

# 2008 Best Practices Conference

## General Session Speakers

### Opening General Session

10101 Wednesday, August 13, 8:30 a.m.

#### **“Change Management Made Simple”**

Field of Study: Communications/1.5 CPE credits/Overview

Ed Tate

Future success for any organization hinges on its ability to change rapidly and effectively, but barriers can include internal conflict, getting buy-in, or following a clear change process. So, it comes as little surprise that organizational performance has a growing dependence on successful change management. Our approaches are designed to make the attitudes and behaviors of people accelerators of change.

### Panel Discussion

20101 Thursday, August 14, 8:30 a.m.

#### **“Metrics – What Are They? And How to Provide the Data Our Management Needs”**

Field of Study: Management Advisory Services/1.5 CPE credits/Overview

Dennis G. Danilewicz, CPP  
Director of Payroll  
NYU Medical Center

Brent R. Gow, CPP  
Director of Payroll Services/Advisory  
Starbucks Coffee Company

Linda M. Obertin, CPP  
Vice President, Process Ownership  
Fidelity Human Resources Services

Felicia Cheek  
Payroll Advisory Program Manager  
The Hackett Group

In our “I need that information *yesterday*” world, developing metrics and understanding trends is critical to the successful operation of a payroll organization. In this session, we will introduce you to what is available and what information our management expects. This panel will provide an introduction to the “Metrics – How to Begin” and “Dashboards and Scorecards” workshops presented later in the conference.

### Luncheon

20301 Thursday, August 14, 12:00 Noon

#### **“Laugh & Get Rich: Humorize to Humanize Your Organization”**

Field of Study: Communications/1.0 CPE credit/Overview

Darren LaCroix

How can you have fun and do more business? Darren LaCroix will show you how! Laugh & Get Rich is a masterful blueprint compiled from four years of interviews with CEOs who use humor as part of their business plan. He details how the effective use of humor in the workplace can increase employee motivation, build stronger client relationships, and improve sales presentation skills – all factors that will increase your profitability.

Learn:

- How to build stronger client and employee relationships
- How to take situations that frustrate your customers and turn them into fun
- Ways to differentiate yourself from the competition in any industry
- Fun ways to relieve employee stress

### Closing General Session

30201 Friday, August 15, 10:15 a.m.

#### **“Your Money, Your World, Your Future...”**

Field of Study: Economics/2.0 CPE credits/Overview

Jeff Thredgold, CSP

Optimism about the U.S. economy is in short supply. Jeff provides optimism about the future of the American economy and illuminates opportunities that are available to people today, both young and old. Jeff’s presentation draws on his *On the One Hand...The Economist’s Joke Book* and his weekly economic and financial newsletter, the *Tea Leaf*, which Jeff has been writing for 33 years.

## Conference Workshops

### Payroll Department Management

#### Six Sigma for Payroll

10201 Wednesday, August 13, 10:15 a.m. – 11:45 a.m., Session 1

Field of Study: Business Management & Organization/1.5 CPE credits/Overview

Brian Owens  
Sr. Manager, Continuous Improvement  
Wal-Mart Stores, Inc.

Cheryl D. Bell  
Sr. Payroll Manager  
Coldwater Creek, Inc.

- What is Six Sigma?
- Gathering and graphing data and defining cost of poor quality
- Use basic statistics to support problem solutions, process improvements, or presentations to upper management
- How to use tools such as the DMAIC, Fishbone, and FMEA

Six Sigma can be used by everyone in the payroll arena from front-line processors to directors and vice presidents. This workshop will give a high level overview of Six Sigma and how it can be used to improve employee satisfaction, productivity, and profitability. It will also provide you with the basic tools to successfully teach your staff to implement the techniques.

#### Payroll Control Toolkit – Are You Properly Equipped?

10401 Wednesday, August 13, 1:45 p.m. – 3:15 p.m., Session 2

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

John V. Raguz, CPP  
Payroll Manager  
Progressive

Marcela G. McCarthy, CPP  
Director, Payroll Services  
McKesson Corp.

Kenneth M. Conway  
Director, Global Payroll Operations  
Convergys Employee Care

Jennifer W. Fiocchi, CPP  
Payroll Consultant

- How to assess the current control environment
- Review controls every payroll department should have in place
- How to extend influence over upstream departments to strengthen controls
- Learn why internal controls don’t always work and what should be done if something goes wrong

This workshop provides useful guidance and insight into creating and reviewing a payroll control environment. Learn the difference between preventative controls, detective controls, mitigating controls, and control activities. Walk away with the knowledge of how to assess your current control environment and a strategic plan on how to strengthen that environment.

