



Welcome to PAYTECHonline for April 2010

TOP STORY



Master Change. Conquer Challenges. Safeguard Compliance. 28th Annual Congress Will Show You How

APA's 28th Annual Congress, scheduled for May 25-29 just minutes from Washington, D.C., will offer more than 170 educational workshops, the world's largest payroll/accounts payable/finance expo, networking opportunities, and so much more. Plus, learn more about the 2010 Virtual Congress & Expo, a free, online-only event in which one lucky Virtual Congress attendee will secure a free registration for the 2011 Congress in Salt Lake City, Utah!

FEATURE STORY

Gain Recognition as Payroll's Best and Brightest



Did your department improve business practices and overall processes this past year? If so, you could very well be the recipient of a 2010 APA Prism Award. Learn how to nominate your team for a Prism Award, which is sure to garner your department industry-wide recognition and prove your employees' worth to company officials.

PAYROLL EVENTS

Determine HIRE Act's Impact on Your Payroll Processes

APA's latest Webinar On Demand, "How Does the HIRE Act Impact Your Payroll Processing?," will alert you to how this recently enacted piece of legislation will impact your payroll tax deposits and reporting. Learn how to be a part of this vital online resource.

PAYROLL RESOURCES

PayTrain Vital to Those in Pursuit of Certification

APA's PayTrain College and University[®] program, offered through Temple College in Temple, Texas, is your ticket to certification exam success. The program blends live instruction with an interactive, web-based payroll training and certification preparation program that offers in-depth lessons, quizzes, and games. Learn more about how this course can broaden your payroll knowledge.

GOVERNMENT CORNER

Experts Discuss Work Pay Credit, Healthcare Impact, and More at Capital Summit

APA's Sixth Annual Capital Summit, which took place last month in Washington, D.C., featured a bevy of payroll and other industry experts chiming in on a number of legislative initiatives. That includes health care reform's impact on payroll, employment audits, and much more. Learn more about this insider meeting in our nation's capital.

WEBSITE NEWS

MEET Las Vegas Unveiled; Latest in Cutting-Edge Payroll Education

APA's MEET Las Vegas is officially open for business! The three-story structure, which features 30,000 square feet of computer rooms, work stations, and meeting space, will offer the latest in payroll-related education. That includes hosting Payroll 101 and 201 throughout 2010. Learn more about MEET and its many amenities.

CHAPTER NETWORK

Northern Lights Alaska Chapter Educates Area Students

The Northern Lights Alaska Chapter (NLAC) has partnered with an area school to teach its students the Money Matters National Education Day curriculum, while also offering Advanced Accounting students the opportunity to obtain their FPC. Learn more about this new partnership, and pick up a few tips to educate teens in your area.

NEW MEMBERS

APA Welcomes 139 New Members

Our online, searchable-by-state listing is very handy. Use it to contact payroll people in your area, including 139 new payroll peers.

VENDOR NEWS

Avionte Goes Paperless With Global Cash Card

Avionte Staffing Software and Global Cash Card have formed a new partnership, one that aims to provide Avionte clients with a solution that enables them to pay employees using a secure paycard solution. Plus, Patersons announces a partnership with Lawson, and Accu-Time unveils the new Optimus 2 Workforce Management Terminal.

WEBSITE NEWS

New IRS Navigator Tackles Aspects of Retirement Plans

The IRS has created a new web-based tool to help small and mid-sized businesses determine which tax-favored pension plan best suits their needs and how to keep their plans in compliance. The IRS Retirement Plan Navigator focuses on three areas: choosing, maintaining, and correcting a retirement plan.

BUYER'S GUIDE

The 28th Annual Congress Expo Directory

This month's guide is the Congress Expo Directory. And that's not all. You can also find an extensive list of 2008, 2009, and 2010 Buyer's Guides.

PAYROLL EVENTS

Secure Up to 27 RCHs at Annual Congress

Only a Month Away, So Register Now



Don't miss out on [the 28th Annual Congress](#), scheduled for May 25-29 in National Harbor, Md., just minutes away from Washington, D.C. Congress will feature more than 170 educational workshops (which Congress-goers can secure 27 RCHs for attending), the world's largest payroll/accounts payable/finance expo, networking opportunities galore, and so much more.

