global Payroll Management Institute
American Payroll Association



CONTENTS

Welcome to your guide to the Global Payroll Management Forum!
Inside you'll find detailed workshop descriptions on pages 9–13.

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Planning Your Week

To complete your registration, you'll need to **complete the following online**.

1. Registration

Register at www.GlobalPayrollForum.com

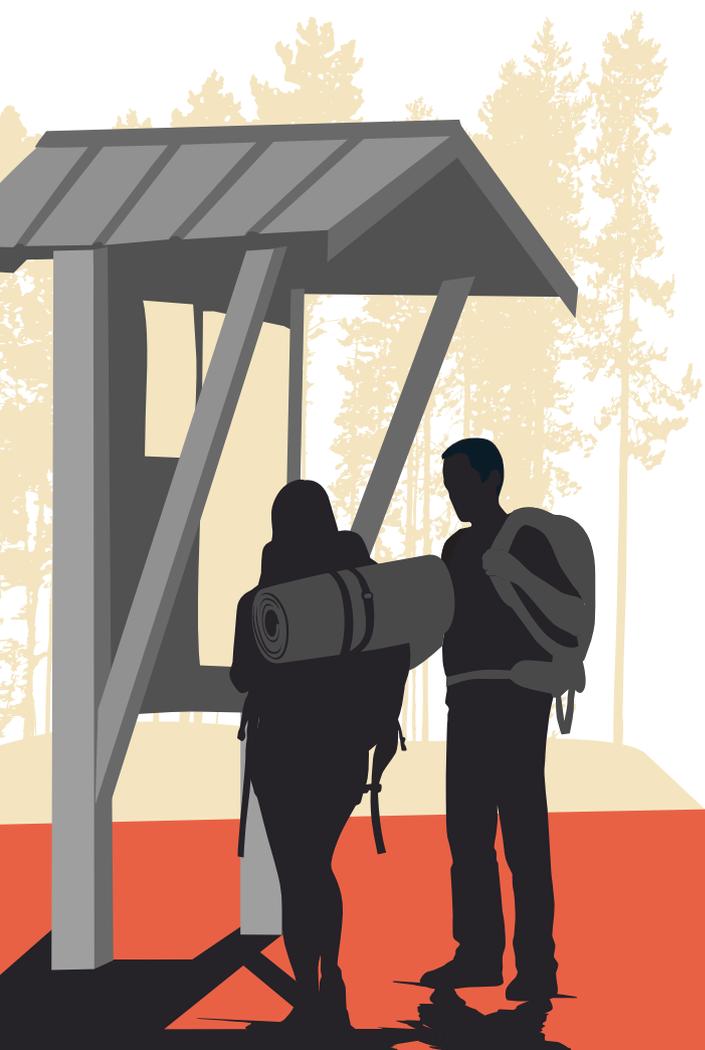
2. Hotel Reservations

Your online hotel reservation must be received by the Housing Bureau no later than 6 April 2020. Rooms and group rates may not be available after this date.

3. Workshop Selection

You will receive an email with a link to the online workshop selection process. Make sure you print a copy of your selections for your records.

If you have any questions about these items or any aspect of the Global Payroll Management Forum, please contact Customer Service at +1-844-729-4764, Monday – Friday, 08:00 – 18:00 CT, or email your questions to support@gpminstitute.com.



AGENDA

All times are Eastern Time (ET).

A full agenda can be found at
www.GlobalPayrollForum.com

Monday, 4 May

- 14:00 – 19:00 Registration/Check-in
17:00 – 18:00 Orientation

Tuesday, 5 May

- 07:00 – 18:00 Registration/Check-in
08:15 – 09:15 Workshop Session 1 (60 minutes)
09:30 – 11:00 Workshop Session 2 (90 minutes)
11:15 – 12:45 Welcome Luncheon

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- 13:00 – 14:00 Orientation
13:00 – 14:00 Workshop Session 3 (60 minutes)
14:15 – 15:45 Workshop Session 4 (90 minutes)
16:00 – 16:45 Spouse and Guest Information Meeting
16:00 – 17:45 Opening General Session

Industry Expert Presentation

Brent Gow, CPP
"Your Future in Payroll Requires Expanded Knowledge and Skills"

Keynote

Alison Levine
"On the Edge: The Art of High-Impact Leadership"

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Wednesday, 6 May

- 07:00 – 18:00 Registration/Check-in
08:00 – 09:30 Workshop Session 5 (90 minutes)
09:45 – 11:15 Workshop Session 6 (90 minutes)
11:30 – 13:00 General Session Luncheon

Industry Expert Presentation

Kira Rubiano
"Cultural Currency"

Keynote

Mark Scharenbroich, CSP, CPAE
"The Seven Secrets to Survive Camp Payroll"

- 13:15 – 14:15 Workshop Session 7 (60 minutes)
14:30 – 17:45 Expo and Global Payroll Pavilion Grand Opening and Cocktail Reception

Thursday, 7 May

- 07:00 – 12:00 Registration/Check-in
08:00 – 09:00 Workshop Session 8 (60 minutes)
09:00 – 10:00 GPMI Global Reception