#### Reinventing the Payroll Profession

10501 Wednesday, August 13, 3:45 p.m. – 5:15 p.m., Session 3

Field of Study: Personal Development/1.5 CPE credits/Overview

Susan Darring, CPP  
Director of Implementation  
ACS

Dennis G. Danilewicz, CPP  
Director of Payroll  
NYU Medical Center

What skills do payroll professionals need to be successful today? How have they changed over the years and what can we expect in the future? Join two APA veterans for an interactive session as they discuss payroll — past, present, and future — and what you can do to stay ahead of the curve.

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## Internal Controls and SOX 404: Year Five

**10502 Wednesday, August 13, 3:45 p.m. – 5:15 p.m., Session 3**

Field of Study: Social Environment of Business/1.5 CPE credits/Advanced

Christine H. Doxey, CAPP, CCSA  
Vice President, Global Account Management  
APEX Analytix

- Why are CFOs still going to jail?
- What does Auditing Standard Number 5 mean?
- Renewed ownership of internal controls
- Controls self assessment

This session will explain how the auditing requirements have changed with the implementation of Auditing Standard Number 5. We'll look at the "five-year journey" of SOX 404, the pros and cons, and fraud controls, and we will examine key internal controls for the procure-to-pay process.

## Managing Millennials

**20201 Thursday, August 14, 10:15 a.m. – 11:45 a.m., Session 4**

Field of Study: Communications/1.5 CPE credits/Basic

Irene Chapman, CPP  
Consultant/Instructor

Linda M. Obertin, CPP  
Vice President, Process Ownership  
Fidelity Human Resources Services

- Understanding team members and their generational attributes
- Establishing individual and team expectations
- Lifecycle of a team
- Building positive relationships within your team

As your senior leadership continues to establish higher and more aggressive goals, your team dynamics are changing as yet another generation, the "Millennials," enter the workforce. As a manager, it is important to understand the motivations and needs of your team to achieve high quality production retention targets.

## Metrics – How to Begin and Tell Your Story

**20401 Thursday, August 14, 2:00 p.m. – 3:30 p.m., Session 5**

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

Dennis G. Danilewicz, CPP  
Director of Payroll  
NYU Medical Center

As a payroll leader, how do you measure the performance of your team and identify areas for improvement or individual development? Metrics can be used to measure performance, identify inefficiencies, define baselines, provide a basis for benchmarking, and provide meaningful reporting. We'll discuss how to get started and some meaningful metrics that tell your payroll story.

## Managing Termination Pay

**20501 Thursday, August 14, 4:00 p.m. – 5:30 p.m., Session 6**

Field of Study: Business Law/1.5 CPE credits/Advanced

Jennifer W. Fiocchi, CPP  
Payroll Consultant

- Best practices for managing large layoffs
- Reconciling severance payments to the general ledger
- Payroll treatment of voluntary versus involuntary terminations
- Review taxability of payments made at termination and beyond

Have you ever found yourself scrambling to make a termination payment to one person in California? Or to thousands country wide due to a company reorganization? This session provides a strategic plan on how to manage large layoffs and single terminations.

## Managing Vendors

**20502 Thursday, August 14, 4:00 p.m. – 5:30 p.m., Session 6**

Field of Study: Business Management & Organization/1.5 CPE credits/Intermediate

Jenny M. Provenzano, CPP  
Senior Director of Education Services  
American Payroll Association

Brent R. Gow, CPP  
Director of Payroll Services/Advisory  
Starbucks Coffee Company

- Pre-implementation planning
- Service level agreements
- Relationship and support management

Understand the life cycle of managing vendor relationships from both the vendor's and user's perspective. This workshop covers pre-implementation planning, components of a service level agreement, relationship management, the 80/20 rule, and support management beyond "go live."

## Dashboards and Scorecards

**30101 Friday, August 15, 8:30 a.m. – 10:00 a.m., Session 7**

Field of Study: Business Management & Organization/1.5 CPE credits/Overview

Linda M. Obertin, CPP  
Vice President, Process Ownership  
Fidelity Human Resources Services

Brent R. Gow, CPP  
Director, Payroll Services and Advisory  
Starbucks Coffee Company

- Overview of key metrics
- Organizing relevant data
- Getting started: design and organize your dashboard and scorecard

Metrics exist in every organization but need to be organized effectively and utilized as performance "indicators" and "measurements" through dashboards and scorecards. Dashboards provide an indicator of "how your payroll department is performing today," while scorecards reflectively report "how well your payroll department performed last period." This workshop will provide an overview of using dashboards and scorecards to create the ultimate payroll department success story.

