



Welcome to PAYTECHonline for July 2010

TOP STORY

Teach Teens 'Paychecks 101' in September



A teenager's first paycheck can be quite a shocker when the reality of net pay sinks in. But you can help eliminate some of that surprise by educating teens during MasterCard Money Matters National Education Day on September 9. Payroll professionals across the country will teach teens about their paychecks, the payroll withholding system, and electronic payment methods such as direct deposit and paycards. This year, APA and MasterCard are also offering four educational scholarships, one \$5,000 scholarship and three \$1,000 scholarships, to randomly selected participants who qualify.

GOVERNMENT CORNER

Offer Your Input on the Burden of E-Verify Photo Matching



E-Verify can be very effective in preventing identification fraud and unauthorized employment, but it may also place an undue burden on employers. The Immigration subcommittee of the Government Affairs Task Force is discussing this issue with the Department of Homeland Security (DHS), and needs your input to support its position. Learn how to get involved.

WEBSITE NEWS

Make Your Voice Heard; Take the NPW Survey

National Payroll Week[®], scheduled for September 6-10, features numerous opportunities for payroll professionals to spread the word regarding their profession. Check out the NPW website for the ways you can get involved, including making your opinions known through the annual "Getting Paid In America" survey.

PAYROLL EVENTS

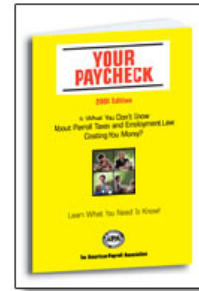
Fall Forum Is Your Ticket to Increase Efficiency and Trim Costs

Fall Forum, September 22-24 in Las Vegas, will help you streamline operations and cut costs, all while improving your organization's bottom line. Learn how to be a part of this conference, which will also feature the unveiling of the 2010 APA Prism Awards and a Leadership Certificate Program.

PAYROLL RESOURCES

'Your Paycheck' Provides Insight Into Payroll Basics

Your Paycheck, a publication from APA, answers your employees' most pressing questions about the basics of payroll. The book is also available in electronic PDF format, and can even be posted to your company's intranet or website.



CHAPTER NETWORK

Free CLS Webinar on Tax Filing Moved to August 20

This free, 90-minute webinar, exclusive to current and future local APA chapter officers, will provide information and tips necessary to file for tax-exempt status as a nonprofit charitable organization. Plus, learn how to file your chapter's Form 990, gain more information on 501(c)3 status, and much more.

VENDOR NEWS

Workscape's Outsourced Benefits Administration Selected by Global Imaging

Learn more about this new partnership. Plus, ADP has been named an HRO Market Star Performer by Everest Group; NuView Systems unveils NuViewHR Version 4.14; and Accu-Time has adopted new Lumidigm biometric technology.

NEW MEMBERS

APA Welcomes 368 New Members

Our online, searchable-by-state listing is very handy. Use it to contact payroll people in your area, including 368 new payroll peers.

BUYER'S GUIDE

2010 Global Payroll Service Providers Buyer's Guide

This month's guide is the 2010 Global Payroll Service Providers Buyer's Guide. And that's not all. You can also find an extensive list of 2008, 2009, and 2010 Buyer's Guides.

PAYROLL EVENTS

Time Running Out on Resource-Filled Virtual Congress and Expo

The 28th Annual Congress may be a memory, but the information-packed--and free--Virtual Congress and Expo is active through August 24. Check out this free online resource to engage with other payroll professionals, learn about the latest product solutions, and much more.

WEBSITE NEWS

Immediate Payroll Concepts Now Available Online

This vital APA course is now available from the comfort of your home or office! Read more to learn about when the next online sessions are taking place, and how this course will offer important information pertaining to payroll leadership issues, taxable/nontaxable compensation, and much more.

FEATURE STORY

Teach Teens 'Paychecks 101' in September



Workforce Outsource Services student Omar Johnson chats with Patti Williams, CPP, Sealed Air Corp., and North Jersey Chapter APA member last year as part of MMNED.

Spread the Word About Four New Educational Scholarships

By Erika Hurst

A teenager's first paycheck can be quite a shocker when the reality of net pay sinks in. But you can help eliminate some of the surprise by educating teens during MasterCard Money Matters National Education Day on September 9.