Be sure to book your hotel room today; **the housing deadline is April 22**. The Congress Housing Bureau makes it easy to book a specially discounted room and make travel plans. Use the Congress Housing Bureau to check out the hotel amenities. If you are an attendee going to Congress, you may [access this webpage to reserve your room](#). If you are an exhibitor going to Congress, [this is the webpage you need to reserve your room](#).

Free Virtual Congress and Expo

In addition to experiencing Congress live and in person, you can also register for [the 2010 Virtual Congress and Expo](#). This free online resource allows registrants to tour the virtual expo and visit with an APA partner to learn about the latest product solutions available, attend virtual workshops presented by industry subject matter experts, meet fellow professionals and "chat" in the official networking lounge, and more. You can earn up to 4 more RCHs by attending the Virtual Congress workshops. Those participating in the Virtual Hero Hotline will have a chance to win a free registration for the 2011 Congress in Salt Lake City, Utah!

FEATURE STORY

Showcase Your Department's Value; Apply for 2010 Prism Award



Four payroll departments honored last year for Best Practices.

If your organization has improved business practices and overall processes over the last year, you could very well be the recipient of a 2010 APA Prism Award. Achieving such an award will help your department garner industry-wide recognition, and prove your employees' worth to company officials.

"This [Prism Award] shows that we are doing a good job," said Mary Akers, Payroll Manager for BJC HealthCare, whose 15-person payroll department won the 2009 Prism Award for Processes. "This justifies that our team is doing a great job, and shows others what payroll can do for a company."

Now is the time to prove your department's worth by sending in your nomination for the 2010 Prism Awards for Best Practices. Companies of all sizes are welcome to nominate their departments, and any department involved in payroll, finance, or accounting is eligible.

The 2010 Prism Awards will be presented to innovative payroll departments that exhibit best practices in four different categories:

- *Technology
- *Management
- *Processes
- *Overall Best Practices

Download [the Prism Award nomination form](#) to enter. All nominations are due **June 25, 2010**.

The four award winners are chosen by the subcommittee chairs of APA's Strategic Payroll Leadership Task Force (SPLTF). The 2010 Prism Awards will be presented at [APA's Fall Forum, scheduled for September 22-24 in Las Vegas](#).

For additional information on the Prism Awards, contact Jim Medlock, CPP, Director of Education and Training for APA, at jmedlock@americanpayroll.org.

PAYROLL EVENTS

Determine HIRE Act's Impact on Your Payroll Processes

Check out APA's latest Webinar On Demand, "[How Does the HIRE Act Impact Your Payroll Processing?](#)" to learn how this recently enacted piece of legislation will impact your payroll tax deposits and reporting. The HIRE Act provides for a social security tax "holiday" for wages paid after March 18 for certain employees hired after February 3. This one-hour Webinar On Demand, which originally ran on April 16, is tailored to inform you how this Act will impact your tax deposits and quarterly Form 941.

Mergers & Acquisitions Forum Helps Ensure Compliance

In the current economy, many organizations are planning for or undergoing a merger or acquisition. [The 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 while reducing the expense of the transaction.

This one-day course, taking place at various locations nationwide throughout 2010, touches on issues such as whether your state unemployment insurance rates are likely to change, how you can control the rates, the most efficient method to bring new employees onto your payroll, what must be examined during the pre-merger due diligence period, and the procedure for completing Form 941 Schedule D for mergers and acquisitions.

PAYROLL RESOURCES

PayTrain Vital in Pursuit of Payroll Knowledge and Certification

Keeping current on the constantly changing laws and requirements impacting payroll is a challenge that all payroll professionals face. Add the desire to increase your knowledge and credibility through certification, and it becomes difficult to strike a balance between your daily responsibilities and your larger career goals. However, APA has a solution that can help you achieve both.



Sherry Levels, CPP, is a Payroll Specialist at Texas Westmoreland Coal Company, and has been with the company for more than 24 years. Like many in the profession, Sherry was asked to join the payroll department with no formal training. At first, she relied on APA's [The Payroll Source](#)® and [Basic Guide to Payroll](#) to help her through. As she gained more experience, she decided to broaden her knowledge by obtaining the CPP designation.