## Process Improvements

### Results of the 2007 Payroll Best Practices Benchmarking Study

**10202 Wednesday, August 13, 10:15 a.m. – 11:45 a.m., Session 1**

Field of Study: Business Management & Organization/1.5 CPE credits/Intermediate

Bill Parker  
Vice President of Shared Services  
Sprint Nextel Communications

Felicia Cheek  
Payroll Advisory Program Manager  
The Hackett Group

James Medlock, CPP  
Director of Education and Training  
American Payroll Association

- Cost per payment
- Payees per payroll full-time equivalent employee
- Error rates
- Off-cycle check processing

Learn the results and trends revealed by the 2007 Payroll Best Practices Benchmarking Study. The Strategic Payroll Leadership Task Force and leading companies from the 2007 study will present the study's findings. Hear from the best about what they are doing to reduce costs and make their payroll operations more efficient.

## Getting Started With HR/Payroll Best Practices

**10402 Wednesday, August 13, 1:45 p.m. – 3:15 p.m., Session 2**

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

Ian J. Mise  
President & CEO  
LeadingEdge Payroll Group, Inc.

Bill Parker  
Vice President of Shared Services  
Sprint Nextel Communications

- Best practices and correlation to benchmarking
- What other organizations are doing in key areas
- Why best practices — why do it? What's at stake?

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Best practices map out the optimum ways for organizations to achieve top performance. More leading organizations are turning to best practices that will help them maximize the quality, efficiency, and effectiveness of payroll and HR administrative services. This session will teach you valuable concepts, provide a foundation, and show you the first steps to implementing best practices.

## How to Approach an Outsourcing Engagement

**10503 Wednesday, August 13, 3:45 p.m. – 5:15 p.m., Session 3**

Field of Study: Business Management & Organization/1.5 CPE credits/Overview

Daniel Powers Senior Solution Architect Fidelity Human Resources Services	Brent R. Gow, CPP Director of Payroll Services/Advisory Starbucks Coffee Company
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- Determine if your organization is ready to outsource
- Align current policies with the vendor's best practices
- Understand the impact of "transforming or transferring" current processes

In this session, we'll examine the concerns and hurdles you're likely to face as you evaluate outsourcing alternatives. Learn how to prepare a consistent cost comparison, assess your organization's expectations of an outsourcing provider, and weigh the process from the client and provider perspectives.

## Accounts Payable Benchmarking

**20202 Thursday, August 14, 10:15 a.m. – 11:45 a.m., Session 4**

Field of Study: Management Advisory Services/1.5 CPE credits/Intermediate

Christine H. Doxey, CAPP, CCSA  
Vice President, Global Account Management  
APEX Analytix

- Process challenges for accounts payable
- Key performance indicators for accounts payable best practices
- Building an accounts payable scorecard

Learn what other accounts payable departments are doing in the areas of infrastructure and metrics, risk management, internal controls, cash management, and processing automation.

## Developing a Business Case for Best Practices and Process Improvements

**20203 Thursday, August 14, 10:15 a.m. – 11:45 a.m., Session 4**

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

Brent R. Gow, CPP Director of Payroll Services/Advisory Starbucks Coffee Company	Ian Mise President & CEO LeadingEdge Payroll Group, Inc.
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- How to create a business plan and secure support for change
- How to engage key stakeholders and gain commitment at the executive level

Justifying best practice process improvements to management will demonstrate benefits, ROI, and cost avoidance in payroll-related areas. This workshop will include real-life examples of how to secure support and engage stakeholders to achieve improved service quality and gain maximum efficiencies.

## Internal Controls for Accounts Payable

**20402 Thursday, August 14, 2:00 p.m. – 3:30 p.m., Session 5**

Field of Study: Social Environment of Business/1.5 CPE credits/Basic

Christine H. Doxey, CAPP, CCSA  
Vice President, Global Account Management  
APEX Analytix

- Key controls and cycles
- Testing, documentation, and continuous monitoring
- Building an accounts payable controls self-assessment process

Learn how to build an internal controls program for accounts payable and how to focus on the mitigation of risk through the implementation of key controls. We'll focus on controls self-assessments and continuous monitoring.

