



Welcome to PAYTECHonline for February 2010

TOP STORY



Improve Your Company's Shared Services Return on Investment

Learn how to improve your organization's return on investment in a shared services environment. This centralized, customer-focused transaction processing center delivers human resources and payroll services. The February edition of *PAYTECH* devoted its cover story to the many cost-saving benefits of Shared Services. See how you can take advantage of Shared Services for your company.

PAYROLL EVENTS

170+ Workshops, World's Largest Payroll Expo, and More at Congress



Take your career to the next level with more than 170 educational workshops, the world's largest payroll/accounts payable/finance expo, and plenty of networking opportunities at the 28th Annual Congress. Learn how to book your ticket to Congress, and save \$100 by doing so today.

GOVERNMENT CORNER

Social Security Payroll Tax Break for Employers

Senators Charles Schumer and Orrin Hatch recently penned an article for The New York Times laying out their proposal for a social security tax break to employers who add previously unemployed people to their payroll. This proposal, and much more, will be discussed at the upcoming Capital Summit, March 11-12 in Washington D.C., including the Obama administration's impact on payroll.

WEBSITE NEWS

Gain Crucial Career Advice With Free Job Board Newsletter

Those looking for career advice or new job opportunities need look no further than APA and Jobing.com's free Job Board Newsletter. Learn how to access this free resource online, as well as the numerous features it provides to those in the job market.

CHAPTER NETWORK

Gain Crucial Career Advice With Free Job Board Newsletter

View a free webinar on membership development through the APA website. APA's Chapter Relations department originally hosted this chapter leadership training webinar in December, and now it's available online.



GOVERNMENT CORNER

Throw Out Those Old W-2s

For those of you who electronically reproduced a Form W-2 you weren't able to deliver, there's good news; you do NOT need to keep the original. Learn more about the rules and regulations governing this news, as well as how you can go about disposing of Forms W-2.

PAYROLL RESOURCES

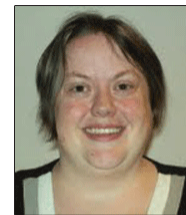
Get the Latest on Federal, State Wage & Hour Compliance

Learn how to comply with federal and state laws governing minimum wages, overtime, child labor restrictions, and much more with APA's Guide to Federal and State Wage & Hour Laws in print and e-book formats.

NEW MEMBERS

APA Welcomes 223 New Members

Our online, searchable-by-state listing is very handy. Use it to contact payroll people in your area, including 223 new payroll peers.



New Member Liz Biermann

VENDOR NEWS

Oracle Unveils PeopleSoft Enterprise Human Capital Management 9.1

Learn more about this new product offering from Oracle. Plus, TaxBreak founder and CEO Frank Brown retires, and ADP signs an agreement to acquire DO2 Technologies.

BUYER'S GUIDE

The 2010 Yellow Pages Directory Listings for Vendors

This month's guide is the 2010 Yellow Pages Directory Listings for Vendors. And that's not all. You can also find an extensive list of 2007, 2008, 2009, and 2010 Buyer's Guides.

FEATURE

Improving Your Shared Services ROI

A Look at Key Assessment Activities of a Shared Services Implementation



By Deborah Viers Traylor, CPP

Over the past decade, many organizations have been cashing in on the cost-saving benefits of shared services (SS). Shared services is a centralized, customer-focused transaction processing center for delivering most human resources and payroll services. The shared services model allows organizations to streamline and automate HR processes. The role of HR shifts to a more strategic business partner within the organization.

When an organization chooses to implement shared services, the project must cut across many boundaries within organizations--geographical, structural, and political. Executive-level support is required to remove the inherent roadblocks. A credible business plan that outlines the timing of investments, and provides an acceptable return on investment (ROI), can assist with getting executive buy-in.

Develop a Business Case

The business case should include estimates of benefits, costs, and key assumptions. Investment alternatives should also be considered. The business case should also provide executive management with the information necessary to make investment decisions on the proposed project. Business cases often go through various lifecycle updates; it is a dynamic tool, and the business case should be updated appropriately based on the shared services program. It may be presented in a variety of formats and usually includes an executive report with supporting calculations.

Determine Project Scope

Identify the business processes, software functionality, geographic parameters, and potential organizational impacts that are driven by the project.