"I wanted to earn the CPP to gain the knowledge and skills to do my job better," she said. "I wanted to become an asset to my employer as well as gain marketable payroll skills."

With her certification goals set, Sherry once again turned to APA for training. Sherry enrolled in [APA's PayTrain College and University](#)® program offered through [Temple College in Temple, Texas](#).

APA's PayTrain College and University program blends live instruction with an interactive, web-based payroll training and certification preparation program that offers in-depth lessons, quizzes, and games. Not only does the course broaden your payroll knowledge and teach the most recent laws and regulations in preparation for the CPP exam, it also provides the opportunity to apply this knowledge to real-life situations you could encounter on the job.

After completing the PayTrain College and University course, Sherry passed the CPP exam!

"Taking the PayTrain course through Temple Business College brought everything together," she said. "The interactive piece and live instruction makes the payroll content relate to real-life situations. PayTrain provides detailed information on how to work through problems and the ramifications of payroll laws and regulations. PayTrain did it for me. If you want to pass the CPP exam, I recommend PayTrain."

In addition to preparing for the CPP exam, Sherry recommends PayTrain to all payroll professionals as a way to constantly remain up-to-date.

"There are so many aspects of payroll that go unnoticed," she said. "Payroll is more than just keypunching and printing out a paycheck. Payroll professionals must have a clear understanding of different laws that are passed each year and the impact on the employer and employee. There's so much more to learn in the payroll world, and PayTrain can help you stay up-to-date as well as earn the Recertification Credit Hours (RCHs) needed to retain my CPP designation."

Her new status as a CPP has additional benefits.

"Our company continues to incorporate the global technology aspect of payroll into our system, which brings about new and challenging issues surrounding compliance and regulations," she said. "Because I am the only CPP in the company, I have the advantage of knowing the answer when called upon and having the resources available to obtain the answers, which is gratifying."

[Try a free demo of PayTrain.](#)

New Performance Studies Offer Comparisons to Top Performers, Cost Reduction Tips, Much More

Are you interested in learning how top-performing organizations are reducing payroll and accounts payable costs? If so, participate in [APA's 2010 Performance Studies](#).

The two 2010 studies--Payroll & Workforce Management Performance Study and the Accounts Payable Performance Study--will help you evaluate your organization's current process costs and best practices, compare your organization to top-performing organizations across 50-plus key metrics, and build a business case for transforming your organization.

In addition, those who participate will be privy to resources like an invite-only webcast presentation of consolidated results, a customized report that compares your results to those of top-performing organizations, and recommendations to help improve and transform your organization.

Interesting in participating? If so, [visit the Hackett website](#), and click either Payroll & Workforce Management Performance Studies or Accounts Payable Performance Study to choose your performance study. Once on the proper page, simply click Register to Participate.

Crossword Puzzle Solutions for April PAYTECH

Interested in checking out the answers to the crossword puzzle in the April PAYTECH? If so, here's your chance! [Check out the answers to the April PAYTECH Crossword Puzzle!](#)

GOVERNMENT CORNER

Sixth Annual Capital Summit Spotlights Employment Audits, Healthcare Impact, and More

By William Dunn, CPP



More than 140 payroll professionals gathered in our nation's capital in March for APA's sixth annual Capital Summit. The event featured leaders from a host of federal agencies, who clarified the latest rules with regard to upcoming payroll-related developments.

Government speakers from numerous divisions of the IRS, SSA, Treasury, FDIC, DOL, OCSE, FTC, and Homeland Security were on hand. Speakers from private industry and leaders from APA committees provided the payroll perspective on many of the issues.

Topics included:

- *IRS plans for 6,000 random employment audits
- *Effect of Making Work Pay Tax Credit on 2010 tax-filing season and related tax table and W-4 changes for 2010
- *Substantiation and taxation of employer-provided cell phones
- *Supplemental W-4 instructions for nonresident aliens
- *TIN-masking on forms 1099 and W-2
- *The FTC's Red Flags Rule and its potential impact on payroll
- *Further understanding of the new rules for international ACH transactions
- *Proposals for mandatory savings plans
- *The redesign of SSA's wage reporting system
- *Changes for Form I-9, and more.

APA lobbyists, Scott Mezistrano, CPP, and William Dunn, CPP, emceed the event.