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- 09:00 – 11:45 Expo and Global Payroll Pavilion Open
12:00 – 13:45 General Session Luncheon

Industry Expert Presentation

Daivda Lara, CPP
"My Journey to Becoming a Payroll Executive"

Keynote

Tarun Wadhwa
"Money, Work, and Life in Exponential Times"

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- 14:00 – 15:00 Workshop Session 9 (60 minutes)
15:15 – 16:15 Workshop Session 10 (60 minutes)
16:15 – 18:30 Expo and Global Payroll Pavilion Open Cocktail Reception
17:30 – 18:30 Exhibitor Prize Drawing
18:45 – 19:45 Dinner
20:00 – 23:45 Party

Friday, 8 May

- 07:00 – 12:00 Registration/Check-in
08:00 – 09:00 Workshop Session 11 (60 minutes)
09:15 – 11:00 Expo and Global Payroll Pavilion Open Exhibitor Prize Drawings
11:15 – 12:15 Workshop Session 12 (60 minutes)
12:30 – 14:00 Awards Luncheon

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- 14:15 – 15:15 Workshop Session 13 (60 minutes)
15:30 – 16:45 Closing General Session

Keynote

Kay Frances, CSP, MBA
"Stress Less, Laugh S'more, and Embrace Change"

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HIGHLIGHTS & RESOURCES

Workshops

Pages 8–13 include workshops with a global focus. Please visit www.GlobalPayrollForum.com for the full line-up of workshops and events.



Leadership Excellence Series

Join renown motivational speaker, entrepreneur, and author Pegine in this year's newly revamped Leadership Excellence Series. You won't soon forget this exhilarating journey, celebrating the "unique" in each one of us and how to communicate its value to manifest success. Attend one or all four of these widely acclaimed sessions.

World's Largest Payroll Expo

Where's the best place to learn about the latest in payroll products, technologies, and tools? The Expo! Be there on Wednesday, 6 May, for the Grand Opening and Cocktail Reception. See page 14 for a schedule of other Expo events.

Conference App

Download the free Global Forum 2020 smartphone app to view the latest schedule, look up details on speakers and sessions, search for Expo information, message other attendees, and much more!

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Spouse and Guest Information Meeting

All guests of registered participants are invited to a special spouse and guest program on 5 May at 16:00. To help guests make the most of their stay in the Orlando area, representatives from local attractions will share highlights from some of the city's most popular sites.

Education Tracks

Education Tracks offer a series of workshops for individuals who want to take a deeper dive on a specific topic. The Tracks include several workshops that increase your level of understanding as you attend each workshop.



KEYNOTE SPEAKERS



“On the Edge: The Art of High-Impact Leadership”

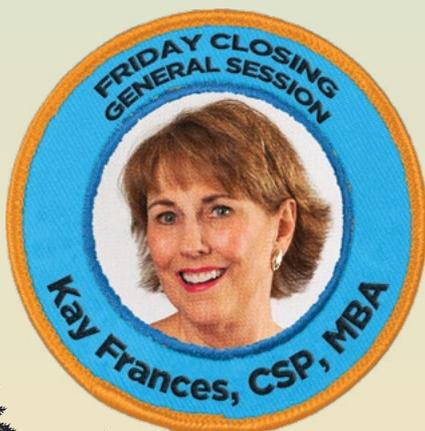
Imagine yourself on the highest mountain in the world. You have to deal with the physiological effects of extreme altitude, bone-chilling temperatures, battering winds, and a climbing team that’s counting on all of its members to make smart decisions. There’s simply no room for poor judgment. In any situation where the stakes are exceptionally high, there’s no better training ground for leaders than settings where people are pushed beyond their perceived limits. Drawing on her experience as team captain of the first American Women’s Everest Expedition, Alison Levine will make a compelling case that the leadership principles that apply in the world of extreme adventure also apply to today’s rigorously competitive business environments.

Sponsored by **rapid!**



“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, CSP, CPAE, 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.



“Stress Less, Laugh S’more, and Embrace Change”

The only constant in the universe is change. The world is going to change with or without us, so we may as well enjoy the ride! Motivational humorist and author Kay Frances, CSP, MBA, has discovered that people who learn to embrace change are happier, healthier, and more productive in their work and personal life. In this fun, lively, and interactive presentation, Kay will use humor, stories, and music to illustrate three simple strategies to improve your reactions to change and allow you to welcome change as a new adventure.

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KEYNOTE SPEAKERS



“Money, Work, and Life in Exponential Times”

Thursday General Session Luncheon
Tarun Wadhwa

Information and data are fueling a revolution that is changing how we interact and exchange. Covering advancements in machine learning, digital forgery, identity, blockchain, and connected devices, Tarun Wadhwa explores the progression of exponential technologies, how they are impacting industry and society, and how we can benefit from these disruptions. With insight into what the future of work and pay will look like, how the role of employees will evolve, and how companies will undergo fundamental change, you'll learn what the driving forces are behind these technologies and what they mean for you.