Analyze Current Processes and Work Distribution

Collect, assess, and if necessary, update the current process documentation, including activities, responsibilities, enabling systems, and functionality. From there, determine the current level of effort for the organization to perform each activity within the selected process. The outcome should include a work-distribution analysis, which will feed the business case.

It is important to collect current process documentation to understand process flows and handoffs, as well as to understand how many resources are currently performing processes such as those in HR, payroll, etc.

When the organization is currently utilizing other vendors for selective services, it is important to determine whether these services are to be retained or changed, and how they will be integrated within the new service-delivery model. For example, if the organization processes its benefits through an outside vendor, it may wish to maintain this relationship by routing benefits-related customer inquiries to the vendor through the service center. A significant cost savings can often be realized by refining, consolidating, or terminating existing vendor contracts where appropriate to best fit the new service delivery model.

This initial vendor evaluation will be useful when gathering current process documentation, conducting process design workshops, finalizing the detailed process design documentation, and designing the new shared services operating model.

Assess Current Benchmarks and Effective Practices

The objectives of this assessment are to gather benchmarks and effective practices relevant to the processes within the project scope and to analyze this information against current performance. Benchmarking can help uncover improvement opportunities and provide an understanding of performance gaps through comparison to industry peers and top performers.

Perform Stakeholder Assessment

The stakeholder assessment enables the organization to better understand who its key stakeholders are in the organization, how they are affected by the change initiative, and what expectations and anticipated concerns they may have. This activity feeds a number of other change management activities, including:

- *Stakeholder Management Plan
- *Change Readiness Assessment
- *Project Communications Plan

Develop Project Plan

Workplans necessary to effectively execute the project should be developed. The overall plan provides information on what is required; why it is required; how it will be achieved and by whom, using specific equipment, applications, and resources; and when events will occur.

Return on Investment

The primary outcome of a shared services assessment is a baseline to measure the process improvements and benefits realization. The ROI can then be determined by doing an evaluation of organizational capabilities against four key dimensions of strategy: service delivery, organization, operations, and technology.

This should better position the organization to realize the full value of its shared services organization after it "goes live." The analysis can also help to determine any gaps in the current state and desired future state, and focus the organization on closing the gaps and realizing the full potential of its shared services organization and the ROI.

Deborah Viers Traylor, CPP, is a Consultant for DVT Consulting LLC, and a Vice President of the APA.

PAYROLL EVENTS

Congress Offers Education, Networking, and Plenty More



[APA's Annual Congress](#), scheduled for May 25-29 at the luxurious Gaylord National Resort and Convention Center in National Harbor, Md., will feature more than 170 education workshops, the world's largest payroll, accounts payable, and finance Expo, networking opportunities aplenty, and so much more. Expected to draw more than 2,500 attendees from all across the nation, Congress is your ticket to ensuring compliance at your organization, as well as a bright and fruitful payroll future for yourself.

Plus, those who [register now](#) for APA's 28th Annual Congress save \$100!

Paycard Best Practices: How to Implement and Optimize a Paycard Program



Are you looking to create awareness and excitement for your organization's paycard program? Is your company looking to achieve paperless pay, but experiencing obstacles in making this a company-wide practice? If so, a Visa-sponsored webinar, [Payroll Card Best Practices: How to Implement and Optimize a Payroll Card Program](#), will get your business on the right track.

The webinar, scheduled for March 4 at 1 p.m. EST, will help your organization achieve paperless pay through a paycard program that complements your direct deposit initiatives. The webinar will also be available as a Webinar On Demand through the 2010 calendar year.

Mergers and Acquisitions Forum Vital in Today's Economy

In the current economy, many organizations are planning or undergoing a merger or acquisition. [APA's Mergers & Acquisitions Forum](#) covers the payroll/HR processes and provides the federal and state information you must know in order to transition, maintain, and ensure compliance.

The topics covered in this course include state unemployment insurance rate changes, how you can control those rates, the most efficient method to bring new employees onto your payroll, and much more. Mergers & Acquisitions Forum is tailored to payroll, human resources, benefits, accounting, and tax professionals who are facing a merger or acquisition, or who want to become more proactive in their organization.

New Webinar Details Taxation of Public Sector Fringe Benefits

Gain an understanding of how the taxation of fringe benefits is handled in the government sector, including the taxation of cell phones, employer-provided uniforms and vehicles, with APA's new webinar, "[Taxable Fringe Benefits in the Government Sector](#)." Scheduled for March 26 at 1 p.m. EDT, this new webinar is vital for those looking to improve their knowledge in the ways in which government organizations handle fringe benefit taxation.