"The Capital Summit was informational and intense -- a great benefit for the payroll professional," said participant Peg Andrews, Payroll Tax Manager, Fundamental Administrative Services, LLC.

The Future of Health Care for Payroll and HR

Luncheon speaker Paul Dennett provided an inside view of the health care debate waging on Capitol Hill. Dennett, Senior Vice President of Health Care Reform for the American Benefits Council, discussed a host of provisions that Congress was considering, including issues that would have a direct impact on payroll and accounts payable, including W-2 reporting of employer-provided healthcare, mandatory payroll deductions for employee purchase of outside insurance, expansion of 1099 reporting to corporations and to goods as well as services, automatic enrollment in employer health plans, and limits on contributions to flexible spending accounts.

APA, meanwhile, featured a number of speakers as well, including:

*Emily Lindsay, CPA -- APA's representative on the IRS Information Reporting Program Advisory Committee

*Dave Fowler -- Chair of the Immigration Subcommittee of the Government Affairs Task Force (GATF)

*Andrew McDevitt -- Chair of the Data Privacy & Security subcommittee of the GATF

*Jill Goebel -- Member of the Paycard Subcommittee of the GATF

[BNA](#) generously sponsored the 2010 Capital Summit.

"BNA is proud to sponsor APA's Capital Summit," said BNA Managing Editor Michael Baer. "We believe this event is important for three main reasons. First, because it is held in the nation's capital, participants get the very latest in payroll-related developments from the numerous government officials directly related to those issues. Second, those attending learn not just from the presenters, but also from their peers, as they interact during and between sessions. Finally, BNA is pleased to see through this conference that proper recognition is given to the payroll community we serve for its role in implementing key economic policy."

Attendees also appreciated the conference.

"What a memorable experience! APA always does a great job," said Cindy L. Downer, CPP, Senior Tax Analyst at URS Energy & Construction. "I look forward to next year's Summit."

Capital Summit Photos

Read in-depth coverage of Capital Summit presentations in [PAYROLL CURRENTLY, Volume 18, Issue 4](#), as well as the July edition of PAYTECH. In addition, [photos from Capital Summit are already available at the official APA Facebook page](#). Check out the photo gallery today!



Where's My IRS Tax Refund?

Share This With Your Employees; They'll Thank You

By Scott Mezistrano, CPP

["Where's My Refund?"](#) is a service offered on the IRS website and is the quickest way to check on the status of your tax refund. You can generally access information about your refund 72 hours after IRS acknowledges receipt of your e-filed return, or three to four weeks after mailing a paper return (in addition to the mailing delivery time, paper returns take longer to input into IRS computer systems).

It's also available in Spanish -- "[¿Dónde Esta Mi Reembolso?](#)" Those without access to the Internet can call the IRS Refund Hotline at 800-829-1954, 24 hours a day.

Don't fall for any e-mail scams about your refund! The "Where's My Refund?" service is available only from the IRS website. [Here is more information about e-mail and phishing scams.](#)

How Does It Work?

Using "Where's My Refund?" is easy. Simple online instructions guide you through a process that asks for your social security number, filing status, and the exact whole dollar amount of your refund--all of which can be found on your tax return. This process is part of the security that verifies that you are authorized to access the specific account information.

Once the information is submitted, results can include one of several responses, including:

- * Your return was received and is in processing.
- * The expected mailing date or direct deposit date of your refund.
- * Your refund has been returned to the IRS because it could not be delivered, in which case you may provide a change of address online.

If it has been more than 28 days since IRS mailed your refund, but you still don't have it, you can initiate a "refund trace" online. Even in cases where a refund is being reviewed or delayed because of a math error or other problem, the "Where's My Refund?" service provides you with immediate and specific steps to resolve any issues that may be affecting your refund.

Payroll Makes America Work

By Scott Mezistrano, CPP

Did you know that payroll professionals are responsible for collecting and providing to the U.S. Treasury over two-thirds of the operating budget of our nation? In the U.S. government's fiscal-year 2009, payroll departments deposited 71.9% of the total IRS collections of \$2.3 trillion.

[See the attached spreadsheet from the IRS Data Book.](#) Just to the right of the column of gross collections for fiscal-year 2009, it gives the percentage that each figure bears to the total collected. Payroll is responsible for "individual income tax, Income tax withheld" (37.6%), plus "Employment taxes" (36.6%), less "Self-Employment Insurance Contributions Act" (2.3%).

