2019 NEW ENGLAND PAYROLL CONFERENCE

PAYROLLOPOLY

Community Chest
ADVANCE DIRECTLY TO PAYDAY!
JUNE 12-13, 2019
BRISTOL, CT
### General Session A
**Wednesday, 8:15am – 9:45am**

Nicole Orr, SHRM-SCP, CPP  
Director of Payroll & Tax Compliance  
*Pace University*

**Understanding Wage Garnishments**
Complicated, intimidating and even risky; garnishments, are a fact of life for all Payroll Departments. Processing garnishments can prove to be a difficult and complex journey, even if your organization has outsourced the task. Knowing your responsibility as an employer is the key to ensuring your organization adheres to Federal and State Law requirements. In this session we will review various types of garnishments and how to stay compliant when processing garnishment orders.

### General Session B
**Wednesday, 3:45pm – 5:15pm**

Joseph McCarthy, CPA  
IRS Stakeholder Liaison  
*Internal Revenue Service*

**IRS Tax Update**
This session will cover a review of the Tax Cuts and Jobs Act and how it can impact an employee’s withholding along with the IRS withholding calculator tool. A discussion of how payroll departments are being targeted daily by identity thieves.

### General Session C
**Thursday, 8:45am – 10:15am**

Dr. Ed Goldberg, CBCP, Manager  
Business Continuity, Disaster Recovery & Threat Assessment  
*Eversource Energy*

**Business Continuity: Preserving the Organization’s Knowledge for the Next Generation**
Long-term employees, an aging workforce, pensions, corporate culture and high-tech work means people have a lot of knowledge that could be lost as they leave. The consequences can include repeating mistakes and losing lessons learned. Couple that with new and inexperienced workers who lack access to departed mentors and an organization can easily face an overlooked existential threat. Learn the types of organizational knowledge and how each needs to be managed to ensure continuity of operations.

### General Session D
**Thursday, 2:45pm – 4:15pm**

Frank Gorrell, CPA  
*United States Government Auditor*

**Internal Controls for Payroll**
Many payroll professionals are familiar with the Sarbanes-Oxley Act of 2004 and its requirements. This session explore how strong internal controls keep a company in compliance with SOX and fraud prevention simultaneously.
## Conference Schedule

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<td>Closing/Raffles*</td>
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* You must be present to win!!

## IMPORTANT REGISTRATION INFORMATION

Registration will begin at 7:00am on Wednesday and the booth will be staffed to answer any questions throughout the conference. Please pick up your badge, personal schedule, and conference materials there. BADGES must be worn for admittance to all conference functions.

Visit our website at [www.newenglandpayrollconference.org](http://www.newenglandpayrollconference.org) for online registration.

**Attendee Early Bird Conference Fee when you register by April 14, 2019**                      $385.00

**Attendee Conference Fee when you register from April 15, 2019 to May 5, 2019**                  $425.00

**Attendee Late Conference Fee when you register from May 6, 2019 to May 25, 2019**              $475.00

**One Day Only Attendee Conference Fee, by May 25, 2019**                                         $225.00

**FOR REGISTRATIONS AFTER FRIDAY, MAY 25, 2019, PLEASE EMAIL US AT:**

Registration@newenglandpayrollconference.org

**Cancellation Policy:** There is a cancellation fee of $75 if you make your cancellation prior to May 5, 2019. There will be no refunds for cancellations made after May 5, 2019. You may, however, transfer your registration to another member of your company up to May 25, 2019. If you are cancelling or transferring your registration, please email Registration@newenglandpayrollconference.org

## New for 2019! New England Payroll Conference Game Night!

Come join us for **GAME NIGHT** - fun, food and networking! After the **Exhibitor Social**, we’ll keep the party going with some friendly board games. There will be pizza and salads provided, the cash bar will stay open and we’ll have raffle prizes. Be sure to reserve your spot when you complete your class selection form! One lucky participant will win an Amazon Echo Dot!
## Abandoned Property
Abandoned Property covers the requirements to turn over old checks to the state. It's complicated and carries severe penalties when not done. Attend this session to learn what is required of companies and their payroll departments to stay compliant.