Part of the National Payroll Week celebration, APA's Money Matters National Education Day is sponsored by MasterCard for 2010. It unites knowledgeable payroll professionals from across the country to teach teens about their paychecks, the payroll withholding system, and electronic payment methods such as direct deposit and paycards. Go to www.nationalpayrollweek.com/Education_day.cfm for details and to volunteer.

This year, APA and MasterCard are also offering four educational scholarships. One \$5,000 scholarship and three \$1,000 scholarships will be awarded to randomly selected participants who qualify. Tell your friends, kids, and colleagues to go to www.nationaleducationday.com for details, rules, and to participate.

Educate the Next Generation

In 2009, hundreds of APA members volunteered to teach more than 50,000 students about their paychecks and the payroll system. This year's event will reach new heights, thanks to the support and sponsorship provided by MasterCard.

"We've been able to grow the program in exciting ways for the 2010 event," said Dan Maddux, Executive Director of APA. "This important initiative will continue to grow and succeed because of MasterCard Worldwide's sponsorship."

"MasterCard is proud to be the inaugural and exclusive platinum sponsor of Money Matters Education Day, to help educate high school students about their paychecks, the payroll system, and the future of payroll," said Laura Kelly, Senior Vice President, Global Prepaid & Healthcare Solutions, MasterCard Worldwide.

Hundreds of your fellow APA members have already signed-up to teach America's newest employees, so don't get left out. All volunteers will receive access to the improved lesson plan that makes teaching a snap. This year's improved lesson plan even includes a new section about electronic payment methods. The structured lesson will guide your presentation of "Paychecks 101" to students on Sept. 9.

In addition, all volunteers will receive a special gift from MasterCard, eligibility for recertification credits, and recognition from APA Executive Director Dan Maddux.

If you can't teach on Sept. 9, that's OK. You can teach the MasterCard Money Matters National Education Day lessons anytime in September and still get RCH credits and recognition from APA.

Scholarships for Education

APA has great news for anyone needing relief from the rising cost of education. For the first time, APA is offering four scholarships for education, as part of MasterCard Money Matters National Education Day.

"We are thrilled to offer four scholarships for education," Maddux said. "APA believes in investing in education and is extremely proud to offer this opportunity."

One \$5,000 scholarship and three \$1,000 scholarships will be awarded to randomly selected participants who qualify. To qualify, all you need to do is watch a short video about a new employee's first day on the job and answer six questions correctly on the official scholarship quiz.

Tell your friends, kids, and colleagues to enter--anyone who is continuing their education may qualify to win (candidates must verify enrollment in an accredited university, college, community college, technical school, or vocational school to accept the scholarship).

Go to www.nationaleducationday.com for details, complete rules and eligibility requirements, and to participate.

Give Back to Your Community

Volunteering only takes a minute. Go to www.nationalpayrollweek.com, and click on the "Volunteer" link on the homepage.

Get pumped about making a difference! Use your payroll expertise to directly influence the lives of teens in your community. Register now as a volunteer--it's the only way to get the lesson plan, and the only way APA can recognize your volunteer efforts.

Everything you need to get involved in MasterCard Money Matters National Education Day can be found at www.nationalpayrollweek.com, or you can e-mail moreinfo@americanpayroll.org for further information.

Erika Hurst is Public Relations Specialist for APA.

GOVERNMENT CORNER

How Burdensome Is E-Verify Photo Matching? Offer Your Input



By Scott Mezistrano, CPP

E-Verify has a biometric tool that can be very effective in preventing document fraud and unauthorized employment. But it may also place an undue burden on employers. The Immigration subcommittee of the Government Affairs Task Force is discussing this issue with the Department of Homeland Security (DHS), and needs your input to support its position.

What Is Photo Matching?

Photo matching comes into play if you are creating a case (used to be called "initiating a query") in E-Verify for someone who presented a Permanent Resident Card (PRC, Form I-551) or an Employment Authorization Document (EAD, Form I-766) for their Form I-9 documentation. Assuming the other Form I-9 information matches DHS's records, E-Verify will display the photo it has on file for the document presented and ask you to indicate whether it matches the photo on the PRC or EAD. (Photo matching will also be required at some point when employees present a U.S. passport.)

What Is the Burden?

Here is the burden that many employers may not be able to support. You must also:

- *Make and retain a copy of every PRC and EAD, and
- *If the photos do not match, submit a copy of the PRC or EAD to DHS by either scanning and uploading the image via E-Verify or mailing it via an express mail service, at your expense.