This is just another example of how important the payroll function is. You already knew you were important to your employees who depend on you for their paychecks, and to your employer, who depends on you to maintain the bond between employer and employee, but don't forget that your job is a big part of what keeps the United States running.

Check Out APA's 2010 Directory of Government Contact Information

Another great benefit of membership in the APA is access to the [Government Resources page in the members-only section of our website](#). On that page, you'll find contact information for all of the federal and state agencies to which you are responsible.

Did you know that IRS has

*a Payroll Professionals Tax Center?

*a telephone help line dedicated to tax-exempt organizations, employer pension plans, and government entities?

*a Taxpayer Advocate Service that takes a "fresh look" at problems that remain unresolved after attempts via normal IRS channels?

The Department of Homeland Security has an e-mail address to which you can send your questions about Form I-9 and the E-Verify system. One of the Employer Services Liaison Officers at the Social Security Administration could become your best friend if you run into a problem with the upload of your W-2 file at year-end! You can call the Department of Labor's hotline for questions about wage payments, overtime, family and medical leave, and child labor.

State Information Too

Of course, even if you knew all the federal rules inside out, payroll is more complex than that. What about the states? At the [Government Resources page](#), you'll find directories of state agencies for each of the following functions:

*child support enforcement

*income tax withholding

*new hire reporting

*unclaimed property

*unemployment insurance

*wage and hour

APA Works Closely With IRS to Ease Implementation of HIRE Act

[Read the April edition of Inside Washington](#) to learn about:

*How the social security tax holiday was made somewhat easier for you by APA. APA persuaded Congress to change the language of the law so that the holiday applies to wages *paid* after March 19, instead of *earned* after March 19. And it convinced IRS to design an employee certification form and not to require you to submit a quarterly detail listing of the names, social security numbers, and wages of each employee for whom you take the tax relief.

*Improvements to the standardized *Income Withholding for Support* notice/form are the goal of a new workgroup, including APA representatives, organized by the Office of Child Support Enforcement. In particular, it wants to address two of your biggest challenges:

1. Receiving new orders to withhold child support that are not on the government-approved IWO form, and
2. Processing new and existing orders that do not direct payment to the state disbursement unit (SDU).

Get more information and details about how the HIRE Act at [APA's latest Webinar On Demand, "How Does the HIRE Act Impact Your Payroll Processing?"](#)

Learn more about the lobbying activities of APA's Washington office and the six subcommittees of the Government Affairs Task Force by visiting the [Government Relations section of the APA website](#). For example, get involved with the Subcommittee on Child Support and Other Garnishments to find out how the new work group is advocating for you, or check out the minutes of the latest meetings of the Immigration Subcommittee.

WEBSITE NEWS

New MEET Las Vegas Offers Cutting-Edge Payroll Education



MEET Las Vegas is officially open for business!

After years of careful planning, [APA's MEET Las Vegas](#) is officially open for business! The three-story building, located in downtown Las Vegas, features accommodations for conventions, seminars, and of course, payroll-related education. The first floor features a lounge, while the second and third floors offer meeting space and multimedia training space.

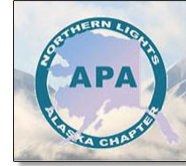
[See recently posted photos of the grand opening of MEET.](#)

With almost 30,000 square feet available, as well as two computer rooms and 48 work stations, MEET is positioned to be THE top meeting and learning center in Las Vegas. MEET's third floor is the White House Las Vegas, "the most posh state-of-the-art multimedia training center in Las Vegas," which hosts APA's invaluable [Payroll 101: Foundations of Payroll Certificate Program](#) and [Payroll 201: Payroll Administration Certificate Program](#). Both courses will still also be offered at APA's Learning Center in San Antonio throughout 2010.

"MEET is a meeting planner's dream," said Dan Maddux, APA Executive Director and CEO of MEET Las Vegas. "We designed MEET to have virtually unlimited flexibility to cater to unlimited events, needs, and desires."

