



Welcome to PAYTECHonline for August 2010

## TOP STORY

### Advance Earned Income Credit is Repealed!



For tax year 2011 and beyond, there will be no more advance payment of the earned income tax credit. Eligible individuals will still be able to claim it on their personal income tax returns, however. Learn more about this, IRS's decision as to whether an employee who received severance payments during the 60 prior to hire by a new employer is still a "qualified individual" under terms of the HIRE Act, as well as information on the new green card. Plus, the Social Security Administration celebrates 75 years!

## PAYROLL EVENTS

### Educate Your Community; Get Involved in NPW

National Payroll Week 2010, scheduled for September 6-10, is your chance to get involved. Become an official NPW Supporter, educate teens about their paycheck with MasterCard Money Matters National Education Day, take the "Getting Paid In America" survey, and so much more! Learn more about the many ways you can join in NPW 2010!



## PAYROLL RESOURCES

### Fall Conferences Your Key to Regulatory Updates, Cost-Cutting Tips

This fall, APA presents two conferences designed to tackle varying aspects of payroll and related professions. The Fall Forum, scheduled for September 22-24 in Las Vegas, is your ticket to increasing efficiency and trimming costs, while the annual Educational Institutions Payroll Conference will spotlight alien payroll taxation, employment eligibility, and much more for higher education professionals. Learn more about these two conferences, as well as how to register.

#### FEATURE STORY

## FTC Discusses Your Role With Sensitive Personal Data

Mark Eichorn, Assistant Director of the Division of Privacy & Identity at the Bureau of Consumer Protection in the Federal Trade Commission, discussed the many valuable pieces of personal information that payroll professionals are entrusted with on a daily basis. Read more about what Eichorn's Congress session covered regarding the part you play.

#### FEATURE STORY

## Danilewicz' Presidential Term Filled With Accomplishment, Compassion

Dennis Danilewicz, CPP, wrapped up his term as APA President at the 28th Annual Congress in May. Learn more about his many accomplishments as APA President, as well as the traits -- both personal and professional -- that helped him become such an effective leader.



Dennis Danilewicz, CPP

#### WEBSITE NEWS

## APA's 2010 Annual Report Online

Check out this free online resource to learn about APA's various committees, award recipients, and so much more. Plus, make your voice heard by responding to the 2010 "Getting Paid In America" survey, delivered as part of National Payroll Week 2010.

#### WEBSITE NEWS

## Enter to Win Educational Scholarships

APA is offering four scholarships for education, as part of MasterCard Money Matters National Education Day. 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 and answer six questions correctly. Tell your friends, kids, and colleagues to enter -- anyone who is continuing their education may qualify to win.

#### CHAPTER NETWORK

## Gettings Leads Mississippi's Lone APA Chapter

Get to know Donna Gettings, CPP, President of the North Mississippi Chapter. Plus, learn more about a free Chapter Leadership Webinar, scheduled for August 20.



Donna Gettings, CPP

## VENDOR NEWS

### **Workscope Unveils Business Rules Engine**

Learn more about this latest offering from Workscope. Plus, Pitney Bowes Business Insight releases Spectrum Technology Platform; APA and Kao team up to release a new HRO business model; and NuView Systems unveils a new payroll service bureau.

## NEW MEMBERS

### **APA Welcomes 468 New Members**

Our online, searchable-by-state listing is very handy. Use it to contact payroll people in your area, including 468 new payroll peers.

## BUYER'S GUIDE

### **2010 Self-Service Solutions Buyer's Guide**

This month's guide is the 2010 Self-Service Solutions Buyer's Guide. And that's not all. You can also find an extensive list of 2009 and 2010 Buyer's Guides.

## GOVERNMENT CORNER

### **Advance Earned Income Credit is Repealed!**



**By Scott Mezistrano, CPP**

For tax-year 2011 and beyond, there will be no more advance payment of the earned income tax credit. Eligible individuals will still be able to claim it on their personal income tax returns, but employers may no longer advance a portion of it with each paycheck.

This change is a provision of HR 1586 (Public Law 111-226, Section 219), signed into law by President Obama on August 10.