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Tarun Wadhwa is an entrepreneur, academic, and acclaimed writer who is working at the intersection of technological advancement, innovation, global growth, security, and public policy. He is currently a Visiting Fellow at Emory University's Department of Political Science and a Visiting Instructor at Carnegie Mellon University's College of Engineering in Silicon Valley. Tarun's Day One Insights is a strategy and advisory firm he founded around technological convergence, corporate reinvention, and social impact. This work focuses on trends that are overturning established industries; developments in cybersecurity, privacy, and surveillance; and the impact of technological advancements on legal systems and societal institutions.

Industry Expert Presentations



Tuesday

“Your Future in Payroll Requires Expanded Knowledge and Skills”

Brent Gow, CPP
Managing Partner
BRGow & Associates, LLC



Wednesday

“Cultural Currency”

Kira Rubiano
Head of International Payroll
Management Department and
Head of US CRM HUB
Auxadi



Thursday

“My Journey to Becoming a Payroll Executive”

Davida Lara, CPP
Executive Vice President,
Payroll Services
Entertainment Partners

EDUCATION TRACKS



Global Forums

These forums explore a wide spectrum of payroll, taxation, and related issues from a global perspective. Topics include paying nonresident aliens, foreign nationals, and expatriates; international employee data privacy; and global risk management.

60-minute sessions

- Conducting a Successful RFP for Going Global
- Danger Ahead: Navigating the Perils of Global Employment
- Engaging and Paying a Global Workforce
- Establishing a Global Payroll Structure: Local, Regional, Global
- Global Strategic Alignment for HR and Payroll Professionals
- How Employment Law Impacts International Payrolls
- Is HCM Integration for You?
- Payroll Edge: Global Payroll Project Management
- Risk and Control In Global Payroll Processes
- U.S. Employers and Global Payroll Challenges

90-minute sessions

- Can You Afford the Global Payroll Compliance Risk?
- Nonresident Alien Taxation and Withholding for J-1 Exchange Visitors and F-1 Students
- The Global Payroll Culture Map
- The State of Global Payroll: Facts, Fears, and the Future for Your Organization
- Understanding Tax Treaty Benefits and Limitations
- Winning Globally: Discovery, Strategy, Governance



Global Payroll: Country by Country

Is your organization expanding globally? In this track you will learn the wage and hour and taxation requirements of selected countries.

60-minute sessions

- Canadian Payroll From “Eh” to Z: What Every American Employer Should Know
- Canadian Payrolls, Nontaxation Issues
- Canadian Payrolls, Taxation Issues
- Navigating the Payroll Complexities Throughout Latin America
- Paying in the U.K.
- Payroll in France
- Payroll in Ireland

90-minute sessions

- Payroll in Australia
- Payroll in India
- Payroll in Japan
- Payroll in Mexico
- Payroll in South Africa
- Payroll in Spain



Expatriate Payrolls

Are you paying U.S. citizens or resident aliens working outside of the United States? This track will provide you the information to ensure you are taxing and reporting wages and fringe benefits correctly. You will learn when to withhold and report income, social security, and Medicare taxes.

60-minute sessions

- Effectively Operating Shadow Payrolls
- Understanding the Tax Equalization and Tax Protection Process

90-minute sessions

- Expatriate Payroll 101: Everything You Need to Know to Get Started
- Expatriate Payrolls, Advanced

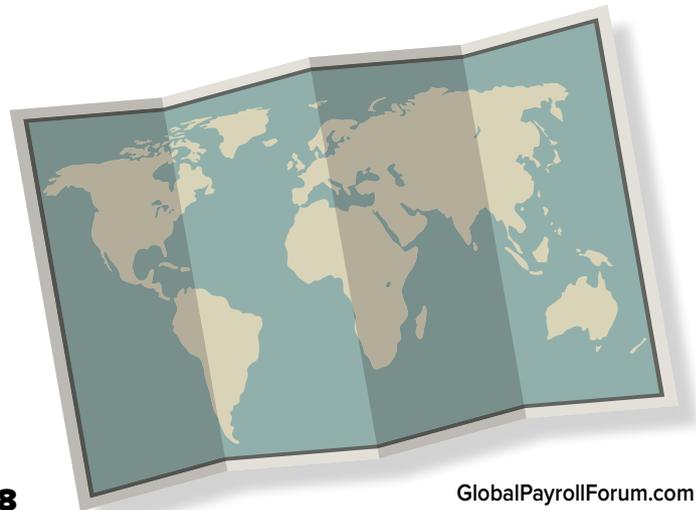


Thought Leadership

Significant return on investment and overcoming industry challenges with specific product solutions is the focus of the Thought Leadership track. These educational sessions showcase how organizations implemented specific solutions that positively impacted their bottom line.

60-minute sessions

- Future-Proofing Your Global Payroll
- Global Payroll Models in Detail: Which Is Right for You?



WORKSHOPS

TUESDAY

08:15 – 09:15 | Workshop Session 1



20309 | Conducting a Successful RFP for Going Global

FOS: Business Mgmt. & Organization/1.0 CPE Credit/1.0 RCH

Finding the right partner and setting expectations is crucial for those considering a global payroll transformation. The RFP process impacts your implementation experience and your ongoing operations as well. Hear what worked, and what didn't, for those who have made the transition.

Joy Blankenship, CPP

Director, Global Payroll and Stock Admin., Workday, Inc.

Randy Davis

Sr. Manager, Global Payroll, Workday, Inc.