"I know of employers that were planning to implement E-Verify until they heard of this requirement," said Dave Fowler, GATF Immigration Subcommittee Chair. "Many large employers have hundreds or thousands of locations. E-Verify photo matching will require them to equip these locations with scanners and copiers plus absorb the associated training, operational, maintenance, and support costs. They see this as an unnecessary burden on the business. The current requirements of photo matching will also increase the security and privacy risks for employees, because it is inevitable that hardcopies of employee documents will end up in trash cans and scanned images will be left on the hard drives of shared computers. In addition, there is the added concern many have with retaining and/or mailing copies of documents with such sensitive and personally identifiable information."

Please Offer Your Input

- * Are you (or were you) considering E-Verify but have concerns about the photo matching requirement?
- * Are your hiring locations prepared to support photo matching today?
- * What sorts of burdens (employee time, equipment expense, mailing expense, record retention), if any, would this place on your business?

All input will be kept confidential. Please write to smezistrano@americanpayroll.org. Thank you!

Background

E-Verify is an online system that allows employers to electronically verify that a new hire's name, date of birth, and social security number match the records of the Social Security Administration and that the new hire is authorized to work in the United States according to the Department of Homeland Security.

Photo matching is discussed on pages 18-20 and 36-37 of the [E-Verify User Manual for Employers \(June 2010 edition\)](#).

E-Verify is currently used by over 205,000 employers at more than 750,000 worksites and is growing by more than 1,400 employers a week. For more information, please see <http://www.dhs.gov/E-Verify>.

Immunize Against This Viral Healthcare Reform Myth

By Scott Mezistrano, CPP

There is a viral e-mail circulating about how employer-provided health coverage will be added to your Forms W-2 for tax year 2011 and how it will dramatically increase your tax liability. As payroll professionals, we know this is not true, and we're the perfect people to stop this from spreading among our families, friends, and colleagues.

The e-mail incorrectly quotes the Kiplinger Tax Report and includes such statements as:

"I contacted my Congressman about House bill HR 3590, the health care bill. I asked for a summary of changes. Starting in 2011 (next year folks) your W-2 tax form sent by your employer will be increased to show the value of whatever health insurance you are given by the company. Take your tax form you just finished and see what \$15,000 or \$20,000 additional gross does to your tax debt. That's what you'll pay next year."

As we in payroll know, employer-provided health coverage will be reported on the W-2 (tax-year 2011 and beyond), but it is information only. It does not add to taxable wages/income.

The Kiplinger Report said as much [in its article](#), (see item 3) and this myth is further debunked by [Factcheck.org](#).

The actual [summary of the Patient Protection and Affordable Care Act](#) says the following (see page 23; bold is added):

"(Sec. 9002) Requires employers to include in the W-2 form of each employee the aggregate cost of applicable employer-sponsored group health coverage **that is excludable from the employee's gross income** (excluding the value of contributions to flexible spending arrangements)."

By the way, it has not yet been decided in which W-2 box the cost of employer-sponsored health coverage will be reported, but APA is urging the Internal Revenue Service to make that decision as soon as possible, so everyone can begin planning and programming. Meanwhile, if you get the e-mail, you can copy and paste the above in your reply.

OCSE to Update IWO, NMSN

The Office of Child Support Enforcement is seeking public comments on revisions of two staples of child support enforcement: the standardized Income Withholding Order and the National Medical Support Notice. Proposed changes to the IWO include instructions that all payments are to be directed to the State Disbursement Unit.



The comment periods opened on July 1 and July 2, respectively, and each will remain open for 60 days.

Income Withholding Order (IWO) Form

[In a Dear Colleague Letter \(DCL-1-10\)](#) issued to state and tribal child support directors, OCSE describes two proposed modifications to the IWO Form.

The first change eliminates any shading in the form. Employers had complained that vital information became obscured when the form was issued by fax, requiring the employer to contact the sender and have the form reissued. The second change adds a check box to page two of the form, which is to be used by employers when returning the form to the sender because the payment is not being directed to the State Disbursement Unit.

APA welcomes both changes. This second change is somewhat controversial because returning a withholding order to the sender delays its implementation. Child support professionals and APA members alike do not wish to delay the income withholding process; however, APA members on the Government Affairs Task Force Child Support and Garnishment Subcommittee have long been discussing with OCSE the problem of orders directing payments to custodial parents or their representatives instead of to the SDU, as is required by law.