Besides requiring that this function of payroll systems be turned off, payroll professionals will need to communicate this change to their employees. Although it has not yet been officially announced by the Internal Revenue Service, this should involve a change to Forms W-2, W-3, 941, and 944, and the elimination of Form W-5. Forms W-2c, W-3c, 941-X, and 944-X will likely retain the box or line related to the advance earned income credit at least until the statute of limitations closes on tax-year 2010 (April 15, 2014).

# Employee on Severance Still Eligible for HIRE Act

By Scott Mezistrano, CPP

If an employee received severance wages during the 60 days prior to hire by a new employer, does that prevent him or her from being a "qualified individual" under the HIRE Act? "No, it would not disqualify the employee," said Joseph Tiberio, the IRS's Acting Chief of Employment Tax. Therefore, assuming the employee met the other criteria to be a qualified individual, the employer could enjoy the relief from the employer share of social security tax on the employee's 2010 wages and possibly take the business tax credit for employee retention.



This and many more facts were revealed at the August 5 conference call between the IRS and payroll industry leaders

The severance situation was not included in the IRS's recently expanded list of frequently asked questions ([see PAYROLL CURRENTLY, Issue No. 8, Vol. 18, page 1](#)), but APA has been asking the IRS to address it. Tiberio did say, however, that his position might be different if an individual was fired by, received severance from, and then was rehired by the same company.

## Unaddressed Circumstances

APA is asking the IRS to answer the following questions:

1. Company A acquired Company B. Can employees who were qualified individuals working for Company B continue to be qualified individuals while working for Company A?
2. A qualified individual transferred from one subsidiary to another (different employer identification number) within a controlled group of companies. Can he continue to be a qualified individual?

## Two Forms 941-X Simultaneously Supported

A new Form 941-X, *Adjusted Employer's Quarterly Federal Tax Return or Claim for Refund*, will be out by mid-August. It's being revised to correspond to the changes to Form 941 for the second through fourth quarters of 2010 due to the HIRE Act. Contrary to the IRS's previous announcement, they will also continue to accept filings of the current version of the 941-X. Of course, anyone making an adjustment to any line related to the HIRE Act would have to use the newer version.

## Coming Soon

We should see the following forms and guidance "soon," according to IRS officials.

Publications 1141 and 1223, which provide the general rules and specifications for substitute Forms W-2/W-3 and W-2c/W-3c, respectively, are expected to be revised and posted to the IRS website in early September.

Final versions of Forms 3921 and 3922 will be out by the end of September. Starting in tax year 2010, these forms will be used to report to IRS the exercise of incentive stock options (Form 3921) and the purchase of stock under an employee stock purchase plan (Form 3922). [Draft versions of 3921](#) and [3922](#) are available on the IRS website.

In the "next couple of months," IRS said it will release

1. guidance on W-2 reporting of employer-provided health care, including whether it will be reported in a new box or with a new code in box 12,
2. details of the definition of medical expense for purposes of flexible spending arrangements (changed under health care reform legislation), and
3. the final regulations on cafeteria plans (proposed regulations were issued in 2007).

### **Tax Liability for Unreported Tips**

An employer may record any tax liability resulting from the new IRS audit program for unreported tip income on the last day or month of the quarter, said Idolina Volz, Senior Policy Analyst for the IRS's National Tip Compliance Program. That will give the employer the maximum amount of time to deposit the taxes.

After receiving a "Section 3121(q) Notice and Demand," an employer on the monthly deposit schedule will record the liability in the last month of the quarter on line 17 of Form 941, and an employer on the semiweekly deposit schedule will record it on the last day of the quarter on Schedule B, Volz explained. In addition, the amount of tax owing will be added to Form 941 on line 7c ("Current quarter's adjustments for tips and group-term life insurance").

The new audit program is based on Forms 4137, *Social Security and Medicare Tax on Unreported Tip Income*, submitted to the IRS by individual taxpayers. The IRS uses that information to assess the employer for its share of those taxes. For more information, see [PAYROLL CURRENTLY, Issue No. 7, Vol. 18, page 3.](#)

For more information on the HIRE Act, register for APA's Webinar On Demand, "[How the HIRE Act Impacts Your Payroll Processing.](#)"

## **New Green Card -- Why the Change from 'Alien #' to 'USCIS #'?**

By Scott Mezistrano, CPP

The "USCIS #" on the front of the newly designed Permanent Resident Card (commonly called the "Green Card") is currently the same thing as the "Alien #," which used to appear on the front of the card and now appears on the back of the card. This was explained by Yvette LaGonterie, Chief of Outreach for the Verification Division of U.S. Citizenship and Immigration Services, at a recent meeting of the [Immigration subcommittee](#) of APA's Government Affairs Task Force.