20310 | Canadian Payrolls, Taxation Issues

FOS: Taxes/1.0 CPE Credit/1.0 RCH

Join the Canadian Payroll Association's payroll compliance expert for this informative session on taxation issues and Canada's complex tax structure. Topics include emerging taxation issues and employment tax regulations at the federal and provincial levels, the Canadian tax structure, taxable vs. nontaxable income, pensionable and insurable earnings, and withholding and remitting requirements.

Steven Van Alstine, CPM

VP, Education, Canadian Payroll Association

09:30 – 11:00 | Workshop Session 2



20408 | The State of Global Payroll: Facts, Fears and the Future for Your Organization

FOS: Business Mgmt. & Organization/1.5 CPE Credits/1.5 RCHs

Hear from distinguished leaders in the global payroll community as they share perspectives on key trends, technology, innovations, and the challenges facing global organizations. We'll address payroll delivery, compliance challenges, the changing roles of technology and the global payroll professional, and more.

Michele Honomichl

Founder and Chief Strategy Officer, Celergo

Rangarajan Seshadri

Chief Executive Officer, Neeyamo Inc.

Mary Holland, CPP

Global Consultant

Mark-Oliver Fielder

CEO, Payzaar



20409 | Understanding Tax Treaty Benefits and Limitations

FOS: Taxes/1.5 CPE Credits/1.5 RCHs

The United States has income tax treaties with more than 60 countries with provisions that override the tax law to provide exemptions for eligible foreign nationals. This workshop discusses the residency eligibility rules and their impact on treaty benefits, the various amount- and time-based limitations, and the variety of benefits and limitations that apply for studying, training, and research.

Terri Crowl

Content/Compliance Specialist, Thomson Reuters



20410 | Payroll in South Africa

FOS: Business Law/1.5 CPE Credits/1.5 RCHs

The session will provide insight into running a payroll in the rainbow nation. We will begin with a review of legislation governing employment in South Africa before turning to the "cost to company package" concept, recent changes to tax regulations impacting payroll and government returns and filings.

Sharon Tayfield

Director Global Payroll Services, BDO LLP UK

13:00 – 14:00 | Workshop Session 3



20604 | Payroll in Ireland

FOS: Business Law/1.0 CPE Credit/1.0 RCH

This session will explain the basics of Irish payroll processing, including PAYE, Universal Social Charge, Pay Related Social Insurance, and Local Property Tax deductions. We will also consider the online payroll reporting system and other essentials, such as fringe benefit valuation and sick and maternity pay obligations. A must-attend session for anyone with employees in Ireland.

Tim Kelsey

Owner, Kelsey's Payroll Services Ltd.

WORKSHOPS

14:15 – 15:45 | Workshop Session 4



20709 | Nonresident Alien Taxation and Withholding for J-1 Exchange Visitors and F-1 Students

FOS: Taxes/1.5 CPE Credits/1.5 RCHs

Withholding and reporting rules and special exemptions vary based on a foreign national's U.S. tax status: resident alien or nonresident alien. Determining tax residency status for a foreign national under the Substantial Presence Test can be challenging, especially for F and J status nonimmigrants. This workshop will explain the rules of residency, exemption, special withholding, and reporting.

Terri Crowl

Content/Compliance Specialist, Thomson Reuters



20710 | The Global Payroll Culture Map

FOS: Personnel/Human Resources/1.5 CPE Credits/1.5 RCHs

Global networks connect people throughout the world. The interactions between those people, however, is influenced by their respective and varied local cultures. This session will provide payroll managers with insights for working effectively and sensitively when processing payroll globally, covering scheduling, leadership styles, and how decisions are made.

Kira Rubiano

Head of International Payroll Department, Auxadi

Max Van Der Klis-Busink, RPP

Policy Lead, Global Payroll Strategy, Shell

Sharon Tayfield

Director Global Payroll Services, BDO LLP UK



20712 | Payroll in India

FOS: Business Law/1.5 CPE Credits/1.5 RCHs

This session will explain the basics of payroll processing in India. The calculation of taxable pay, prerequisites, and reporting obligations will all be explained, as well as Professional Tax, employee provident fund, and social security contributions. We will also cover the Modi government reforms to the code of wages and how they impact employers.

Tim Kelsey

Owner, Kelsey's Payroll Services, Ltd.



20711 | Payroll in Spain

FOS: Business Law/1.5 CPE Credits/1.5 RCHs

Meet one of the most complex payrolls in Europe, Middle East, and Africa (EMEA). Join us for a review of the major payroll elements needed to process payroll in Spain, with highlights of the latest news in this area as well.

Daniel Martin

HR Infrastructure/EMEA Payroll, W.L. Gore & Associates

Deborah Piacitelli, CPP

Director, Global Payroll Compliance, W.L. Gore & Associates



20713 | Expatriate Payroll 101: Everything You Need to Know to Get Started

FOS: Taxes/1.5 CPE Credits/1.5 RCHs

This introductory session will define the foundational elements of expatriate payroll in a highly interactive format. During this session, we will discuss similarities between domestic and international payroll situations to enhance your understanding of expatriate payroll. We will also cover a list of more complex topics to round out what you need to know as you get started.