The issue came to the forefront this year when the U.S. Postal Service accused Child Support Services of Atlanta, a private child support collection firm, of mail fraud. [See the February edition of *Inside Washington*.](#)

CSS had contracted with custodial parents to collect their child support rather than having the state collect it. CSS then neglected to pay the amounts to the custodial parents. The case reinforced the fact that the child support system has been designed effectively, and that making all payments to the State Disbursement Unit safeguards against this type of fraud. OCSE has been collecting comments from employers and state child support agencies through work groups it sponsors. Comments offered by participants include a number of calls for increased education to court personnel who issue child support orders.

"APA members are sympathetic to the fact that child support to a needy family will be delayed because the payroll department rejects an income withholding order. No one likes that. But this isn't a minor paperwork error," said Bill Dunn, APA's Manager of Government Relations. "The law requires that these payments be directed to the State Disbursement Units, so there's a compliance issue. It is surprising to us that judges, lawyers, and other court workers as well as child support professionals in the state enforcement agencies need to be educated on the very laws they enforce and adjudicate."

"But more important to employers, every payment that is directed away from the SDU creates an administrative issue for the company and affects its payroll processing. APA cheered when the SDUs were established, providing a single point of remittance for each state. Hearing that OCSE is reinforcing the fact that all payments are to go to the SDUs is very promising," Dunn added. "The wording on the form is so significant because it legitimizes the employer's right to reject an order that is irregular. As it is, we hear of employers being threatened with contempt of court charges for doing that."

National Medical Support Notice (NMSN)

Changes to the NMSN are not so fraught with controversy. As described in another [Dear Colleague Letter \(DCL-1-11\)](#), changes to the NMSN largely deal with clarifying terms by which the order may be referred by adding spaces for "case identifier," "order identifier," and "document tracking number." Page numbers will also be added to the multipage form. In addition, OCSE is proposing to add space for a name, mailing address, and telephone number for the representative of the child covered by the order.

All public comments are welcome. Consideration will be given to comments received by Thursday, August 26, 2010, for the IWO and by Friday, August 27 for the NMSN. The revised forms may be reviewed from the [OCSE website](#).

WEBSITE NEWS

Make a Difference in Payroll; Participate in NPW

National Payroll Week[®], scheduled for September 6-10, is less than two months away! With the weeklong tribute to payroll fast approaching, now is your chance to check out [the NPW website](#). Check the site regularly as NPW approaches for more information on how you can participate in National Payroll Week 2010.

The site features the NPW 2010 artwork, information on how to volunteer for Money Matters National Education Day, a number of payroll-related tools, as well as payroll-related coverage in the national media. Plus, the [2010 NPW Store](#) is now open for business!

Help APA Promote Payroll and Win Big

Give us your feedback on payroll topics! APA is giving away a free paycheck and a trip for two to Las Vegas to one lucky winner who completes the NPW survey. Every person who takes the [2010 "Getting Paid In America" survey](#) will be entered for a chance to win.

APA uses the survey to gauge employees' opinions and uses the results to promote payroll to top media outlets like *USA Today*, CNN, and Yahoo. When the media shares information about the survey with the general public, payroll wins! Share your opinions on important topics like unemployment funding, tax refunds, flexible spending accounts, the economic stimulus tax credit, and more.

Don't miss your chance to promote payroll and possibly win a free vacation with spending money in less than five minutes. Take the survey today, and tell all your friends and colleagues to take it too!



PAYROLL EVENTS

Fall Forum to Offer Insight on Increasing Efficiency, Trimming Costs, and More

[The Fall Forum](#), scheduled for September 22-24 at the Golden Nugget Hotel & Casino in Las Vegas, will show you how to increase efficiency, cut costs, and improve your organization's bottom line. As a payroll or accounts payable professional, your role in your organization is increasingly important as you are charged with finding real-world solutions. This three-day conference will help show you the way to finding those solutions.

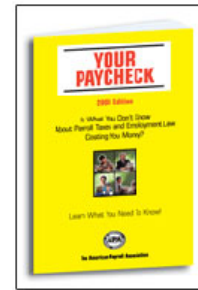


The Fall Forum will also feature the unveiling of the 2010 APA Prism Award winners! Make sure to register before August 31 to ensure a hotel reservation.