## Dealing With the 27th/53rd Pay Period Phenomenon?

**20403 Thursday, August 14, 2:00 p.m. – 3:30 p.m., Session 5**

Field of Study: Taxes/1.5 CPE credits/Intermediate

John V. Raguz, CPP Payroll Manager Progressive	Jeff M. Stayner, CPP Financial Accounting Analyst The Principal Financial Group	Adam Golden Principal Major Oak Consulting
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- Learn how to prepare for an approaching year with an extra pay period
- Hear about possible strategies for avoiding the extra pay period
- Learn how other organizations have handled the extra pay period

Few payroll issues challenge employers, employees, and payroll professionals like a 53rd or 27th pay period. This workshop will help you better understand the extra pay period phenomenon and when and how it will impact your organization.

## Managing Unemployment Insurance Costs

**20404 Thursday, August 14, 2:00 p.m. – 3:30 p.m., Session 5**

Field of Study: Taxes/1.5 CPE credits/Basic

Jared S. Vale  
Director, Strategic Compliance  
Barnett Associates

- Unemployment claims and tax management – best practices
- Compliance, compliance, compliance
- Recent changes and future expectations

Learn how to control the costs of unemployment insurance while keeping your payroll operations and company in compliance. See where the industry stands today and where it's headed.

## Implementing Payroll Best Practices

**30102 Friday, August 15, 8:30 a.m. – 10:00 a.m., Session 7**

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

Ian J. Mise President & CEO LeadingEdge Payroll Group, Inc.	Irene Chapman, CPP Consultant
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- Identifying barriers and risks
- Securing support for your best practice initiative
- Common problems to avoid

It's not uncommon for individuals and organizations to embrace the concept of best practices, but be unsure of where to start. At the same time, many practitioners find the implementation efforts to be daunting and time-consuming. This session will introduce key implementation considerations and how to start the project.

## What is Human Resources Outsourcing's (HRO) and Business Process Outsourcing's (BPO) Impact on Payroll?

**30103 Friday, August 15, 8:30 a.m. – 10:00 a.m., Session 7**

Field of Study: Management Advisory Services/1.5 CPE credits/Basic

Fred A. Basehore, Jr., CPP Director, HRS Payroll Offering Management Fidelity Human Resources Services	Anne E. Clifford Vice President, Payroll and HR Services Fidelity Human Resources Services
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- Differences between traditional service providers and HRO/BPO
- When is your company a good candidate?
- What it means to you and your payroll team

HRO/BPO is becoming the wave of not only the future but of the NOW! This session will teach and enlighten you on the differences and the similarities between traditional payroll outsourcing and outsourcing to an HRO/BPO. Learn how HRO/BPO can assist your company by leveraging the skills, acumen, technology, and best practices of their provider.

# 2008 Best Practices Conference

## Emerging Trends and Technology

### Automating Time and Attendance – Case Study

**10203 Wednesday, August 13, 10:15 a.m. – 11:45 a.m., Session 1**

Field of Study: Computer Science/1.5 CPE credits/Basic

Mary B. Sharp, CPP  
Payroll Manager  
Main Line Health

Raeann B. Hofkin, CPP  
Payroll and Accounts Payable Manager  
Telerx

While many organizations automate their time and attendance processes, some may not achieve the improvements and benefits they expect. In this session, learn how increasing efficiency and process effectiveness can transform your department into a workforce aligned with corporate goals and bottom line results. You will take away ideas and techniques to simplify time and attendance and optimize your resources.

### Web 2.0 – The Future of the Web

**10403 Wednesday, August 13, 1:45 p.m. – 3:15 p.m., Session 2**

Field of Study: Computer Science/1.5 CPE credits/Basic

Jon Bohnert  
Executive Vice President  
Symmetry Software

- Emerging online technology trends
- Web 2.0 terminology and buzzwords
- Payroll and the evolving Internet

This interactive workshop focuses on new technology that is changing the online world. Trends and technologies such as SaaS, social networking, RSS, AJAX, blogs, and wiki's will all be explained and discussed. This evolutionary phase is loosely labeled "Web 2.0." Learn how Web 2.0 will impact payroll in the future.