GOVERNMENT CORNER

Capital Summit to Address Proposed Payroll Tax Break, Immigration, and More

By William Dunn, CPP

Just weeks away on March 11-12, [APA's Capital Summit](#) will provide a venue for federal officials to discuss how government initiatives will impact the payroll profession. Capital Summit will take place at the [Omni Shoreham Hotel in Washington, D.C.](#), and is the place to be for payroll professionals looking to hear the inside scoop from those inside President Obama's administration.



Sens. Orrin Hatch (R-Utah) and Charles Schumer (D-N.Y.) recently used [an Op-Ed article in *The New York Times*](#) to propose a new tax option to create jobs--eliminate the employer's share of social security tax for the rest of 2010 for any newly hired employee who has been out of work for more than 60 days. It would apply only to the private sector and only for employees working at least 30 hours per week. They say it won't be an administrative burden.

"And since it is an elimination of the employer's share of the SS tax for these workers--rather than a fixed or capped dollar amount--the complexities of making the incentive work with a firm's payroll software are greatly reduced because employers will know simply to zero out the tax for these workers," the two senators said.

Attend Capital Summit and hear what the experts have to say about the Senators' plan.

New Directions in Immigration Enforcement

APA is working with the Department of Homeland Security (DHS) to improve the E-Verify system and also to improve DHS's communications with employers regarding employment eligibility verification.

A panel discussion will focus on changes to Form I-9, DHS's change in enforcement from a reactive to a proactive approach, E-Verify implementation requirements for federal contractors, and benefits of the Immigration and Customs Enforcement's IMAGE Program.

The panel will include:

*Shannon Slattery, Management and Program Analyst with Citizenship and Immigration Services (CIS)

*Adam Wilson, Acting Section Chief with Immigration and Customs Enforcement (ICE)

*Dave Fowler, Vice President of Product Strategy with TALX Corporation, and the Chair of APA's Government Affairs Task Force Subcommittee on Immigration

What's New at Our Federal Agencies?

This month the IRS began the first of 6,000 random employment tax audits to take place over the next three years, which are intended to help the agency focus its resources on the industries and practices that contribute most to the tax gap. John Tuzynski, Chief of the IRS's Employment Tax Operations, Small Business/Self-Employed Division, will discuss the audits as well as proposals regarding substantiation and taxation of employer-provided cell phones, supplemental W-4 instructions for nonresident aliens, and the effect of the Making Work Pay Credit on the 2010 tax-filing season and related tax table and W-4 changes for 2010.

APA's IRPAC representative, Emily Lindsay, CPA, Executive in Residence at the Kogod School of Business at American University, will tell you how APA is working with the IRS to decrease your burden.

The economic downturn of the past year has many wondering about the legality of reducing employees' hours or pay through furloughs and salary reductions. George Ference and Carl Smith, Deputy Regional Administrators of the Department of Labor's Northeast Region, will explain how the economic downturn affects the rulings and enforcement efforts of the Department of Labor.

Could a change in the way the Social Security Administration (SSA) assigns SSNs affect your payroll processing or the wage files you submit to outside parties? Chuck Liptz, Director of the SSA's Division of Electronic Services Support and Communications, will discuss a plan to randomize the issuance of social security numbers in an effort to prevent identity theft and also discuss SSA's redesign of its annual wage reporting system.

The Office of Child Support Enforcement (OCSE) continues to progress in its movement toward electronic delivery of income withholding orders and medical support orders using programmable PDF technology. Sherri Grigsby, Manager of OCSE's Employer Services Team, will explain how this technology will improve child support collection and reduce employers' administrative burden. Grigsby will also discuss developments in withholding from lump-sum payments as well as recent legal action that may decide once and for all that all child support remittances should be paid to state disbursement units rather than to custodial parents or their representatives.

Payroll's Responsibility in Data Protection

To protect taxpayers' personal information, the IRS is piloting a program for masking the social security number on documents such as Form 1099. This could be the start of a much bigger trend, and may eventually apply to the W-2. Amber Smith, Attorney-Advisor with IRS's Division of Privacy, Information Protection, and Data Security, will explain the details.

Portions of the FTC's Red Flags Rule have been delayed repeatedly and the FTC is not currently enforcing it. Manas Mohapatra, Attorney with the Federal Trade Commission's Division of Privacy and Identity Protection, will discuss how the rule may apply to employer benefits plans--thereby defining an employer as a "financial institution"--and the likelihood that the rule will ever become effective.