Abbas Mirza

Tax Manager People Advisory Services, Ernst & Young LLP

WEDNESDAY

08:00 – 09:30 | Workshop Session 5



30203 | Payroll in Mexico

FOS: Business Law/1.5 CPE Credits/1.5 RCHs

Come south of the border to meet one of the most advanced electronic reporting systems in the world! In this session, you'll learn the basics of payroll administration and reporting in Mexico, as well as calculating federal income tax or ISR, IMSS, and housing fund contributions.

Tim Kelsey

Owner, Kelsey's Payroll Services Ltd.

09:45 – 11:15 | Workshop Session 6



30408 | Can You Afford the Global Payroll Compliance Risk?

FOS: Business Mgmt. & Organization/1.5 CPE Credits/1.5 RCHs

In this dynamic session, your presenters briefly discuss legislative changes around the world. We then discuss how to best answer the question, "Can you afford the global payroll compliance risk?" We'll look at your role as global payroll professional and the role of the global payroll provider, all in relation to risk and control, and you'll leave this session with thought-provoking ideas!

Adrian Morrissey

Senior Commercial Manager, Immedis, Inc.

Graham McKechnie

Global Tax Director, Activpayroll Ltd.

Max Van Der Klis-Busink, RPP

Policy Lead, Global Payroll Strategy, Shell

WORKSHOPS



30409 | Winning Globally: Discovery, Strategy, Governance

FOS: Business Mgmt. & Organization/1.5 CPE Credits/1.5 RCHs

How do you design a winning global payroll operation? The key is to define your current organization and understand what your company wants to achieve. We'll discuss the importance of discovery, defining your strategic objectives, building a world-class payroll team, and ensuring you are compliant with local country regulations.

Robert Gerbin, CPP

VP, Global Payroll Leader, Wells Fargo Bank NA

Mary Holland, CPP

Global Director of Strategy, Development, and Training, Global Consultant



30310 | Payroll in Australia

FOS: Business Law/1.5 CPE Credits/1.5 RCHs

Australia is the home of some unique animals like the koala and the kangaroo. In this workshop, we'll introduce you to Australia's unique payroll environment, including Fair Work, NES, Superannuation, and Single Touch Payroll.

Jason Low, C.P.S.

Head of TAPS, The Association for Payroll Specialists



30311 | Payroll in Japan

FOS: Business Law/1.5 CPE Credits/1.5 RCHs

This session teaches the basics of payroll processing in Japan, including salary and tax calculation, payroll compliance reporting, and the social insurance system. It will also cover fundamentals of Japan's labor laws, including hiring/firing employees, working hours, and paid leaves. The session will end with an open forum.

Raymond Gasu

Managing Partner, HR Central KK

Jun Kabigting, MBA/MSIE/SPHR

Managing Director, HR Central KK



30312 | Expatriate Payrolls, Advanced

FOS: Taxes/1.5 CPE Credits/1.5 RCHs

This advanced session will cover the more complex topics encountered with cross-border payrolls in a highly interactive format. During this session, we will cover tax reimbursement strategies, social taxes, treaties, and other organizational considerations with expatriate payrolls. We will also walk through case studies to apply the discussion.

Abbas Mirza

Tax Manager People Advisory Services, Ernst & Young LLP

13:15 – 14:15 | Workshop Session 7



30608 | How Employment Law Impacts International Payrolls

FOS: Business Law/1.0 CPE Credit/1.0 RCH

Payroll and HR have become intertwined disciplines. Employment law now drives much of what we have to do in payroll in order to achieve a compliant payroll. When your company starts working internationally you will need to know your potential exposure to paid vacation, sick and maternity leave, and working time reporting. This session provides some great global examples of what to expect.

Tim Kelsey

Owner, Kelsey's Payroll Services Ltd.



30609 | Canadian Payroll from "Eh" to Z: What Every American Employer Should Know

FOS: Business Law/1.0 CPE Credit/1.0 RCH

Join us for a presentation by officials from the Canada Revenue Agency, where we'll discuss key topics that every American employer with employees in Canada should know, such as withholding, remitting, and reporting obligations. Also included in this discussion will be business number registration, payroll and GST/HST program accounts, and CPP and EI requirements.

Steven Rimell

Manager, Employer Compliance, Canada Revenue Agency

THURSDAY

08:00 – 09:00 | Workshop Session 8



40207 | Danger Ahead: Navigating the Perils of Global Employment

FOS: Business Law/1.0 CPE Credit/1.0 RCH

Great news – your company is expanding! But now they need to manage and pay new staff globally. As payroll professionals, we are keenly aware of the options, such as local hires, contractors, and expats. But they each have their challenges and, for payroll, pay and compliance considerations are paramount. This session explores these topics, enabling you to better address them.

Catherine Honey

VP, Strategic Partner Relations, Safeguard Global

WORKSHOPS



40208 | Payroll Edge: Global Payroll Project Management FOS: Business Mgmt. & Organization/1.0 CPE Credit/1.0 RCH

Take a hike through the trails of global payroll project management, where we will explore all the exciting ways to ensure your project is a success.