### Providing Employees With Online W-2's

**10504 Wednesday, August 13, 3:45 p.m. – 5:15 p.m., Session 3**

Field of Study: Computer Science/1.5 CPE credits/Basic

Craig Garritano  
Vice President of Software Operations  
JAT Software

- What does the IRS require?
- How can you make e-Forms W-2 work for your company?
- Employee consent and retrieval
- Employer Internet W-2c creation and delivery

IRS regulations regarding electronic W-2 and W-2c distribution are among the most groundbreaking changes in the payroll industry in many years. Learn how it can redefine your year-end processing. Hear how companies are reaping the benefits from an online W-2 and W-2c process and view a live demonstration of the technology.

### Emerging Payroll Technologies

**20204 Thursday, August 14, 10:15 a.m. – 11:45 a.m., Session 4**

Field of Study: Computer Science/1.5 CPE credits/Basic

Roger A. Smith, CPP  
Payroll Management Consultant  
PayrollProf.com

Samuel Kerch, CPA, CPP  
Consultant Controller  
Symmetry Software

- A brief look at yesterday's technologies
- Today's technology
- Emerging trends in payroll technologies

As payroll professionals in a technology-rich work environment, we need to understand key concepts, terms, and how they apply to business in order to benefit from that technology. This workshop reviews the advances in the technology of today, discusses how the technology is being applied in the payroll/HR arena, and examines how to benefit from it.

## Global Issues

### Global Data Privacy

**10404 Wednesday, August 13, 1:45 p.m. – 3:15 p.m., Session 2**

Field of Study: Business Management & Organization/1.5 CPE credits/Intermediate

Anne Clifford  
Vice President, Payroll and HR Services  
Fidelity Human Resources Services

Carla G. Gracen, CPP, CIPP  
Sr. Product Manager  
Ceridian

- Obtain tools to develop and implement an effective privacy strategy for global payroll operations
- Understand the legal, financial, and reputation risks associated with data protection
- Review the core privacy laws and principles

Managing payroll in a global context requires an understanding of the benefits and risks. Key privacy challenges for global payroll operations are the new and changing data protection laws that often impose inconsistent standards. A plan to stay current on requirements and a process to implement changes will ensure employee personal information is managed appropriately.

### Global Payroll Requirements and Compliance

**10505 Wednesday, August 13, 3:45 p.m. – 5:15 p.m., Session 3**

Field of Study: Business Law/1.5 CPE credits/Update

Ray Pascuzzi  
Partner, Southwest U.S. Region/International  
Executive Services  
KPMG, LLP

Rachel Paul  
Senior Manager, Denver International  
Executive Services  
KPMG, LLP

- Compliance: U.S. reporting and withholding requirements
- Compliance: payroll requirements in non-U.S. locations
- Creative options for reducing income and social security taxes
- Corporate tax implications

In this session, you will learn the complications multinational companies face when they operate abroad and ways to avoid pitfalls associated with cross border transfers. Learn to handle personal taxation, proper payroll structure, and HR and employee benefits issues that arise when employees work outside their home country.

### New ACH Regulatory Requirements: Are You Ready?

**20205 Thursday, August 14, 10:15 a.m. – 11:45 a.m., Session 4**

Field of Study: Business Law/1.5 CPE credits/Update

Priscilla Holland  
Senior Director, International Programs  
NACHA - The Electronic Payments Association

The new requirements for identification and handling of International ACH Transactions (IAT) becomes effective for ACH payments on March 20, 2009. This session will review the new regulatory requirements and their impacts on financial institutions, corporate originators, and payroll. With these changes, your PPD today for payroll and pension payments could be an IAT tomorrow.

### Results of the 2008 Global Survey

**20405 Thursday, August 14, 2:00 p.m. – 3:30 p.m., Session 5**

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

Donna Petty  
Global Payroll Manager  
Celanese Corp.

- How are global companies paying their employees?
- What solutions are they using for software?
- Are other global companies centralizing?

The 2008 Global Survey results will show you how companies are dealing with

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the challenges of paying international employees. Find out what systems they are using, whether or not they have centralized operations, and what their major challenges are. You'll receive valuable information to answer your global questions while providing feedback on future survey questions.

## Global Banking: Expatriate Payroll Delivery Challenges

**20503 Thursday, August 14, 4:00 p.m. – 5:30 p.m., Session 6**

Field of Study: Finance/1.5 CPE credits/Intermediate

Dan Bostwick  
Vice President, Corporate Sales Manager  
HSBC

Bob Wallace  
Vice President, Corporate Sales  
HSBC

- Challenges faced by international assignees accessing their pay in foreign locations
- Implications of the USA PATRIOT Act on both the company and the assignee
- Leveraging your domestic direct deposit system to deliver expat compensation world-wide

This workshop will discuss and review the challenges of delivering an expatriate payroll and will differentiate the issues for both U.S. inbound and U.S. outbound assignees. Other topics include the value of U.S. money overseas, managing foreign exchange, and COLA issues.