The name of the number was changed because USCIS wants one number to track all case information. In other words, the USCIS number will be used for Aliens, but individuals other than aliens might be assigned USCIS numbers for other purposes, she said.

Form I-9 requires the recording of the Alien number of individuals with green cards, and it will "eventually" be updated to request the USCIS number, according to LaGonterie.

The new cards started being issued on May 20, 2010, and are valid for 10 years. Those with older cards with no expiration date are encouraged to replace their cards to take advantage of the enhanced security features. The new card will have an expiration date, but the expiration date will apply only to the card, not to the individual's immigration status.

For more information, [visit the USCIS website](#) and click on "Green Card (Permanent Residence)." Also, check out the [Immigration Subcommittee's meeting agendas and notes](#).

## Relive SSA Milestones Over Last 75 Years!

[The Social Security Administration](#) turns 75 this year. To celebrate the long history the SSA has had with employers, we're highlighting milestones that have impacted payroll professionals throughout the years.



[The list](#) has been excerpted from the SSA's website. The complete list, compiled by SSA historian Larry DeWitt, is available at <http://www.socialsecurity.gov/history>. The site also includes a wealth of information on the legislative history of the Social Security Act, the text of speeches from the Act's founders, and a host of additional information.

## Pay FICA Tax on Severance, But File a Refund Claim

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

\* APA's tax counsel advises payroll professionals to continue to withhold, match, and deposit social security and Medicare taxes on nearly all forms of severance wages. However, she also recommends filing a claim for a refund of FICA taxes on severance payments meeting the definition in IRC Â§3402(o)(1). A refund claim may be made as easily as filing a Form 941-X for \$1.00.

\* The SSA Wage Reporting Redesign subcommittee of the Government Affairs Task Force gave SSA its opinions on getting detailed feedback on the processing of wage files, being notified of duplicate submissions, and whether paper or electronic communications are preferable.

You can always 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](#).

## PAYROLL EVENTS

# Educate the Community During NPW 2010

## *Teach Teens About Their Paychecks as Part of Money Matters National Education Day*



By Erika Hurst

Payroll professionals everywhere are counting down the days until the week devoted to celebrating all their hard work -- National Payroll Week<sup>®</sup>. Your enthusiasm will ensure 2010 is the best NPW yet! In 2009, more than 39,000 people participated in the "Getting Paid In America" survey, more than 90 companies signed up to be NPW Supporters, and more than 600 members taught teens about their paychecks during Money Matters National Education Day.

This year, you can help educate teens about their paychecks during [MasterCard Money Matters National Education Day](#) on September 9. This event 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](http://www.nationalpayrollweek.com/Education_day.cfm) for details and to volunteer.

APA and MasterCard are also offering four educational scholarships this year. 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 [the National Education Day website](#) for details, rules, and to participate.

### **Sound Off on Payroll Topics**

[Share your opinions](#) on important topics like unemployment funding, tax refunds, flexible spending accounts, electronic pay, and more. The results of the survey help APA promote payroll professionals and the payroll industry. All participants will be entered to win a trip to Las Vegas and a free paycheck. Take the survey today, and tell all your friends and colleagues to take it too! One lucky participant will win -- will it be you? [Enter now](#) to find out.

### **Volunteer in Your Community**

As part of NPW, APA members work together to improve financial literacy across America. You can [make a difference](#) in the lives of teens in your community. Volunteer today to teach teens invaluable lessons about their paychecks for MasterCard Money Matters National Education Day. Sign up at <http://www.nationalpayrollweek.com> today.

### **Scholarships for Education**

For the first time, APA is offering four scholarships for education, as part of MasterCard Money Matters National Education Day. 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](http://www.nationaleducationday.com) for details, complete rules and eligibility requirements, and to participate.