PAYROLL RESOURCES

'Your Paycheck' Answers Questions About Payroll Basics

[Your Paycheck](#) answers your employees' questions about payroll basics. The book covers all the questions commonly asked of the payroll department, and is also available in electronic PDF format. It has a one-year unlimited multi-user license, which allows you to post this handy resource on your corporate intranet or website.



Let *The Payroll Source* Be Your Guide to Vital Compliance Info

[The Payroll Source](#)[®] provides the information necessary to keep your company in compliance with federal laws and regulations affecting your payroll operations. *The Payroll Source* details all aspects of payroll administration, from the most fundamental forms and regulations, through the most complex benefits taxation and reporting, to international payrolls.

The topics included in this book are new IRS rules on cafeteria plans, how to tax and report nonqualified deferred compensation deferrals, compliance guidelines for the most recent changes in payroll laws, rules, rates and filing and reporting procedures, and state charts on new hire reporting. A supplement issued in April contains the latest compliance information for the HIRE Act and health care reform legislation.

Federal Payroll Tax Laws & Regulations Provides Insight Into IRS Rules and Regulations

[Federal Payroll Tax Laws and Regulations](#) contains the precise language of payroll-related sections of the Internal Revenue Code and IRS regulations. The laws included in this text are the American Recovery and Reinvestment Act of 2009, proposed rules on cafeteria plans, final 403(b) plan rules, nonqualified deferred compensation plan regulations, and more.

GEM Program Offers Global Cash Card Clients Free APA Memberships and Education

Global Cash Card, in partnership with APA and MasterCard, has unveiled its new [GEM Program](#), which offers new clients complimentary APA memberships and education gift cards.



This program offers companies the unique opportunity to implement "the best paycard solution in the country," said Michael Purcell, Executive Vice President and Chief Marketing Officer for Global Cash Card. Under the GEM program, payroll professionals who select and contract with Global Cash Card to implement a payroll card program, while meeting certain qualifications, will receive up to four APA memberships and up to \$500 in gift cards toward APA-provided education.

CHAPTER NETWORK

Free Chapter Leadership Webinar: Chapter Incorporation & Tax Filing Moved to August 20

Is your chapter incorporated? Are you filing your chapter's Form 990 or do you have to? What's a 501(c)3? Do these questions come up at chapter meetings? Take advantage of the **FREE** Chapter Leadership Webinar: Chapter Incorporation & Tax Filing, exclusively for current or future local chapter officers. Learn the information and tips you need to file for tax-exempt status as a nonprofit educational organization.



Winning an APA Chapter of the Year Award begins with membership development.

[Register for the free Chapter Leadership Webinar: Chapter Incorporation & Tax Filing today!](#)

Our special guest speaker, Taunya Fritzsching, CPP, Galveston Bay Area Chapter President and Houston Chapter Committee Member, will walk you through chapter incorporation and the IRS form filing process. Join Chapter Relations on **Friday, August 20** at noon CDT for this **FREE** 90-minute webinar. During this session, chapters will also gain insight on filing for nonprofit status, chapter record retention, and tax filing requirements.

[Register today!](#) For more information or questions, please contact Chapter Relations at chapterrelations@americanpayroll.org. Please note that no RCHs will be awarded for this webinar.

Another 'First' for the Greater Madison Area Chapter

By Jeannie Gross, CPP

In January, the [Greater Madison Area Chapter \(GMAC\)](#) introduced its first ever study group. The group was coordinated by Chapter President Jeannie Gross, CPP, while Lois Ginter, CPP, Chapter Secretary, and Jonalee Crabb, CPP, Chapter Treasurer, assisted as instructors. Then, beginning in January, 10 very eager payroll professionals gathered together for the common goal of becoming Certified Payroll Professionals. This lively and fun loving group met weekly at various locations. When the dust settled last spring, GMAC had seven chapter members sit for the CPP exam.

GMAC is proud to announce that our first ever study group experienced an amazing 100% pass rate! And we now have seven new CPPs, with an average score of 374.5.

"Earning my CPP is not only a professional accomplishment, but a personal accomplishment. It is a wonderful feeling after more than 20 years in payroll to publicly recognize my knowledge," said study group student Deb Carstensen, CPP, and chapter vice president.