For payroll professionals who have considered how data privacy applies directly to the payroll department, the APA Data Privacy Subcommittee of the Government Affairs Task Force is cataloging some best practices. Andrew McDevitt, Chair of the subcommittee and Senior Manager of Government Relations for Intuit, will discuss the subcommittee's progress.

PAYTECHonline Readers Weigh in on 1099 TIN-Masking

By Scott Mezistrano, CPP



Masking a taxpayer identification number should be a required practice to promote data security, according to 59% of respondents to the PAYTECHonline poll. In addition, TIN-masking should be expanded to more forms than those currently allowed by IRS, and it should be allowed on statements to businesses as well as individuals.

However, as to whether a payer should be required to include the complete TIN on the payee statement if requested by the payee, 53% said "No, and it shouldn't even be optional, so as to avoid differences between payers that adopt TIN-Masking."

Below are the questions we asked in the poll that ran in the December 2009 and January 2010 issues of PAYTECHonline, along with the breakdown of responses and sample comments from you. APA will be using this information in its comments to IRS on its revenue procedure that allows TIN-masking on paper Forms 1098, 1099, and 5498 issued to individual payees. This is a pilot program for tax years 2009 and 2010, and public reaction will determine whether it will be continued and expanded. Expansion to Form W-2 would take congressional action, but they will likely be watching the comments to IRS.

Question 1

The IRS now allows you to mask an individual payee's nine-digit TIN on paper copies of Forms 1098, 1099, and 5498 that you provide to payees. Should the IRS require TIN-masking on these paper payee statements?

59%--Yes

"Paper documents can easily fall into the hands of people for whom they were not intended."

41%--No

"Some companies do not have the technology to easily accomplish this."

"There is no other way for the payee to confirm that we have reported under the correct TIN."

Question 2

Should the IRS allow TIN-masking on payee statements issued to businesses? (The new IRS revenue procedure does not allow you to mask employer identification numbers)

59%--Yes

"We need consistency. It will be more difficult if one type of TIN can be masked but another type cannot."

41%--No

"Payees--individuals and businesses--should have the opportunity to verify their number on each document."

Question 3

Should the IRS permit or require TIN-masking on payee statements furnished electronically? (The procedure currently applies only to paper statements.)

53%--Yes--permit

"Consistency in processing for the payer."

"Requiring this rather than permitting it would put an unnecessary burden on employers and service providers. Statements furnished electronically are already protected by several layers of security."

22%--Yes--require

"To protect payees from identity theft by hackers on the Internet."

25%--No--do not allow

"How would the payee confirm his information?"

Question 4

Should the IRS permit or require TIN-masking on paper payee statements besides those in the 1098, 1099, and 5498 series?

28%--Yes--permit

"It should be the payer's choice."

34%--Yes--require

"To protect payees from identity theft if their mail is stolen."

38%--No--do not allow

"Payee needs to know that data was correctly reported under her number."

Question 5

Should a payer be required to include the complete TIN on the payee statement if requested by the payee?

25%--Yes

"Allow for choice among those directly impacted."

22%--No, but the payer should be allowed to offer this option to its payees.

53%--No, and it shouldn't even be optional, so as to avoid differences between payers that adopt TIN-Masking.

"Allowing the option could result in pressure on some payers, who would then have the burden of modifying their systems to allow payees to request their complete TIN."

What Is TIN-Masking?

TIN-masking can be accomplished by replacing the first five digits of the nine-digit number with asterisks or Xs. For example, the SSN 123-45-6789 would appear as ***-**-6789 or XXX-XX-6789. TIN-masking is not allowed on statements submitted to IRS. You can read all the details in [PAYROLL CURRENTLY, No. 23, Vol. 17](#), which includes a link to the IRS revenue procedure.

In a prior PAYTECHonline poll, 74% of respondents said they would mask TINs on Forms 1099 for tax-year 2010. See [PAYTECHonline, May 2009](#). If you have any other thoughts or concerns about TIN-masking that should be shared with IRS, write to me at smezistrano@americanpayroll.org. Use "TIN-Masking Comments" as your subject line.