**Frank Gorrell, CPA - U.S. Government Auditor**  
*(Session 1)*

## Global Payroll Passport - 10 Steps to Get Started in Global Payroll
Starting your journey into global payroll can be daunting. Learn the top ten steps to making that journey an easier one. Strong relationships in business are a must have.

**Robyn Maslouski, CPP – Owner, Robyn Maslouski Consulting LLC**  
*(Session 1)*

## Next Generation of Payments & Disbursements
A discussion around how technology and next generation payments can help organizations with employee recruitment, retention and engagement in a tight and ever-changing job market.

**Dallas Wilfong – Director of Sales, Rapid! PayCard**  
*(Session 1)*

## Regulatory Compliance in Corporate Restructures
This workshop goes beyond the basic tax and reporting requirements that must be met during a merger or acquisition. Designed for payroll professionals who oversee merger and acquisition activities, it focuses on being prepared for following transactions: Due Diligence, Strategic Planning and Implementation, Saving/cost effect of M&A activity, Compliance factors.

**Susan Dermody & Rori Carney - Equifax Workforce Solutions**  
*(Session 1)*

## Best Practices in the Unemployment Claims & Hearing Process
This presentation will educate the audience on developing "Best Practice" standards as it relates to their unemployment claim and hearing process. This seminar breaks down the various separation categories and illustrates effective methods which produce the most favorable outcomes when dealing with the unemployment claim process.

**Susan Dermody & Rori Carney - Equifax Workforce Solutions**  
*(Session 2)*

## The Evolution of Payroll
Highlights of ways Payroll is moving quickly into automation, mobility and standardization. What will the payroll process look like in the future and how can we be ready? In this session we will explore the future of: Upcoming trends for payroll, Globalization's effect on payroll, Future of payment options such as bit-currency, Robotics and tomorrow's vision of payroll, Preparing for Proposed IRS and Tax Reform and Preparing for Proposed Multi State Taxation Reform.

**Hilary Morgan – Regional Sales Manager, PayTech**  
*(Session 2)*

## Leadership & Generational Differences
What is an effective leader? In this session you will learn the different traits and styles of effective leadership and when each is appropriate. We will also look at how the different styles and traits need to be modified in order to be effective with the various generations in the workplace today.

**Michael Schoelles, CPP - Payroll Director, Bright Horizons**  
*(Session 2)*
## Session Descriptions

**The Coaching Game**
Have you ever managed an employee with great potential that seemed to lack drive or focus? Perhaps you have lost an outstanding employee to “burnout”? Or maybe you have a co-worker that just doesn’t seem to be on the same page with everyone else. In this session participants will learn coaching strategies and techniques to inspire, motivate and empower team members and co-workers.

*Nicole Orr, SHRM-SCP, CPP - Director of Payroll and Tax Compliance, PACE University*  
(Session 3)

**Community Chest of Payroll Accounting**
This presentation will cover basic concepts of accrual accounting and the matching principle as it relates to payroll functions. We will go through examples of payroll transactions covering how they are recorded, expensed in the Accounting System, and documented on the Balance Sheet and Income Statement.

*Puja Mikkilineni - Accounting Supervisor, Enterprise Holdings Inc.*  
(Session 3)

**Customer Service That Passes Go!**
Advance directly to this customer service presentation that will provide the basics and other workable strategies when assisting internal and external customers. Customer service will be discussed in detail along with the sharing of experiences to enhance skills. Some best practices and techniques will be presented to help avoid or, if necessary, handle negative situations. Don’t leave customer service to chance!

*Gwendolyn Carty, CPP - Senior Payroll Coordinator, Enterprise Holdings Inc.*  
(Session 3)

**Payroll Implications of Visa Types**
This session will provide an outline of the impact that visa status can have on payroll reporting requirements and how visas, residency and payroll are all interlinked.

*Christopher Hall - Managing Director, Global Tax Network*  
(Session 3)

**Metrics**
As a leader, how do you measure the performance of your team and identify what you do well, areas that need improvement, or possibly individual development? Metrics can be used to measure performance, identify inefficiencies, define baselines, provide a basis for benchmarking and produce meaningful reporting. We’ll discuss how to get started with metrics that tell your Payroll journey.