Mary Holland, CPP
Global Consultant

Dee Byrd, CPP PHR, SHRM-CP
Sr. Global Private Equity, M&A Payroll Project Manager,
PayTech, Inc.



40209 | Canadian Payrolls, Nontaxation Issues FOS: Taxes/1.0 CPE Credit/1.0 RCH

This workshop reviews the Canadian government departments and agencies that affect nontaxation payroll issues. Particular attention focuses on the federal, provincial, and territorial labor and employment standards legislation and regulations. Included are the legislative provisions for hours of work, terminations, various types of leaves, and vacation issues.

Steven Van Alstine, CPM
VP, Education, Canadian Payroll Association



40210 | Payroll in France FOS: Business Law/1.0 CPE Credit/1.0 RCH

This session is a must-attend for anyone with responsibility for payroll in France. You will learn about the basic payroll processes and hear invaluable hints and tips as to how you can check your French payroll. If you are about to outsource a payroll in France, come to this session and learn what service you should expect from a payroll provider.

Tim Kelsey
Owner, Kelsey's Payroll Services Ltd.



40211 | Understanding the Tax Equalization and Tax Protection Process FOS: Taxes/1.0 CPE Credit/1.0 RCH

This workshop will describe the administration of the tax equalization process from the company's perspective. The discussion will address the withholding and GL entries, the payroll tax reporting requirements, the difference between tax equalization and tax protection methodologies, and the administration of a tax equalization policy including assignee education aspects.

Glen Collins
Senior Manager, KPMG LLP

Johnie Townsend
KPMG LLP Global Mobility Services

14:00 – 15:00 | Workshop Session 9



40401 | Future-Proofing Your Global Payroll FOS: Information Technology/1.0 CPE Credit/1.0 RCH

The future is on the Cloud. This means, SAP HCM On Prem will quickly become a thing of the past. Learn about why the Cloud does not need to be feared and why the change is needed now. And it is not just about updating old technology, it is about unlocking value add functionalities, experiences and information. This presentation will give participants a map to the Cloud solution best for you.

Speaker TBD
NGA Human Resources

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40409 | Establishing a Global Payroll Structure: Local, Regional, Global FOS: Business Law/1.0 CPE Credit/1.0 RCH

From initial meetings to final decisions, we will discuss the pros/cons of three global payroll models: local, regional, or global, considering four key factors: people, systems/processes, current state, and limitations/resources. We will share best practices for communicating change, and using technology and processes to remain compliant and efficient regardless of the model selected.

Curtis Holmes
COO, iiPay (Integrated International Payroll)

15:15 – 16:15 | Workshop Session 10



40501 | Global Payroll Models in Detail: Which Is Right for You? FOS: Business Law/1.0 CPE Credit/1.0 RCH

Expanding across borders raises important questions — like how will you pay a global workforce? Not all payroll models are created equal, and using the right one can be integral to your success overseas. This session will go deep into the details that differentiate the three models of global payroll, to address concerns over privacy, audibility, and much more so you can choose with confidence.

Paul Bartlett
CEO, CloudPay

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WORKSHOPS



40508 | U.S. Employers and Global Payroll Challenges

FOS: Business Law/1.0 CPE Credit/1.0 RCH

As companies expand globally, they are challenged to understand, incorporate, and comply with new employment rules and regulations. A recent survey showed accuracy as the top reason for outsourcing global payroll. In this session, we'll learn about some global trends impacting payroll departments, including foreign employment, working abroad, outsourcing, and global payroll compliance.

Danita Lewis

Global Account Director, iiPAY (Integrated International Payroll)



40509 | Effectively Operating Shadow Payrolls

FOS: Taxes/1.0 CPE Credit/1.0 RCH

This workshop is designed to provide an understanding of home and host country shadow payroll reporting requirements for employees working temporarily abroad on international assignments. Included in this overview of worldwide country requirements, with key locations spotlighted, will be a discussion of frequently-used terminology and identification of compensation sources and reportable income.

Irma Scott

Managing Director, Global Mobility Services, KPMG

Kathleen Soderman

Managing Director, KPMG

FRIDAY

08:00 - 09:00 | Workshop Session 11



50209 | Engaging and Paying a Global Workforce

FOS: Business Law/1.0 CPE Credit/1.0 RCH

Once your company has decided to expand into another country, the real work begins. Learn how to expand globally with confidence in our session. We will discuss how to contractually and compliantly engage individuals in other countries and stay up to date with global labor and payroll compliance. Get resources and assessment tools to assist in pre-identifying challenges and mitigating risk.

Daniel Mendieta

Head of Global Consulting Services, Blue Marble Global Payroll



50210 | Is HCM Integration for You?

FOS: Business Law/1.0 CPE Credit/1.0 RCH

Do you have global Human Capital Management System? Are you interested in integrating your HCM to payroll? Learn key requirements of HCM integrations, including data, timing, expertise, resources, and more. We'll also discuss best practices and cost benefits of integrations to move your organization forward in 2020 and beyond.