### **Show Your Support**

Celebrate NPW at your company and [get free publicity!](#) Encourage your company to join Starbucks, Monster, AT&T, Outback Steakhouse, La Quinta, and many others as a 2010 NPW Supporter. It's free to join; just recognize your company's payroll professionals and spread the NPW message. Visit the [official NPW website](#) to fill out the commitment form for your company.

## Find NPW Online

Everything you need to celebrate NPW is only one click away. Visit [the NPW website](#) to discover all the different ways you can celebrate NPW in your company and in your community. You can also interact with other APA members on the [NPW Facebook page](#). Check both sites often for updates and new information.

## Preparing for Year-End and 2011 Delivers Vital Regulatory Info

[Preparing for Year-End and 2011](#) brings you up to date on the latest changes in legislation and regulations that affect the close of 2010 and the beginning of 2011.

Reduce the risk of noncompliance penalties with this information-packed, one-day class specifically addressing the complex compliance issues of year-end payroll processing. The topics included in this course are year-end processing tips, year-end forms, fringe benefit taxation and reporting, and implementing new tax laws and regulations.

## Take Payroll Practice Essentials From the Comfort of Your Office

Payroll Practice Essentials teaches fundamental pay calculations through hands-on exercises and complex pay calculations and concepts. Now, this valuable course is delivered through nine convenient, web-based interactive sessions. [Payroll Practice Essentials: Virtual Classroom](#) will be conducted over the Internet via WebEx.

All participants will engage in class exercises and ask questions via interactive collaboration using WebEx virtual meeting software. This course can help prepare you for both the [Fundamental Payroll Certification and Certified Payroll Professional exams](#).

### PAYROLL RESOURCES

## Fall Forum Offers Insights to Increase Efficiency, Trim 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. For more information on this year's Fall Forum, check out this YouTube clip -- [Part 1](#) and [Part 2](#).



"All the information provided will be used to better my department and my corporation," said a 2009 Fall Forum attendee.

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.

"My perception of leadership has been expanded with new tools," said one attendee of the 2009 Fall Forum.

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

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



New Orleans is the site of this year's Educational Institution's Payroll Conference, October 17-20.

[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 curriculum addresses nonresident alien payroll taxation, visas, employment eligibility, student FICA exception, and much more.

"(I) received good tax information related to taxable fringes and foreign source tax issues," said one attendee of EIPC 2009.

"(The General Session speakers) were all well informed and communicated effectively," added another 2009 EIPC attendee.

## Sharpen Your Payroll Skills With Fundamentals of Payroll

Wherever you are in your payroll career, the time is always right to sharpen your skills. Just ask Ramfis Monzon. He is one of many payroll practitioners who rose through the ranks of several payroll departments and learned payroll on the job by asking questions and seeking more information.

Monzon, Payroll Coordinator with Southwest Foundation for Biomedical Research, is responsible for the payroll of 400 employees of this non-profit organization. Ramfis relocated to San Antonio, Texas after working at several companies across the United States -- from New York to California.

Working for a non-profit research institution that values education, the timing seemed right to pursue formal payroll training and pursue certification.

"I have been processing payroll for more than 20 years and I always wanted to get involved with APA and take a course," he said. "My current manager encouraged me to become an APA member. I decided to start with the [Fundamentals of Payroll course](#) and prepare for the FPC exam so I could get a good baseline of payroll knowledge."

Ramfis choose the Fundamentals of Payroll online instructor-assisted course. The course is an effective and convenient way to learn and apply the knowledge required for basic payroll processing and prepare for the [Fundamental Payroll Certification \(FPC\) exam](#). It blends printed text with interactive online study tools like quizzes and games to reinforce concepts and calculations. The instructor-assisted portion provides the added structure and support of instructor guidance and peer interaction without taking time out to attend an off-site course or seminar. It also qualifies for his employer's tuition reimbursement program.

There are many parts of the program that Ramfis feels contribute to the program's strength.

"The online quizzes really make you think about what you are learning," he said. "It forces you to pay attention to the material and hone your skills working on calculations. The quizzes and games motivate you to study more and keep you moving forward with your studies. You really learn a lot and you see the progress by comparing your online pre-test with your post-test scores."

Although Ramfis was exposed to many different payroll systems, Fundamentals of Payroll gave him a good baseline of skills and knowledge of the industry standard approach to payroll. And it helps his organization, too. Ramfis' manager is impressed with how much the information from APA has benefitted the organization overall.

