

AMERICAN PAYROLL ASSOCIATION



CAPITAL SUMMIT 2022

An event worth waging:
exploring regulatory issues
with payroll impacts!

March 21-22, 2022
Omni Shoreham Hotel
Washington, D.C.

**AMERICAN
PAYROLL
ASSOCIATION**

www.americanpayroll.org/summit.html
Earn up to 14.0 RCHs, 1.40 CEUs, or 14.0 CPE credits

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AGENDA

All times are Eastern Daylight Time

Monday, March 21, 2022

7:00 a.m. – 8:00 a.m.

8:00 a.m. – 8:15 a.m.

8:15 a.m. – 9:45 a.m.

9:45 a.m. – 10:00 a.m.

10:00 a.m. – 11:00 a.m.

11:00 a.m. – 12:00 p.m.

12:00 p.m. – 1:30 p.m.

1:45 p.m. – 2:45 p.m.

2:45 p.m. – 3:45 p.m.

3:45 p.m. – 4:00 p.m.

4:00 p.m. – 5:00 p.m.

5:00 p.m. – 6:00 p.m.

Registration and Continental Breakfast

Welcome

Hybrid Home/Office Arrangements: Nexus and Employee Presence

Break

A Conversation on Wage and Hour Issues

Verification and the Right-to-Work Explained

Lunch

Consumer Financial Laws in the Payroll Space

Listen, Collaborate, and Serve: IRS Advisory Councils

Opportunities to Improve Compliance at SSA

Break

The Non-Technical Guide to Payroll Security

Cocktail Reception

Tuesday, March 22, 2022

7:00 a.m. – 8:00 a.m.

8:00 a.m. – 9:00 a.m.

9:00 a.m. – 10:00 a.m.

10:00 a.m. – 10:15 a.m.

10:15 a.m. – 11:45 a.m.

11:45 a.m. – 12:45 p.m.

12:45 p.m. – 1:45 p.m.

1:45 p.m. – 2:45 p.m.

2:45 p.m. – 3:45 p.m.

3:45 p.m. – 4:00 p.m.

Continental Breakfast

Privacy and Biometrics

Burden or Benefit: Unemployment Insurance

Break

Communication and Standardization in Child Support

Networking Lunch

Electronic Payments for Payroll

A Dialogue With IRS Leadership

Legislative and Regulatory Outlook

Closing and Door Prizes



DailyPay, Inc., powered by its industry-leading technology platform, is the recognized gold standard in on-demand pay. Through its massive data network, proprietary funding model, and connections into over 6,000 endpoints in the banking system, DailyPay works to ensure that money is always in the right place at the right time for employers, merchants, and financial institutions. DailyPay is building technology and the mindset to reimagine the way money moves, from the moment work starts. For more information, visit www.dailypay.com.



MONDAY, MARCH 21

8:15 a.m. – 9:45 a.m.

Hybrid Home/Office Arrangements: Nexus and Employee Presence

FOS: Taxes/1.5 RCHs/0.15 CEUs/1.5 CPE credits

Robert B. Davis, Esq.

*Partner
Davis & Harman LLP*

Pete Isberg

*Vice President, Government Relations
ADP, LLC
Co-chair, APA GRTF State and Local Topics Subcommittee*

We have an employee where? When did that happen? Keeping ahead of requirements for mobile and remote workers and the associated business connections to state laws regarding taxes, labor laws, benefits, reporting, recordkeeping, registration, and more, reached nightmare levels during the COVID-19 pandemic and it hasn't improved since. In this session, presenters will discuss state requirements and implications when employees are invited to work from anywhere.

10:00 a.m. – 11:00 a.m.

A Conversation on Wage and Hour Issues

FOS: Business Law/1.0 RCH/0.1 CEU/1.0 CPE credit

Becky Harshberger, CPP

*Vice President, Payroll Tax
Entertainment Partners
Co-chair, APA GRTF Federal Issues Subcommittee*

Jessica Looman, Esq.

*Principal Deputy and Acting Administrator
Wage and Hour Division
U.S. Department of Labor*

The U.S. Department of Labor's Wage and Hour Division regulates fair labor standards, federal sick leave requirements, rates of pay, overtime pay, garnishment limits, tip pay, worker classification, and more. In this leadership session, attendees will hear about current wage and hour issues at the federal level.