Congratulations to:

Caroline Peterson, CPP

Celi Phillips, CPP

Deb Carstensen, CPP

Julie Grossnickle, CPP

Linda Immenschuh, CPP

Steve Judd, CPP

Vicki Kissack, CPP

Chapter President Profile Cheryl Albers, CPP Greater Milwaukee Chapter

By Caren Bennett

Cheryl Albers, CPP, was a relative newcomer to the [Greater Milwaukee Chapter](#) when she decided to run for vice president.

"I wanted to learn about the inside workings of the chapter," she said.

Cheryl was elected to the vice president position and, after serving for one year, became chapter president. Cheryl hopes that her initiative has showed chapter members that it is easy to step up and become more active in the chapter.

"You *can* be an officer, you *can* be on the board, and you *do* have a say in what goes on in the chapter," she tells her members.

In the beginning it was difficult to step up in front of the membership to run the chapter meetings, but Cheryl quickly overcame this challenge. Serving as chapter president has given her a "tremendous confidence boost."

In addition to presiding over all chapter meetings, Cheryl serves as an ex-officio member of all committees; manages and supervises the general affairs of the chapter; and creates the agenda for board meetings. She has been very involved with updating the chapter's bylaws. A big believer in documentation, Cheryl's goal is to get even more templates and procedures in place, as this makes it much easier for incoming board and committee members.

Cheryl says that without a doubt, the most enjoyable part of being chapter president is the people you get to meet - "from the new chapter member attending their first meeting to Dennis Danilewicz, CPP, APA's 2009 President."

Cheryl is very proud of the way the members of her chapter step up and work together, and of the success of the awesome statewide conference held in 2009. In her free time, Cheryl is an avid reader, and has recently begun listening to books on CD when commuting to and from work.

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.

VENDOR NEWS

Workscope's Outsourced Benefits Administration Selected by Global Imaging Systems



Workscope announced that Global Imaging Systems has selected the Workscope Outsourced Benefits Administration (OBA) solution for its ability to reduce health benefits costs without sacrificing employee satisfaction.

Workscope OBA, which consists of web-based self-service applications and integrated modeling tools, will aim to help Global reduce benefits costs. Workscope's solution will be configured to reflect Global's corporate brand. Workscope OBA also includes built-in reporting and analytics to enable Global's HR managers to understand enrollment patterns and gauge how employee enrollment behavior impacts overall healthcare costs.

ADP Named HRO Market Star Performer

[ADP](#) has been recognized as an HRO Market Star Performer in the Human Resources Outsourcing Annual Report 2010 by Everest Group, a global consulting and research firm.



The report includes ADP in the PEAK (Performance, Experience, Ability, Knowledge) matrix, which Everest utilizes as a framework to assess the market success, capabilities and strengths of more than 15 HRO suppliers. Everest recognized ADP as one of five suppliers that demonstrated the strongest advancement in market success based on annual contract value growth and capabilities advancements based on expansion of scale, scope, delivery footprint, and technology investments.

"ADP's success is rooted in our continuing commitment to deliver multi-process HRO solutions, both in the U.S. as well as globally. ADP delivers unique scalability and expertise to the marketplace, which allows us to provide flexible and cost-effective solutions regardless of where their employees are located," said Carlos Rodriguez, President of ADP National Account Services and Employer Services International.

NuView Systems Unveils NuViewHR Version 4.14

[NuView Systems](#) has announced new enhancements to its NuViewHR version 4.14 product suite. The new version facilitates salary surveys and performance review updates to support its compensation management tools. The key enhancements in the new release include Office of Federal Contract Compliance Programs (OFCCP) compliance, salary surveys, grievance tracking, performance management with auto-populating comments and multiple posting locations.



"With these enhancements, NuView is taking steps to supply the HR community with the most complete and comprehensive solution to make better, more strategic decisions and drive corporate outcomes," said Shafiq Lokhandwala, CEO of NuView.

Accu-Time Adopts New Lumidigm Biometric Technology

[Accu-Time Systems](#) has announced the integration of a new Lumidigm Mercury Multispectral fingerprint reader into its Maximus workforce management terminal. The Mercury reader uses Lumidigm's patented multispectral imaging technology to provide exceptional biometric performance. The Mercury reader is the latest generation of multispectral fingerprint readers from Lumidigm Corporation.



"The new multispectral reader allows our customers to have a biometric option in environments where using biometrics was not previously feasible," said Larry Dawson, Accu-Time Systems' Vice President of Marketing.

NEW MEMBERS

APA Welcomes 368 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.

