

AMERICAN PAYROLL ASSOCIATION'S 2019  
**VIRTUAL  
CONGRESS  
& EXPO**

## **AGENDA**

*All times are Eastern Time.*

### **WEDNESDAY, MAY 22**

› 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 38th Annual Congress in Orlando, FL.

#### **Play Payroll Trivia**

Visit our Game Center and test your payroll knowledge. You could win a free registration to the 38th Annual Congress in Orlando, FL.

› 11:00 a.m. – 12:00 p.m.

#### **The Evolution of Worker Pay and Talent Management | 1.0 RCH**

A recent ADP study focuses on perceptions and attitudes about pay methods. The study suggests that employers and employees agree that offering alternative payment methods provides a competitive edge when seeking top talent. The study also touches on emerging trends in employee retention and financial wellness, the gig economy, and the evolving attitudes of next gen workers.

George Mavrantzas  
VP, Strategy and Thought Leadership  
ADP/previously Global Cash Card

Sponsored by **wisely**  
by ADP

› 12:30 p.m. – 2:00 p.m. (two options)

**Calculating Federal Income Taxes Today and In the Future** | 1.5 RCHs

You rely on your payroll system to calculate federal income taxes correctly, but can you replicate those tax calculations? For many years there have been minimal changes to Form W-4. However, due to the Tax Cuts and Jobs Act, there will be a landmark overhaul for the 2020 form. Will the major changes to the 2020 Form W-4 affect calculations? Learn how to calculate federal income taxes today and in the future.

Sally Thomson, CPP  
Director of Payroll Training  
American Payroll Association

Karen Ward, CPP  
Director of Payroll Training  
American Payroll Association

**Enabling Your Global Mobility HRIT System to Pay Dividends** | 1.5 RCHs

Your global mobility Human Resources Information Technology (HRIT) system can be more than just a tool for administration and daily transactions. This session will provide ideas on how to leverage global mobility data to provide value to the business and other stakeholders through analytics. This discussion will include practical examples and case studies on how organizations have implemented meaningful programs.

Anna Volinkaty Wheeler  
Managing Director  
KPMG LLP

› 3:00 p.m. – 4:00 p.m.

**General Session | Releasing Leadership Brilliance** | 1.0 RCH

While organizations today face many challenges, the greatest challenge is tapping into the talents of employees so they become “assets with facets.” To contribute to the success of your team, you must first know how to bring out the best in yourself. Team members who are self-motivated, productive, and engaged in their work are not only able to bring out personal brilliance, but are able to bring out the brilliance in others as well. Operating in their “Brilliant Zone,” they release brilliance in their teams and reach out to the brilliance in their organizational partners, bringing about higher levels of performance.

Simon T. Bailey, MA, CSP, CPAE  
Keynote Speaker

› 4:30 p.m. – 6:00 p.m. (two options)

**Leading the Way Through Changes in Payroll** | 1.5 RCHs

Perhaps a project you are working on is going to require that people change the way they do their work, or maybe you will have to contend with a new process, tool, or team. Change happens and it is your role as a payroll leader to prepare and move your team through changes. We will explore change management strategy, critical success factors, and how to address resistance.

De Ann Doonan, CPP  
Executive Director, Global Payroll  
Maxim Integrated

**Implementation, Integration, Now International – Oh My** | 1.5 RCHs

With the advent of global human capital management (HCM), global payroll implementations have new facets to consider prior to going live. This session will cover the dynamics of integrating an HCM solution at the same time as implementing a global payroll. Learn which items to consider to ensure all components of the HCM and payroll system are in sync to deliver an efficient and accurate payroll. Implementation best practices and methodologies will be explored and debated.

Almira Ahmetovic  
Global Service Delivery Manager  
Celergo Global Payroll

Sana Hayat  
Director, Service Delivery  
Celergo Global Payroll

## THURSDAY, MAY 23

› 10:00 a.m. – 6:00 p.m.

### **Virtual Congress & Expo Reopens**

Visit and interact in all areas of the environment throughout the day.

› 11:00 a.m. – 12:30 p.m. (two options)

### **Payroll Tax Front-end and On Boarding Process** | 1.5 RCHs

Payroll tax on-boarding can be a “make or break” process for most employers and employees. Identifying key payroll information, such as the correct assignment and set-up of taxes, can set the bar for the employee’s payroll experience. Other key requirements to ensure a successful on board are direct deposit, paycards, Forms I-9 and W-4 completion, e-Verify, and SSN verification.

Gregory Shine, CPP, SPHR, SHRM-SCP  
Business Development Manager  
Symmetry Software

### **Effectively Managing a Global Workforce; Tips and Tricks for Success** | 1.5 RCHs

Managing team members around the globe who report directly to you requires different skills than working with people in the same office. This session will focus on understanding the needs of your employees, effectively communicating and clearly defining expectations, changing regional thinking to global while providing local or regional service, and measuring the success of a global leader.

Marcia Aamodt Global Payroll Consultant	Robyn Maslouski, CPP Director, HR Technologies and Analytics Covetrus
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› 1:00 p.m. – 2:00 p.m.

### **General Session | Convergence, Disruption, and Opportunity: How Existing Industries Will Be Disrupted and New, Trillion-dollar Industries Will Emerge** | 1.0 RCH

Very few companies on today’s Fortune 500 list will be on that list by the early 2020s. This is not all bad news, because disruption creates opportunities. New industries will emerge, and companies that lead the change will have the trillion-dollar market capitalizations. With the S-curves that exponential technologies form, it very hard to pick specific winners, but you can bet on the trends. We will detail some of the technology convergences in a range of industries and show how they will affect one another.

Vivek Wadhwa  
Keynote Speaker

› 3:00 p.m. – 4:30 p.m. (two options)

**Develop Your Payroll Internal Controls and Framework** | 1.5 RCHs

Internal controls are essential to safeguard employee information and your company's assets, whether you are a one-person department or work in a large corporation. This session will present the principles of basic payroll internal controls. Key areas include managing best practices while building internal controls and developing practices that will ensure a safe and accurate payroll.

Michelle Ganzer, CPP  
Director, Payroll Shared Service  
Veolia North America

Tricia Richardson, CPP  
Account Relationship Manager  
Paytime, Inc.

**Oops! How Do I Prevent That Payroll Error From Happening Again?** | 1.5 RCHs

Payroll errors happen – even in the best payroll departments. Payroll is an extremely sensitive topic for many employees, so it is important to handle errors with respect for all involved and correct mistakes as soon as possible. You will discover how asking “5 Whys” can resolve a problem and prevent it from happening again.

Hope Williams, CPP  
Director of Payroll Training  
American Payroll Association

› 4:30 p.m. – 6:00 p.m.

**Visit All Areas of Virtual Congress & Expo**

**Recertification Credit Hours (RCHs)**

CPPs and FPCs: After meeting the viewing sessions time requirements (50 total minutes for a 60-minute session, and 80 total minutes for a 90-minute session), you will have an opportunity to print your certificate confirming your attendance and the award of 1 RCH or 1.5 RCH for each session. Keep a copy of the certificate(s) for your records as it may be needed during recertification.

NOTE: APA will not provide certificate(s) to attendees. Individually awarded RCH certificates can also be found in your Virtual Congress profile console after you participate in each session.