*Michael Schoelles, CPP - Payroll Director, Bright Horizons*  
(Session 4)

**Payroll & HR as Partners**
Strong relationships in business are a must have. When Payroll and HR have a strong relationship, there is a huge benefit to the company. Learn what relationships should be formed and how they should operate to be a success!

*Robyn Maslouski, CPP – Owner, Robyn Maslouski Consulting LLC*  
(Session 4)

**State to State Business Travelers & Payroll Reporting**
During this session we will look at the multi-state reporting requirements created by mobile business travelers and remote workers. We will examine the current climate with regard to audit activity and then address best practices in terms of policy and processes in order to manage the risk and be “audit ready”.

*Christopher Hall - Managing Director, Global Tax Network*  
(Session 4)
HOTEL & CONFERENCE INFORMATION

RESERVATIONS - Please make reservations by calling the hotel at (860) 589-7766. Identify yourself as part of the New England Payroll Conference to receive the Special Conference Rate of $149.00 per night plus 15% tax. A one-night deposit is required by the hotel at time of reservation. Plan to make your reservations for the special rate by Friday, May 10, 2019.

ATTENDEE/GUEST POLICY - While we encourage you to bring your spouse or family to enjoy the lovely Bristol, CT area, please remember that all conference sessions, breaks, and meals are limited to attendees only.

COCKTAIL SOCIAL - Our Exhibitors will only be with us for one day on Wednesday, June 12, 2019. Plan on attending the Wednesday evening Exhibitor Social which will feature light, cold hors d’oeuvres, a cash bar, and will give you time to network with the Exhibitors and other payroll professionals while playing fun games! Remember to bring your Business Cards to enter Exhibitor raffles.

CONFERENCE DRESS CODE - Our dress code is business casual attire. Please remember to dress in layers as some rooms may be colder/warmer than others. We do not have the ability to control the temperature in the conference rooms.

RAFFLES - Donations from your employer to the raffle are greatly appreciated. Past donations have included logo items such as shirts, caps, and mugs as well as golf equipment, gift certificates and much more. These items will be drawn throughout the conference. Also, on Thursday, the drawing will be held for a free registration to the 2020 conference for one lucky winner.

You must be present to win any prizes.

SPECIAL DIETARY REQUESTS - If you require any special dietary needs, please email Rosemarie Fraumeni at rfraumeni@comcast.net or Donna Turban at dturban@steelpartners.com

IMPORTANT INFORMATION FOR ALL ATTENDEES:

We are ELECTRONIC! All presentations will be available on our website for you to download prior to the Conference. You will get an email 2 weeks prior to the conference date with the link and password, provided we have received your registration fee.

APA RECERTIFICATION CREDIT HOURS
We will post the approved RCH total on our website soon!

CREDIT CARD PAYMENTS ACCEPTED!
We now accept all major credit cards for your registration! Visit our website to complete your registration and payment online: http://www.newenglandpayrollconference.org

APA CONGRESS
Go to APACongress.org for more details about the biggest payroll event of the year!

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Global reach
Local knowledge

We are fortunate to have many exhibitors participating in the Annual New England Payroll Conference. Without their support, we would be unable to provide you with the opportunity for education and networking. The exhibitors will be networking, answering questions, providing information and demonstrating their products and services on Wednesday. We encourage all attendees to visit with and explore the wide variety of information that the exhibitors, who are experts in their fields, have to offer.

Opportunities to speak with our exhibitors will be available during the following times:

9:45am to 10:45am (Morning Break)
12:30pm to 1:30pm (Lunch Break)
3:00pm to 3:45pm (Afternoon Break)
5:15pm to 6:30pm (Exhibitor Social)
IN APPRECIATION

The 27th Annual New England Payroll Conference committee would like to acknowledge the following companies for their generosity and support of this year’s conference.
New England Payroll Conference Contacts

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Secretary
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Sally Austin
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Registrations, Evaluations
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HOTEL WEBSITE

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42 Century Drive, Bristol, CT 06010 (860) 589-7766
For complete directions please go to the hotel website at:
http://doubltreebristol.com/directions