## Case Studies in International Payroll

**30104 Friday, August 15, 8:30 a.m. – 10:00 a.m., Session 7**

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

Janet Roome, CPP  
Senior Project Manager  
Celergo, LLC

Jose Maria  
Director of Implementation Services  
Celergo, LLC

- Requirements
- Challenges
- Best Practices

Managing an international payroll is challenging, especially when a company is acquired, sold, or when the management of its international payroll is outsourced. In this session, learn how to manage international payroll for divestitures, acquisitions, and transitions to ensure smooth processes.

## Compliance Issues

### Update on State Legislative and Regulatory Actions

**10204 Wednesday, August 13, 10:15 a.m. – 11:45 a.m., Session 1**

Field of Study: Business Law/1.5 CPE credits/Update

Laura Lough, Esq.  
Sr. Mgr., State Payroll Info. Resources  
American Payroll Association

Scott Mezistrano, CPP  
Sr. Mgr., Govt. Relations  
American Payroll Association

Bill Dunn, CPP  
Mgr., Govt. Relations  
American Payroll Association

- State-level immigration reform
- Requirements to provide health care and paid family/sick leave
- Federal legislation to limit state taxation of nonresidents
- Child support withholding from lump sum payments

If something's not regulated on the federal level (or even if it is), it's probably regulated on the state level. Learn about the latest requirements and growing trends in the above areas as well as paycards, domestic partner benefits, and the effect of the federal minimum wage increase on state minimum wage rates.

## Developments in Electronic Income Withholding Orders

**10205 Wednesday, August 13, 10:15 a.m. – 11:45 a.m., Session 1**

Field of Study: Business Law/1.5 CPE credits/Update

Bill Stuart  
Principal Software Developer  
Lockheed Martin ITS

- The latest on the e-IWO Project
- Revision of the Income Withholding for Support

National implementation of the electronic Income Withholding Project (e-IWO) has begun via a centralized, electronic portal. This portal provides states and employers with an easy way to transmit and receive income withholding orders and information. Learn about this exciting project and get a preview of how the e-IWO project "works." Come and hear how the changes to the paper standardized Income Withholding for Support (IWO) impact employers and the potential benefit for the children of America.

## Identity Theft

**20504 Thursday, August 14, 4:00 p.m. – 5:30 p.m., Session 6**

Field of Study: Business Management & Organization/1.5 CPE credits/Basic

Bill Dunn, CPP  
Manager, Government Relations  
American Payroll Association

- Personally identifiable information is breached every day
- 10 million people fall victim to ID theft each year
- ID theft costs the U.S. economy billions of dollars each year

Learn how to protect your data and that of your employees from ID theft. This session will explore some of the common methods used to steal personal information and how that data is used. It will also provide practical deterrents for individuals and best practices for companies that may be used to lessen the risk of a data breach.

## Payroll Cards –

### The Move to Standard State Legislative Requirements

**30105 Friday, August 15, 8:30 a.m. – 10:00 a.m., Session 7**

Field of Study: Business Law/1.5 CPE credits/Update

Mark Smith  
VP Client Services  
Money Network

Learn what regulations cover paycards and which states currently have specific legislation, regulations, or positions on paycards. Hear what states are currently considering legislation, how the APA influences proposed legislation, and see if standard regulation is possible. Discover how paycard programs can meet compliance standards.

## Roundtable Discussion Groups

### Outsourcing Strategies

**10405 Wednesday, August 13, 1:45 p.m. – 3:15 p.m., Session 2**

Field of Study: Business Management & Organization/1.5 CPE credits/Overview

Learn how to identify what processes are prime candidates for outsourcing. Garnishments, taxes, check printing, or using an HRO/BPO are just a few of the topics that will be discussed.

## Global Issues

**20505 Thursday, August 14, 4:00 p.m. – 5:30 p.m., Session 6**

Field of Study: Business Management & Organization/1.5 CPE credits/Overview

Various products and services are available to transform your organization into a world-class global provider of payroll services, while streamlining your processes and reducing your operational expenses. This interactive discussion will provide the latest information on technology and services that could be right for your operation.