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 Global Payroll Service Providers Buyer's Guide](#)

These other Buyer's Guides are also available:

- [2010 Time & Attendance Systems Buyer's Guide](#)
- [2010 Workforce Management Buyer's Guide](#)
- [2010 Paycard Providers Buyer's Guide](#)
- [2010 Software-as-a-Service \(SaaS\) Providers Buyer's Guide](#)
- [2010 Software Solutions Buyer's Guide](#)
- [2010 Yellow Pages Directory Listings for Vendors](#)
- [2009 Tax Filing Solutions](#)
- [2009 Garnishment Options](#)
- [2009 Outsourcing Options](#)
- [2009 Paycard Providers](#)
- [2009 e-Payroll Providers](#)
- [2009 Payroll & HR Consulting Services](#)
- [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.

PAYROLL EVENTS

Free Virtual Congress and Expo Adds to the Congress Experience

Congress may be over, but the [2010 Virtual Congress and Expo](#) will be live on the Web until August 24! Don't miss out on your chance to utilize this free online resource. The Virtual Congress and Expo allows payroll professionals 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.

EIPC to Spotlight Alien Payroll Taxation, Employment Eligibility, and Much More

[APA's Educational Institutions Payroll Conference](#), scheduled for October 17-20 at the Sheraton New Orleans, focuses on compliance issues impacting payroll professionals working in the higher education community. This three-and-a-half day conference addresses nonresident alien payroll taxation, visas, employment eligibility, student FICA exception, and much more.

Intermediate Payroll Concepts Offers Vital Training for Prospective Managers

[Intermediate Payroll Concepts](#) provides management-level training on vital topics such as taxable/nontaxable compensation, tax reporting, and payroll leadership issues. The course is scheduled for a two-day stint in Houston September 27-28.

The topics included in this course are employees vs. non-employees, determining when an employee is working under the FLSA, managing a team environment, and understanding which fringe benefits are taxable. Intermediate Payroll Concepts is tailored to payroll managers, team leaders, or those who aspire to be in such positions.

WEBSITE NEWS

Intermediate Payroll Concepts Available From the Comfort of Your Home or Office

[The Intermediate Payroll Concepts Virtual Classroom](#) is delivered through six convenient, web-based interactive sessions with top instructors. This course is scheduled for Tuesdays and Thursdays at 3 p.m. EDT from September 14-30. Each session lasts approximately two hours, and provides management-level training on vital topics such as taxable/nontaxable compensation, tax reporting, and payroll leadership issues.

The Intermediate Payroll Concepts Virtual Classroom will be conducted over the Internet via WebEx. All participants will engage in class exercises and ask questions via interactive collaboration using the virtual meeting software.

Share Payroll-Related Information With IRS Widgets

Several widgets -- online applications that can be posted to websites and social media sites to help share information -- are now available to those in payroll via [the IRS website](#). These widgets can be posted to your company's website or social networking sites such as Facebook and Twitter. These widgets are portable on-screen tools that directly link others to the IRS website for more information on a given topic. The topics offered by these widgets include retirement planning, the HIRE Act, paying for college, and much more.

Relive Congress One More Time!

The 28th Annual Congress, with more than 170 workshops and the largest payroll/accounts payable expo in the world, featured a bevy of payroll-related education and networking. [APA's Congress page](#), is the most full-featured yet. In addition to all four issues of *Congress Today* (APA's daily Congress newspaper), the page also features a link to the [APA Facebook page](#), [a Congress pictorial](#), information on the 29th Annual Congress in Salt Lake City, Utah, and more. The 29th Annual Congress is scheduled for May 24-28, 2011 at the Salt Palace Convention Center. [Those who register for the event now](#) will save \$100.

APA's ListServ Provides Answers to Payroll Questions

Where can you go to find the answer to your year-end and other payroll questions, or see how other companies handle the diverse array of company policies not regulated by law? These are just some of the topics covered on [APA's Payroll ListServ](#), a great source for questions and discussion on payroll practice and procedures!

It's easy to subscribe, just click on the link above to the Members Only area and click on the "ListServ Sign-up" page. After you join, you'll become one of the many APA payroll professionals who benefit from the give-and-take of the APA Payroll ListServ. You can ask questions, answer questions, or just read along -- no matter what, the ListServ will keep you on top of the latest topics buzzing through the payroll world.

APA's Web Links

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