Dispose of Returned W-2s If You Can Reproduce Them Electronically

Now that you've gotten Forms W-2 out to your employees, undoubtedly a few have come back in the mail. Here's a piece of great news: if you can electronically reproduce a Form W-2 that you weren't able to deliver, then you do not need to keep the original! Think of all the bins or drawers of returned W-2s that won't be taking up room in your office anymore.

APA has been asking for this for a few years via the [Federal Tax Forms and Publications Subcommittee of our Government Affairs Task Force](#) and our participation on the IRS Information Reporting Program Advisory Committee. We're very happy about this.

For the specific authorization from IRS, see page 3 (second column) of the 2010 [Instructions for Forms W-2 and W-3](#).

WEBSITE NEWS

Free Job Board Newsletter Offers Key Career Advice

Looking for career advice or new job opportunities? Sign up for the free Job Board Newsletter, brought to you through a partnership with APA and our Job Board partner, [Jobing.com](#). Each issue features job search tips, featured jobs, and more. To sign up, visit the [Job Board](#).



Optimize Your Social Networking Experience With Free Guide

Take the confusion out of online social networking sites like Facebook, LinkedIn, and Twitter by downloading a free copy of [APA's Guide to Social Networking](#) to gain all the answers to every question you have about social networking. Plus, learn how to optimize your online social networking experience via this new resource, which aims to make your experience simple and beneficial.



In addition, APA's Guide to Social Networking provides simple steps to get you on [APA's Facebook page](#), as well as information on [APA's LinkedIn group](#) and [Twitter page](#).

Congress Page Offers All-Access Pass to Payroll Extravaganza

Featuring more than 170 education workshops, as well as the world's largest payroll/accounts payable/finance expo, APA's 28th Annual Congress--scheduled for May 25-29 at the Gaylord National Resort and Convention Center just outside Washington, D.C.--is sure to be a veritable smorgasbord of payroll, AP, and HR-related information. To better assist those attending or interested in attending Congress, check out [the official Congress homepage](#).

The Congress page features free information about the [Expo](#), [attendee](#), and [exhibitor](#) housing, and even access to an [informative Congress brochure](#).

Free Payroll Benefits Available Online

Those looking for vital payroll resources are in luck, as [APA's homepage \(scroll down to the bottom of the page\)](#) now offers three free, sponsor-provided payroll resources.

Those benefits include a free white paper from MasterCard, "[New Perspective on Payroll Cards: A Roadmap to Adoption](#)," which provides important data that can aid companies looking to increase paycard awareness and adoption. Also check out a pair of free webinars--[Ultimate Software's Year-End Processing Tips Webinar](#) and [CyberShift's on demand webinar, "Time Is Money: Effective FMLA & Absence Management Improves Productivity and Mitigates Risk."](#)

CHAPTER NETWORK

Free Membership Development Training Available On Demand

First Chapter Development Webinar Focused on Growing Membership



APA's Chapter Relations Department hosted its first Chapter Leadership training in webinar format on December 11, 2009, addressing membership development issues and solutions.

"We want to give chapter leaders the tools and support they need to be successful, and the new webinar format makes it even easier for chapter leaders to attend," said Susan Garcia, APA's Manager of Chapter Relations. "It also shows chapters they have a national network of other chapters to learn from and share resources."

The special guest speaker, Ron Moser, CPP, shared his firsthand experience as a founder and former Chapter President of the Buffalo-Niagara Chapter in New York. Ron advised that no matter what a chapter's membership size might be, participation and interest can always be increased. Ron's chapter increased in size from 6 to 60 during his tenure. The free 90-minute session offered retention and recruitment tools, along with insightful polls to help gauge best practices at all participating chapters.

In an effort to keep the session as interactive as a webinar can be, several Q&A segments were held throughout the 90 minutes to answer all inquiries. To listen to this free archived Chapter Leadership Webinar On Demand--Chapter Membership Webinar--Membership Development, [please check out the APA webinar page](#).

For mentoring in any chapter-related area, please visit [APA's Chapter Relations website](#) or e-mail Chapter Relations at chapterrelations@americanpayroll.org.

More Chapter-Related News

Those interested in participating in APA's 2010 Chapter Contests can do so by [visiting the APA Chapter Contest page](#).

Does your chapter have new officers? Be sure to update Chapter Relations by filling out the [Chapter Officer Update Form](#).

Chapter President Profile Tracy Sigmann, CPP, PHR

By Caren Bennett

Tracy Sigmann, CPP, PHR, brings a sunny outlook to her role as Chapter President of the [Jersey Shore Chapter](#).