11:00 a.m. – 12:00 p.m.

Verification and the Right-to-Work Explained

FOS: Business Law/1.0 RCH/0.1 CEU/1.0 CPE credit

Alberto Ruisanchez, Esq.

*Chief, Immigrant and Employee Rights Section
Civil Rights Division
U.S. Department of Justice*

Michelle R. Vivian

*Engagement, Buffalo Verification Operations Center
U.S. Citizenship and Immigration Services
U.S. Department of Homeland Security*

As part of employment and new hire teams, payroll professionals need to understand immigration-related employment verification. Don't assume you are compliant with Form I-9, *Employment Eligibility Verification*, and documentation requirements, because they are inherently confusing. Learn to avoid the mistakes in the onboarding process that can lead to employment discrimination violations.

12:00 p.m. – 1:30 p.m.

Lunch: Consumer Financial Laws in the Payroll Space

FOS: Business Law/1.0 RCH/0.1 CEU/1.0 CPE credit

Amy Zirkle

*Program Manager, Payments and Deposits
Office of Consumer Credit, Payments, and Deposits Markets Consumer
Financial Protection Bureau*

Robert Wagner, Esq.

*Senior Director, Government Relations
American Payroll Association*

The Consumer Financial Protection Bureau (CFPB) regulates the offering and provision of consumer financial products and services under federal consumer financial laws, including payroll cards, earned wage access, and payment processor services. Learn about the CFPB's mission and rules as they apply to payroll management.

1:45 p.m. – 2:45 p.m.

Listen, Collaborate, and Serve: IRS Advisory Councils

FOS: Taxes/1.0 RCH/0.1 CEU/1.0 CPE credit

Martin Armstrong, MBA, DBA, CPP

*Vice President, Payroll Shared Services
Charter Communications
APA Representative to the IRS Advisory Council (IRSAC)*

Stephanie Salavejus, CPP

*Vice President and COO
PenSoft*

Payroll professionals play an important role as stakeholders in the IRS's mission. Agency advisory committees are a formal way in which APA members offer recommendations to improve federal tax processes, procedures, and communications. Learn about the advisory committees and the payroll-related issues under discussion.

2:45 p.m. – 3:45 p.m.

Opportunities to Improve Compliance at SSA

FOS: Taxes/1.0 RCH/0.1 CEU/1.0 CPE credit

Matthew Newton

*Team Lead
Office of Electronic Services and Technology
Social Security Administration*

The Social Security Administration (SSA) has modernized its online business systems to improve the filing of information returns and verify social security numbers. The SSA will describe the opportunities to improve compliance through its electronic systems and share other important news for the payroll industry.

4:00 p.m. – 5:00 p.m.

The Non-Technical Guide to Payroll Security

FOS: Business Law/1.0 RCH/0.1 CEU/1.0 CPE credit

Cary Scardina

*Special Agent, Certified Information Systems Security Professional (CISSP)
Federal Bureau of Investigation
Washington Field Office - Major Cyber Crime Squad*

Deborah Tam, CPP

*Senior Editor and Author
Thompson Reuters*

Inundated with technical information on security developed by technology specialists? In this session, we will explore security issues and measures for payroll professionals using language you can easily understand. You will not need a username and password or authentication to attend!



TUESDAY, MARCH 22

8:00 a.m. – 9:00 a.m.

Privacy and Biometrics

FOS: Business Law/1.0 RCH/0.1 CEU/1.0 CPE credit

Robin L.S. Burroughs, Esq.

*Associate
Venable LLP*

Ronald W. Taylor, Esq.

*Partner
Venable LLP*

Privacy laws can restrict employers from sharing payroll data with payroll service providers and third-party vendors, collecting information about employees and beneficiaries, and integrating biometrics into timekeeping systems, payroll management, and employee portal systems, and access to secure locations. Learn about these laws and expectations going forward.

9:00 a.m. – 10:00 a.m.

Burden or Benefit: Unemployment Insurance

FOS: Taxes/1.0 RCH/0.1 CEU/1.0 CPE credit

Douglas Holmes

*President
UWC – Strategic Services on Unemployment and
Workers' Compensation*

Mindy Mayo, CPP

*Managing Director
KPMG LLP
Team Lead, APA GRTF Unemployment Insurance Workgroup – State*

States are struggling with sustaining their unemployment insurance programs and adding requirements on employers. In this session, our presenter will talk about the status of state programs, recordkeeping, reporting, unemployment tax rates, federal administration, and the future outlook.