Mary Holland, CPP

Global Consultant



50211 | Navigating the Payroll Complexities Throughout Latin America

FOS: Business Law/1.0 CPE Credit/1.0 RCH

From Mexico to Argentina, Latin America is home to some of the most complex jurisdictions for payroll management. Though each country has its own unique set of challenges, there are commonalities they share as a region. In this session, we'll explore key jurisdictions and the aspects of payroll to be familiar with, as well as key themes for operating payroll in Latin America.

Kira Rubiano

Head of International Payroll Department, Auxadi

11:15 - 12:15 | Workshop Session 12



50410 | Risk and Control in Global Payroll Processes

FOS: Business Mgmt. & Organization/1.0 CPE Credit/1.0 RCH

We all strive for accurate, timely, and compliant pay. Properly mitigating risks through control activities poses an additional challenge for those managing payroll in multiple countries. This session will supply you with best practice tools and more for risk management, control management, and deploying both in a common Global Payroll Process.

Max Van Der Klis-Busink, RPP

Policy Lead, Global Payroll Strategy, Shell



50411 | Paying in the U.K.

FOS: Business Law/1.0 CPE Credit/1.0 RCH

In this session, we'll review the taxation system of the United Kingdom, covering the impact of devolution on the different tax areas and upcoming legislative changes. And no UK update would be complete without a review of Brexit and its implications for employers, employees, and those who operate their payrolls.

Jason Davenport, MCIPP

Managing Director, Calendar Consulting Ltd.

14:15 - 15:15 | Workshop Session 13



50611 | Global Strategic Alignment for HR and Payroll Professionals

FOS: Business Mgmt. & Organization/1.0 CPE Credit/1.0 RCH

As companies expand, more employees than ever before are traveling across borders. Whether traveling from one U.S. state to another or traveling from one country to another, there are challenges presented when employees cross borders. In this session, we will discuss strategies for improving collaboration within your organization, as well as results with external vendors.

Abbas Mirza

Tax Manager People Advisory Services, Ernst & Young LLP

EXPO INFORMATION

The Expo is the place to learn all about the state-of-the-art global payroll and related technologies and tools to implement best practices, operational efficiencies, and cost savings. Educate yourself on today's resources and tomorrow's trends.

Visit the GPMI Global Pavilion featuring global payroll providers servicing EMEA, APAC, and the Americas markets. This dedicated area allows global payroll professionals to have productive discussions, participate in product demos, and network with various experts on country-specific compliance issues, technology, and overall strategy.

Wednesday, 6 May

14:30–17:45

Expo and Global Payroll
Pavilion Grand Opening
and Cocktail Reception

Thursday, 7 May

09:00–11:45

16:15–18:30
Expo and Global Payroll
Pavilion Open

Special Events

09:00–10:00

GPMI Global Reception (*see below*)

Sponsored by 

16:15–18:30

Cocktail Reception

17:30–18:30

Exhibitor Prize Drawings

Friday, 8 May

09:15–11:00

Expo and Global Payroll
Pavilion Open

10:30–11:00

Exhibitor Prize Drawings

2020 Global Payroll Management Forum Exhibitors*

activpayroll, Inc.

CloudPay

GT Global Tracker

Neeyamo

Payslip

Bloomberg Tax

FMP Global

Immedis

NOVATIVE SA

Stipenda

GPMI Global Reception | Thursday, 7 May | 09:00–10:00

Meet with GPMI community members, peers, and other supporting organizations at this invitation-only reception. Network and build relationships along with hearing additional updates on future GPMI education and resources.

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Important Forum Details

Registration Information

All-Access Pass USD \$2,170

For registration questions: call GPMI at +1-844-729-4764, Monday–Friday, 08:00–18:00 CT or email your questions to support@gpminstitute.com

Register Online: www.GlobalPayrollForum.com

Registration Fees, Special Events, and Meals

Payment in U.S. Dollars must accompany your registration. (Currency Converter: www.xe.com) Registration for the full week includes access to all handouts provided by speakers and the following meals and special events:

- 13 Workshop Sessions and all keynote speakers and special guest speakers
- Expo and Global Pavilion Opening Cocktail Reception, 6 May
- Lunches, 6-8 May
- Expo and Global Pavilion Cocktail Reception/Dinner, and Party, 7 May
- GPMI Global Reception, 7 May

Please note:

- Evenings are NOT included with these packages unless your registration is for or includes Thursday, 7 May, which also includes the Dinner and Party.
- Only adults age 21 or older will be admitted to the Party on 7 May
- 5 May is reserved for hospitality parties or an evening on your own in the Orlando area

Dietary Requests and Special Services

Dietary requests made within two weeks from event start date cannot be guaranteed. By requesting a dietary meal and indicating the meal functions you will be attending, you confirm that you will be eating your dietary meal purchased by GPMI on your behalf. There is no additional charge for the dietary meal(s), unless you elect not to eat it, fail to pick up the dietary meal, or eat a regular attendee meal in its place. In any of these instances, you will be invoiced \$50.00 for each dietary meal that you ordered. Dietary requests will be limited and will not be honored onsite. If you require special services, please call GPMI at +1-844-729-4764, Monday through Friday, 08:00-18:00 CT or email support@gpminstitute.com, at least 21 days in advance of event.