"My employer is looking at payroll a bit differently now," he said. "I regularly share the knowledge that I gained from the course and the updates I get from APA with our Comptroller and HR. I help them stay up-to-date on what is changing in the payroll field. It's opened their eyes to changes that are going on and their effect on our organization. This course has helped me network within my company and added value beyond processing payroll."

Ramfis is also looking forward to taking the [FPC exam](#) in the near future and the rewards it will bring him and his organization.

"I noticed recently that the majority of payroll positions require either FPC or CPP, which wasn't the case when I started in payroll many years ago," he said. "My manager said my training will definitely have an impact on my future here. The Fundamentals of Payroll course has proven to be a good way to refresh my payroll knowledge and get started on payroll training. I definitely recommend Fundamentals of Payroll -- it's a dynamite course regardless of how long you have been working in the payroll field."

## FEATURE STORY

# Eichorn Spotlights Payroll's Role in Preventing ID Theft in Congress Speech

By Jillian Badanes

Protecting the innocent is a pillar of a superhero's job description. The same goes for pay heroes.



Mark Eichorn

In a speech at the 28th Annual Congress in National Harbor, Md., Mark Eichorn, Assistant Director of the Division of Privacy & Identity Protection at the Bureau of Consumer Protection in the Federal Trade Commission, pointed out the many valuable pieces of personal information that payroll professionals are entrusted with every day. It is the responsibility of every business to make sure the private information of employees does not fall into the wrong hands, Eichorn said.

"It's very sensitive information and it's very important to people including your colleagues," he told the packed ballroom.

The FTC's Bureau of Consumer Protection enforces anti-trust and consumer protection law, goes after those engaging in unfair or deceptive conduct, and looks for new ways to prevent identity theft. One of the FTC's most valuable allies in protecting private information is payroll and accounts payable professionals, said Eichorn. Eichorn shared five key tips with the audience on how to avoid putting private information at risk and keep a business in line with the law.

First, take stock of confidential information and keep only what is necessary. If it is necessary, keep it safely locked, and if it is not necessary or once it is no longer needed, then dispose of it properly, he said. Even with those preventative steps, Eichorn said it is still important to have a plan in case a security breach does occur. Being a superhero sometimes requires thinking like the villain to prepare for an attack, and so pay heroes must be ready for worst case scenarios as well.

"What if a hacker did get access to this information? What steps are you going to take? Who are you going to notify?" he asked the audience.

Many states require businesses to notify the state government and the individual involved first. Eichorn advised everyone to learn the particular procedure of their own area and be prepared. Although many say payroll is a thankless job, Eichorn said he often hears from consumers who have benefited from their careful safeguarding.

"I know you all do a great job of protecting information," he said. "On behalf of those consumers, thank you."

[\\*See photos from the 28th Annual Congress](#) and [register now for the 29th Annual Congress!](#)

#### FEATURE STORY

## Danilewicz' Term Filled With Accomplishment

By Barbara Youngman, CPP

Joshua J. Marine once said, "Challenges make life interesting; overcoming them makes life meaningful."

At the 27th Annual Congress in May 2009, Dennis Danilewicz, CPP, began his term as President on a challenging note, both personally and professionally. It was at this time that his true leadership legacy would emerge as he overcame challenges to support his family at a time of need and simultaneously fulfill his new role as APA President. Only a truly committed, dedicated, and loyal professional could have accomplished this undertaking. The American Payroll Association could not have been in better hands, having such a well-respected leader at the helm, who made an instant connection with the members.



Dennis Danilewicz, CPP

I first met Dennis only two years ago at the Texas Payroll Conference, when he honored us with his presence as a multi-session speaker. As TPC President, I only had about 15 minutes to speak with Dennis during our Harbor Cruise event. In this short period of time, I instantly knew Dennis was a genuine and caring individual, who one can talk with openly, whether asking for advice, providing suggestions, or just sharing stories. He confirmed this in my interactions with him last year at Congress and in conversations since. In his eyes -- it is all about "you" and his role is to listen, mentor, educate, and support.