10:15 a.m. – 11:45 a.m.

Communication and Standardization in Child Support

FOS: Business Law/1.5 RCHs/0.15 CEUs/1.5 CPE credits

Corrinne Flores

*Director, Government Affairs – Wage Garnishments
ADP, LLC
Chair, APA GRTF Child Support Subcommittee*

Sherri Grigsby

*Manager, Employer Services Team
Office of Child Support Enforcement
U.S. Department of Health and Human Services*

Eileen M. Stack, Esq.

*Deputy Commissioner
Division of Child Support Services
New York Office of Temporary and Disability Assistance*

In this session, presenters will discuss a variety of child support issues with payroll impacts, including electronic management systems, verification of employment, lump-sum payments, withholding for independent contractors, new hire reporting, income withholding orders, and notices for medical support.

12:45 p.m. – 1:45 p.m.

Electronic Payments for Payroll

FOS: Business Law/1.0 RCH/0.1 CEU/1.0 CPE credit

Tim L. Boike

*Vice President, Industry Relations
Federal Reserve Bank of Chicago*

William Sullivan

*Senior Director and Group Manager, Government and Industry Relations
NACHA*

Nimble and fast, the ACH Network and FedNow(SM) are opening the doors to faster and flexible payroll. How do these payment networks allow for overlay services that can help the payroll industry continue to innovate to serve customers? What are the implications for payroll management? In this session, presenters will talk about these systems, payroll impacts, and their vision of the future.

1:45 p.m. – 2:45 p.m.

A Dialogue With IRS Leadership

FOS: Taxes/1.0 RCH/0.1 CEU/1.0 CPE credit

Douglas O'Donnell

*Deputy Commissioner, Services and Enforcement
Internal Revenue Service*

Jon Schausten, CPP

*Director, Payroll and HRIS
OneAmerica
Co-chair, APA GRTF Federal Issues Subcommittee*

The IRS continues to implement its revised infrastructure plan, modernize, prevent identity theft tax fraud, pursue cryptocurrency taxes, implement emergency tax relief measures, address congressional tax policy, and more. In this leadership session, attendees will hear about current tax issues at the federal level.

2:45 p.m. – 3:45 p.m.

Legislative and Regulatory Outlook

FOS: Business Law/1.0 RCH/0.1 CEU/1.0 CPE credit

Thad Inge, Esq.

*Vice President
Van Scoyoc Associations*

The past year has brought a mix of legislation and regulations with payroll impacts. Understanding the crossroads between politics and payroll will help payroll professionals get ahead in thinking about compliance.

2022 Capital Summit | Registration Form

Register online: www.americanpayroll.org/summit.html

1	Registration
Event code: 22SUMMIT	
<input type="checkbox"/> I am an APA MEMBER. ID # _____ \$800	
<input type="checkbox"/> I am a COLLEAGUE of an APA Member (at the same street address)_ \$850	
Colleague's ID #: _____	
Member's Name: _____	
Member's ID #: _____	
<input type="checkbox"/> I am not an APA Member or Colleague. ID # (if known) _____ \$950	
<input type="checkbox"/> I would like to join APA now AND register at the member rate	
Members save up to \$150 when registering for this conference!	Capital Summit Registration Fee.....\$800
	Membership Dues*.....\$275
	One-Time Enrollment Fee.....\$35
	TOTAL..... \$1,110

2	Registrant Information (please print)
Registrant's Primary Address	
Name: _____	
Title: _____	
Organization: _____	
Street Address: _____	
City: _____	
State/Province: _____ Country: _____	
Zip + 4-Digit/Postal Code: _____ + _____	
Phone: _____ Fax: _____	
<small>(Area/Country Code) (Area/Country Code)</small>	
Email: _____	
<small>(For official APA communications, registration confirmations, Payroll Currently, and PAYTECH-Digital)</small>	
Please indicate if you are: <input type="checkbox"/> CPA <input type="checkbox"/> PA (For NASBA reporting purposes)	
Special Dietary Request¹:	
<input type="checkbox"/> Vegetarian <input type="checkbox"/> Gluten-free <input type="checkbox"/> Kosher <input type="checkbox"/> Peanut Allergy	
<input type="checkbox"/> Dairy Allergy <input type="checkbox"/> Shellfish Allergy	
Needed for new member enrollment:	
Birth date: _____ / _____ / _____	

Have you ever:

Purchased something from the APA? Yes No
Had a membership with the APA? Yes No
If yes, what name was it under? _____
What was the company name? _____



Contact: certification@americanpayroll.org to request CPE credits for Capital Summit.