Tracy Sigmann, CPP, PHR

"First and foremost, I try to have fun and smile all the time," she said.

Sharing this happiness and enthusiasm with members and the community has been a goal from the outset for Tracy. Along with her co-officers and members, she works to develop ways to give to the community. Currently, the chapter gives out at least two scholarship awards annually through fundraising efforts. The fundraising efforts also provide exposure for the chapter. In addition, Tracy has organized meetings with other New Jersey chapters as a way of bringing payroll professionals all over the state together. As a result of these efforts, attendance at chapter meetings has increased dramatically.

The best part of being Chapter President for Tracy has been the networking opportunities, as well as meeting new people daily. She is very proud of the way her co-officers all work together as a team to support one another and improve the chapter. Serving as President has also been a great career asset.

"My experience as Chapter President has pushed me to step up and take action in order to get things accomplished for the chapter, and that has benefited my career by rolling over into my work life," she said.

A huge achievement for Tracy was receiving her CPP certification in 1996. Her daughter was just a year old at the time, so it took a lot of hard work. Another great achievement for Tracy was receiving her PHR in June 2009. She credits her involvement in the American Payroll Association for encouraging her to take this step.

"Payroll works very closely with human resources, and being able to build my knowledge in both over the years has been a great reward," Tracy said.

In her free time, Tracy enjoys spending time with her husband, daughter, and son, who are also very supportive of her career goals and the long hours she puts in to accomplish them.

"My greatest reward in life is my family and spending all the time that I can with them," she said.

In-House Education Solutions for Chapters

By Shannon Dewey

What happens when the course you need isn't being offered nearby? Dawn Ness, CPP, of [the Bison Chapter](#) in Fargo, N.D., has the perfect solution--APA's In-House training.

"Since our chapter is located in Fargo, we do not have many opportunities to attend APA certified training courses without having to travel out of state. That can be costly and time consuming for our members," said Ness.

For the fourth year, the Bison Chapter recently worked with the APA to have the entire year-end seminar presented locally.

Local chapters promote the classes to their membership, as well as to the payroll community in the area. Ness said that another benefit of holding the class as an in-house event is that attendees feel that they are receiving one-on-one training, since the classes tend to be much smaller than those in major cities. Also, the daylong seminar is a great opportunity to network with other local payroll professionals, and of course, the year-end book is an indispensable resource for closing the current year and preparing for the next.

"The ability to bring APA training classes to Fargo has given our members more opportunities to attend classes without extra costs to their companies," Ness said.

APA offers all of its payroll seminars and courses as In-House training events. For a complete list, consult [the online portfolio of Education and Publications](#).

For one-day classes, the minimum number of attendees is 11, while that number is 8 for multi-day courses.

If you would like more information on how your chapter can host an in-house training event, e-mail inhouse@americanpayroll.org or call Shannon Dewey, Solutions Manager, at (210) 226-4600, ext. 2235.

2009 Study Groups and Statewide Meetings

[Study Group list](#)

[Statewide list](#)

[Study Group Registration Form](#)

[Statewide Registration Form](#)

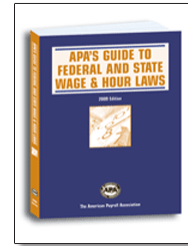
Contact Us

For anything chapter-related, or for more information about the issues above, please contact the Chapter Relations Department at (210) 226-4600 or chapterrelations@americanpayroll.org.

PAYROLL RESOURCES

Guide to Federal and State Wage & Hour Laws Tackles Bevy of Compliance Issues

[APA's Guide to Federal and State Wage & Hour Laws](#) gives you all the information necessary to comply with federal and state laws governing minimum wages, overtime, exempt vs. nonexempt employees, child labor restrictions, and much more. Important state requirements are presented in simple-to-read charts. APA's Guide to Federal and State Wage & Hour Laws is also offered as an e-book for posting on your computer for easy access.



Survey: CPPs Earn Higher Salaries

According to APA's 2009 Survey of Salaries and the Payroll Profession, those in payroll positions with the Certified Payroll Professional (CPP) designation earn, on average, 15.5% higher salaries than those without the CPP designation. [APA's 2009 Survey of Salaries and the Payroll Profession](#) is free for APA members; just sign in at <http://www.americanpayroll.org/member> (call Membership Services at 210-224-6406 if you can't remember your member number).