Alaska Chapter Reaches Out to Teens Through Money Matters Curriculum, FPC Availability

By Dee Nelson, CPP



[The Northern Lights Alaska Chapter \(NLAC\)](#) is partnering with the Matanuska-Susitna Career and Technical High School to not only teach the [Money Matters National Education Day curriculum](#), but to also give their Advanced Accounting students the opportunity to [obtain their FPC](#).

This high school is not like any other; it is a career-oriented high school that knows all students are not "round pegs." They take the "fluff" out of high school and replace it with what is known as career clusters. Under this type of learning environment, students are able to gain college credit for courses they are taking and leave high school with certifications to go into the job market. The Business Career Cluster is where we are partnering with the Accounting classes. They have no certifications to offer any of their business students, and the FPC will be the first. We are so excited!

We will be developing an online study group for them through WebEx. With six students already signed up to take the FPC exam this spring, the NLAC will have the first future certified payroll pros. We are also happy to say, we have found sponsors for ALL their books and testing costs. This is a fabulous opportunity to give back to the community and also be a part of preparing our next generation for a payroll career.

Dee Nelson, CPP, is a member of APA's Northern Lights Alaska Chapter and a long-time APA member.

Chapter Activities at APA's 2010 Annual Congress Showcase APA's Elite Membership

Chapter Pictorials

NEW THIS YEAR, Chapter Pictorials have gone electronic! Look for the monitors in the registration and expo entrance showcasing all creative and colorful local chapter pictorial presentations that were entered in the 2010 Chapter Pictorial Contest. Each unique photo montage slide show reflects the activities and events APA's individual chapters participated in throughout 2009.

Chapter Hospitality Booth

Be sure to stop by and visit with chapter members from the Baltimore Metropolitan Area, Colonial Capital, Hampton Roads, Richmond, Southwest Virginia, and Washington Metropolitan Area APA & AAPA chapters. Find out what restaurants, shopping, and many sightseeing attractions our nation's capital has to offer. Plus, these host chapters will be organizing other fun excursions.

Chapter Exchange

Come join and network in this interactive session with fellow local chapter members and peers from across the nation, including the presentation of APA's 2010 Chapter Contest Awards. Take this opportunity to meet the member of APA's Board of Advisors from each of the eight regions and discuss how to make your chapter a success. This exciting event takes place during Session 3 on Wednesday, May 26, from 2:15 p.m. - 3:45 p.m. and is sponsored for the third consecutive year by iEmployee.

Chapter Meeting Planning

Wednesday, May 26, 10:15 a.m. - 11:45 a.m.

Acquire tips and helpful hints to run a successful chapter meeting or statewide conference. Learn how to conquer the challenges of obtaining speakers on necessary education topics and getting the best out of meeting space. Join Barbara Youngman, CPP, from the Dallas Chapter as she focuses on venue options, Banquet Event Orders (BEOs), contract negotiation, and organizing chapter committees for planning meetings and community service projects.

Costume Contest at the Pay Heroes Ka-Pow! Party

Have you ever dreamed you were a superhero--fighting the day-to-day crimes of your profession? What superhero or villain does your imagination transform you into? Let your superpowers bring you to APA's Annual Congress Costume Contest. Choose from the following categories:

- *Best Male Superhero
- *Best Female Superhero
- *Best Villain
- *Best Dynamic Duo or Posse
- *The Worst Attempt at a Costume

Chapter President Profile Terry Meggit, CPP Northstar Chapter

By Caren Bennett

Over the last 15 years, Terry Meggit, CPP, has been a member of [The Northstar Chapter of the American Payroll Association](#), helping with CPP education and certification. He always knew he would someday get involved with the governance of the chapter, and when he saw the opportunity to step up and take on a leadership role within the chapter, he took it. In August 2009, Terry became Chapter President.

One of the first issues Terry addressed as President was the chapter's budget. While serving as Vice President, Terry observed that even with a large membership (the chapter has about 127 members and is growing), they were actually losing money on chapter meetings. He contacted vendors and discussed ways to reduce costs without changing the locations or quality of the meetings. He was successful in reducing costs, and now that money is available to use toward other chapter goals.



Terry Meggit, CPP

For National Payroll Week 2009, the Northstar Chapter teamed up with the Salvation Army and a local radio station to organize a school drive. They were able to collect 3,500 school supplies for local students. It was a "win-win" situation, Terry explains, as the chapter was able to help the community and at the same time provide exposure for the chapter. Terry looks forward to organizing more community drives in the future.