The American Payroll Association is 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.learningmarket.org. APA's sponsor identification number is 103152.

No prerequisites or advance preparation required.

Delivery method: Group Live. Course level: Overview. Fields of Study: See individual workshop descriptions.

CPE Complaint Resolution Policy: 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 Manager, 660 North Main Avenue, Suite 100, San Antonio, TX 78205-1217.
Certification Manager: (210) 224-6406.

3	Payment Information
Payment in U.S. dollars must accompany registration form. Currency Converter: www.xe.com	
Three Registration Options:	
<input type="checkbox"/> Online www.americanpayroll.org/summit.html <input type="checkbox"/> Fax (210) 224-6038 <input type="checkbox"/> Mail To address below	
<input type="checkbox"/> I authorize the API Fund for Payroll Education, Inc. to charge my:	
<input type="checkbox"/> American Express <input type="checkbox"/> Discover <input type="checkbox"/> Mastercard <input type="checkbox"/> Visa	
Card is: (check one) <input type="checkbox"/> Corporate <input type="checkbox"/> Personal	
Card #: _____	
Exp. Date: _____ CVV Code: _____	
Name on Credit Card: _____	
Signature of Cardholder: _____	
<input type="checkbox"/> Purchase Order #: _____ (for government agencies/universities only)	
<input type="checkbox"/> Make CHECK payable and mail to:	
Check #: _____	
API Fund for Payroll Education, Inc.	
660 North Main Avenue, Suite 100	
San Antonio, TX 78205-1217	
Email: apa@americanpayroll.org • Visit: www.americanpayroll.org	
Phone: (210) 224-6406 • M-F, 7 a.m. - 5 p.m. CT	
<input type="checkbox"/> I agree to the Event Policies found at bit.ly/APA-policies, and the Health and Safety Procedures found at bit.ly/H-S-Procedure which include providing proof of full COVID-19 vaccination for all in-person events	

***Dues are subject to change without notice and are nonrefundable.** Membership is on an individual basis; corporate memberships are not available. 100% of APA membership dues are deductible as an ordinary business expense.

Registration Fees: Fees include two continental breakfasts, three breaks, two lunches, and one cocktail reception. Registration with payment in U.S. dollars must be received at least five business days in advance of the conference to guarantee your registration. If you have not received an email confirmation one week prior to the conference, please call APA at (210) 224-6406, M-F, 7:00 a.m. - 5:00 p.m. CT, to confirm your registration.

Special Meal Requests: By requesting a special meal (excluding vegetarian and gluten-free) and indicating the meal functions you will be attending, you confirm that you will be eating your special request meal purchased by APA on your behalf. There is no additional charge for the special request meal(s), unless you elect not to eat it, fail to pick up the special request meal, or eat a regular attendee meal in its place. In any of these instances, you will be invoiced \$50.00 for each special request meal that you ordered. Dietary requests made within two weeks from event start date cannot be guaranteed. Special meals are limited to those who selected them and will not be honored on-site.

Hotel Accommodations: APA has reserved a block of guest rooms at the Omni Shoreham Hotel, 2500 Calvert Street NW, Washington, DC 20008 at the rate of \$295 single or double occupancy, exclusive of appropriate state and local taxes. The special rates are available until February 25, 2022. Room reservations and hotel arrangements at the Omni Shoreham Hotel are the responsibility of the individual. After February 25, 2022, room reservations will be accepted on a space-available basis and may be at the hotel's prevailing rate. All reservations must be guaranteed by a valid major credit card, which will need to be supplied at the time of the reservation. Any guaranteed reservation not canceled 72 hours prior to arrival will be subject to one night room and tax cancellation fee. Check in time is 3:00 p.m. Reservations can be made at: <https://www.omnihotels.com/hotels/washington-dc-shoreham/meetings/american-payroll-association-2022-capital-summit-03192022>.

Last updated: March 9, 2022

EMT: 9V

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Date: _____	Order #: _____	Batch #: _____	
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