Cancellations/Substitutions

Because this event is always fully booked, we cannot honor cancellations or refunds. However, you may substitute another colleague from the same street address by faxing a letter to us at +1-210-224-6038 with the following information: original registrant's name, new(substitute) registrant's name, title, company name, full street address, and phone number. A \$55 non-refundable administrative fee will be assessed for each substitution. If you are unable to attend and cannot find a substitute, notify us in writing by 5 April, 2020, and you will be issued a credit for another GPMI-/APA-sponsored meeting less a USD \$150 cancellation fee. This credit is good for one year from date of issue; **no exceptions will be made to this policy.** For all substitutions, you will be responsible for the difference in price, if applicable.

Granting Delegate Registration and Admission

GPMI and APA, or their officially designated event management, in their sole discretion, reserves the right to accept or decline an individual's registration for

this event. Further, GPMI, APA, or event management, reserves the right to prohibit entry or remove any individual, whether registered or not, whether they are delegates, exhibitors, representatives, or vendors, who in GPMI's and APA's or event management's sole opinion are not, or whose conduct is not, in keeping with the character and purpose of the event.

Ticket Purchases

Guest tickets for the Party on 7 May may be pre-purchased with a delegate's registration, or may be purchased at an onsite registration booth by 17:00 on 5 May. Guest must be 21 or older to attend. Special meal requests will not be available if purchased online.

Hotel Accommodations

Visit www.GlobalPayrollForum.com to make your Global Payroll Management Forum hotel reservations.

All housing reservations must be made through the Global Forum/APA Congress Housing Bureau. Hotel reservations must be made by 6 April 2020, to ensure availability at the group rate. Rooms and group rates may not be available after this date. After 6 April 2020, call the Housing Bureau at the numbers listed for assistance in locating accommodations.

ONLINE: www.GlobalPayrollForum.com (follow links to "Housing")

PHONE: (888) 266-7660 (toll-free in the U.S.) +1-972-349-5882

Please refer to the Housing Reservation Form for additional information on booking hotel reservations.

Dress Code/Weather

All events are business casual with the exception of Thursday's Party, which is casual. Suggested business casual attire:

Men: Docker-style pants, polo shirts, sweaters, blazers

Women: Slacks, skirts, casual shirts or blouses, sweaters, blazers

Please note that rooms at the Gaylord Palms Resort & Convention Center will be cool; you may wish to bring a sweater or jacket for your personal comfort. The average high temperature in May in Orlando is 31 °C (88 °F) and the average low is 18 °C (65 °F).

GPMI and APA

Global Payroll Management Institute (GPMI) and the American Payroll Association (APA) are partnering to present a robust menu of multinational payroll education. Together, they will offer multiple workshop sessions on strategic global payroll expansion, individual country payrolls, and taxing equity compensation.

Consent to Use Your Photograph and Contact Info

Consent to Use Your Photograph and Contact Info: By registering for this program, you are granting official conference photographers permission to photograph you and publish photos in GPMI and APA publications, social media, and marketing materials. In addition, by attending or speaking at this conference, you are granting GPMI and APA permission to make your contact information available to our sponsors who may choose to market their products and services to you via email, fax, telephone, mail, or other means.

Ground Transportation

Visit www.GlobalPayrollForum.com website for details.

Recertification Credit Hours (RCHs), Continuing Education Units (CEUs), and Continuing Professional Education (CPE) Credits.

CPPs and FPCs: After attending the Global Payroll Management Forum, you will receive an online evaluation. After completing the evaluation and showing you have met the requirement to select and attend individual workshops and general sessions that are eligible for RCHs, you will have an opportunity to print your thank you letter confirming your attendance and the award of up to 26.5 RCHs and 2.65 CEUs. Retain the "thank you for attending" letter in case you need it for a recertification audit.

CPAs seeking CPE credits must follow NASBA guidelines. You will receive notification of your CPE credits 6-8 weeks after the conference.



GPMI and the APA have registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.nasbaregistry.org. No prerequisites or advance preparation required. Delivery method: Group-live. Program level: Overview. The Global Payroll Management Institute's CPE sponsor identification number with the National Association of State Boards of Accountancy (NASBA) is 137145.

The American Payroll Association's CPE sponsor identification number with the National Association of State Boards of Accountancy (NASBA) is 103152.

CPE Complaint Resolution Policy: GPMI and the APA will make every effort to resolve complaints regarding NASBA compliance within a reasonable amount of time and in a confidential manner. A formal complaint must be submitted in writing and must set forth a statement of the facts and the specific remedy sought. Submit CPE complaints to: American Payroll Association, Attn: Certification, 660 North Main Avenue, Suite 100, San Antonio, TX, USA 78205-1217. Certification: +1-844-729-4764



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

Join us for the Virtual Congress & Expo, an educational and networking event. The 2020 Virtual Congress & Expo will come complete with educational webcasts, a full-service Expo, and plenty of engaging virtual interaction and networking opportunities with fellow professionals and industry expert service providers.

Attend two General Sessions, a Thought Leadership Session, and choose from eight exclusive 90-minute Educational Virtual Workshops led by our industry's leading subject matter experts.

Enjoy video clips from Congress, including three Industry Expert Presentations.

Live Dates
20-21 May

On Demand
22 May-21 August

**Virtual Congress is
included with your
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