Terry has a passion for education and has focused on payroll training much of his career. He hopes to organize a training class for future instructors. These classes would give prospective instructors the tools and guidance needed to teach successfully. Terry has concentrated on member comments to get a good idea of what to do and what not to do. Over 15 years of teaching payroll, Terry has helped about 700 members reach their goal of [CPP certification](#). His main advice? "Don't read out of the book. Members can do that for themselves."

Terry enjoys making people laugh, as one member who attended a class remarked. "I knew he was a good speaker, but I didn't know he was funny too!" Terry hopes to impart this enjoyment and love of teaching, while getting as many payroll professionals CPP-certified as possible. He has seen the effects of his hard work come full circle; earlier trainees who have moved up the ranks and become payroll managers have come to him looking for employees who are CPP- and FPC-certified.

Serving as Chapter President has been very rewarding for Terry. Terry was honored as the 2002 Northstar Chapter Male Member of the Year. He also received an APA education grant in 2003. Terry has also been a speaker at the Annual Congress.

"When you volunteer, you always get a lot more then you put in," he said.

2010 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.

NEW MEMBERS

APA Welcomes 139 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.

Avionte Staffing Software Continues Paperless Initiative With Global Cash Card



Avionte Staffing Software, a provider of software for staffing and recruiting firms, has formed a new partnership with [Global Cash Card](#). Avionte clients will now have a solution that enables them to pay employees using a secure and simple paycard solution. The entire process is administered within the Avionte System allowing for two-way, instant data transfer between Global Cash Card and Avionte. According to Global Cash Card, the integration provides staffing firms a way to service their employees more effectively by providing them instant access to their money.

"Partnering with Global Cash Card was yet another way we could offer our clients a true paperless solution, reducing both expenses and administrative time," said John Long, CEO of Avionte. "By eliminating the need for paper checks and providing an attractive solution for employees who may not have or simply can't manage a bank account, we were able to create a win for everyone involved."

Patersons Announces New Partnership With Lawson



[Patersons HR and Payroll Solutions](#) has announced a partnership with [Lawson Software](#), a provider of talent management and enterprise software solutions. Through this relationship, Lawson and Patersons are actively pursuing joint opportunities where multi-national companies are seeking global talent management and global payroll solutions. Lawson will continue to provide North American payroll management directly to its customers.

"Because of the synergies between Patersons HR and Payroll Solutions and Lawson, our mutual clients gain two critical business functions--payroll and talent management--through our relationship," said Kephania Landess, Vice President, Global Sales, Patersons HR and Payroll Solutions.

Accu-Time Announces Optimus 2 Workforce Management Terminal



[Accu-Time](#) has announced Optimus 2, an employee self-service terminal. Optimus 2, company officials contend, is the company's premier workforce management terminal. The terminal allows companies to empower their employees with self-management of schedules, time and attendance approvals, and a host of other applications.

Accu-Time Systems has added the enhancements of internal USB connectivity, improvements to the internal circuitry, and a long-lasting, high-strength enclosure. The new Optimus 2 terminal also offers biometric, barcode, and many other customizable options.

WEBSITE NEWS

IRS Launches New Retirement Plans Navigator

The IRS has created a new web-based tool to help small and mid-sized businesses determine which tax-favored pension plan best suits their needs and how to keep their plans in compliance. [The IRS Retirement Plans Navigator](#) focuses on three areas and will be kept up-to-date as pension laws and regulations change [IR-2009-091, 10-13-09]:

**Choosing a plan.* The navigator does not suggest which plan may be best for a specific employer; it lays out options to allow the employer to choose a plan that best fits its situation. For example, it includes a Plan Comparison Table--a side-by-side comparison of pension plans and their requirements.

**Maintaining a plan.* The navigator provides a checklist and suggested resources for maintaining compliance. It includes links to retirement plan information and other agency websites, publications, and other resources.

**Correcting a plan.* The IRS recognizes that many mistakes can be made unintentionally, and that many errors can be corrected without notifying the agency. The navigator offers suggested options to employers seeking to correct errors and bring their plans back into compliance.

Free Virtual Congress and Expo Adds to the Congress Experience

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