For more information about achieving your CPP, and perhaps upping your salary in the process, visit [APA's CPP homepage](#).

Super Book Combo Your Guide to Tax and Non-Tax Rules

[APA's Super Book Combo](#), featuring valuable payroll texts like The Payroll Source[®], Federal Payroll Tax Laws & Regulations, and Federal Payroll Non-Tax Laws & Regulations, is available for pre-order. Save when you buy these great, informative resources in Super Book Combo form! The combo is available for immediate delivery.

NEW MEMBERS

APA Welcomes 223 New Members!

To use this [new member list](#), download the file to your computer and open the file. You should see a listing of states and Canada in the left-hand frame (the "Bookmarks" window). Simply click on the state you want and you will go to the proper page. If you do not see the Bookmarks window, click F5. This list can be printed on any printer.

To contact new members on this list: Use the APA's searchable online membership directory (for use by APA members only). The directory is really easy to use. Just log in to the Members Only page by using the login at the right. After you log in, click on Member Directory and you will be transported to the Member Search page.

Oracle Unveils PeopleSoft Enterprise Human Capital Management 9.1

[Oracle](#) has unveiled the latest release of Oracle's PeopleSoft Enterprise, with PeopleSoft Enterprise Human Capital Management 9.1. According to Oracle, this latest release offers a broad range of new features designed to accelerate business performance, increase user productivity, and lower the cost of ownership.

The Oracle logo, featuring the word "ORACLE" in a bold, red, sans-serif font, enclosed within a thin black rectangular border.

PeopleSoft Enterprise HCM 9.1 is a core platform that addresses end-to-end human resources responsibilities for global organizations. Oracle's PeopleSoft Enterprise 9.1 includes 21 new solutions, 1,350 new features, and many other enhancements. PeopleSoft Enterprise Portal 9.1 helps organizations promote engagement and collaboration through the deployment of online communities and web-based self-service sites for their enterprises.

TaxBreak Founder and CEO Frank Brown Retires, Shannon Scott Assumes New Role

[TaxBreak](#) has announced that founder and CEO Frank Brown has retired, passing the CEO position onto TaxBreak President, Shannon Scott.



Since 2007 Brown has trusted Scott to manage day-to-day operations. Together, they have guided the creation and development of a company that TaxBreak contends is changing the way employment tax credits are managed. As President, TaxBreak said, Scott has streamlined operations, increased processing capacity with the development of proprietary software, built the company's partner network and opened doors that have allowed the company to double in size.

"We have experienced tremendous growth in the last three years as the business climate and government legislation have worked together in our favor," Scott said. "I have a very supportive and over-qualified staff of executives who are eager to continue the company's rapid growth."

ADP Signs Agreement to Acquire DO2 Technologies

[ADP](#) announced it has entered into an agreement to acquire DO2 Technologies. The technology acquired from DO2 simplifies the procure-to-pay function, from purchase order integration and transaction processing to discount management. The solution is delivered through SaaS, which ADP says enables fast ramp-up and a lower cost of ownership.



"This acquisition is part of a broader strategy to provide solutions for CFOs and finance executives," said Kathy Amooi, Senior DVP and General Manager for ADP's Tax and Financial Services business.

BUYER'S GUIDES

Use these handy Adobe files to find the tools you need to accomplish your payroll goals. To access these Buyer's Guides, simply download the appropriate .pdf file to your computer and open it.

Featuring this month:

[2010 Yellow Pages Directory Listings for Vendors](#)

These other Buyer's Guides are also available:

- [2010 Time & Attendance Systems Buyer's Guide](#)
- [2009 Tax Filing Solutions](#)
- [2009 Time & Attendance](#)
- [2009 Garnishment Options](#)
- [2009 Outsourcing Options](#)
- [2009 Paycard Providers](#)
- [2009 Workforce Management](#)
- [2009 e-Payroll Providers](#)
- [2009 Payroll & HR Consulting Services](#)
- [2009 Software-as-a-Service \(SaaS\) Providers](#)
- [2009 Software Solutions](#)
- [2009 Self-Service Solutions](#)
- [2008 Data Privacy](#)
- [2008 Unemployment Insurance Administration Solutions](#)

All Buyer's Guides can be downloaded. Use these handy Adobe files to find the tools you need to accomplish your payroll goals. To use these Buyer's Guides, download the appropriate .pdf file to your computer, and open the file.