Under Dennis' leadership, APA has forged ahead, battling a struggling economy by championing new ideas, unveiling new technology, and empowering each one of us to make a difference. As Dennis says, "We are all in this together." He rallied the troops early, providing valuable leadership to ensure the APA continues its course as the prominent leader in payroll education. At the same time, Dennis has paved the way for future leaders. He continuously provides support, encouragement, and priceless feedback as he quietly shares his own knowledge and experience.

Now is not the time to say goodbye; it is our time to say "thank you." It is a time to reflect, as well as a time to look forward to what Dennis will continue to offer APA in the future. Therefore, it is with sincere appreciation and respect that, on behalf of the APA staff, the Board, and all APA members, I say "thank you" Dennis, for your leadership, mentorship, and friendship. As the challenges over the year have surely made your life interesting, your success as our President has added meaning to our lives and hopefully to yours.

And in the end, you are right ... "It is a wonderful life."

*Barbara Youngman, CPP, was the 2009 APA Payroll Woman of the Year*

#### WEBSITE NEWS

## APA's 2010 Annual Report Now Available



In 2006, APA went digital with the Annual Report. The trend continues to this day, as APA's 2010 Annual Report [is available for viewing!](#) From the comfort of your own computer, you can learn about the various APA committees, 2010 award recipients, and much more.

## Educational Scholarships Now Available

For the first time, APA is offering four scholarships for education, as part of MasterCard Money Matters National Education Day. 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 <http://www.nationaleducationday.com> for details, complete rules and eligibility requirements, and to participate.

## Make Your Voice Heard; Take the NPW Survey Today!

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



Help promote the payroll industry by taking the "Getting Paid In America" survey. Tell all your fellow chapter members, friends, and colleagues to take it too! One lucky participant will win a free paycheck and trip for two to Las Vegas. Share your opinions on important topics like unemployment funding, tax refunds, flexible spending accounts, and more.

## APA Visa Paycard Portal Offers Vital Paycard Info

APA and Visa have partnered to offer the APA Visa Paycard Portal, which offers payroll and finance professionals more information about paycard programs and best practices, while allowing them to research state laws that allow 100% electronic pay, stay updated on legislative efforts, and much more. Check out [the APA Visa Paycard Portal website](#) for special news and updates and access to valuable resources from both APA and Visa.

## 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

[APA's Local Chapters](#)  
[Forms, Pubs. and Info](#)  
[Education and Compliance Calendar](#)  
[State and Local](#)  
[Federal and General](#)  
[Organizations](#)  
[Joblinks](#)

## CHAPTER NETWORK

# Chapter President Profile Donna Gettings, CPP North Mississippi Chapter



Donna Gettings, CPP

By Caren Bennett

When Donna Gettings learned she had been nominated for President of the [North Mississippi Chapter](#), her first reaction was surprise!

"Initially, I was quite intimidated by the nomination for President, but with the encouragement and support I received from coworkers and fellow chapter members, I decided to accept the nomination," Donna said.

Since becoming President, Donna has worked to bring exposure to her chapter. At this time, the North Mississippi Chapter is the only APA chapter in the state. Donna's goal is to find ways to reach more payroll professionals in the state and provide much needed educational and networking opportunities. The chapter has taken a step in this direction this year by hosting quarterly Payroll Professional Networking luncheons as a way to reach out to payroll professionals in the area.

"The luncheons are also a great way to engage our members who may not have the opportunity to attend our regular monthly meetings in the evening," Donna said.

Donna's hard work has paid off; in her first year as President, chapter membership increased by 25%. Attendance at monthly meetings also steadily increased with each passing month. In August 2009, the North Mississippi Chapter hosted their first statewide payroll conference, which was a great success and an event of which Donna is very proud. She is even more proud of the "spirit, passion and dedication" shown by the chapter's officers and members while preparing for the event.

Interacting with members is a great aspect of being chapter president for Donna. She enjoys hearing stories about how members ended up working in payroll.

"Let's face it," Donna said, "most of us don't grow up wishing and hoping to be a payroll professional. I don't even recall seeing a payroll professional at my high school's career day. Most of us wanted to be ballerinas and astronauts. Somehow we ended up in this career and fell in love with it. Payroll professionals love what they do and I enjoy finding out what led them to this career and what they are most passionate about."

While balancing the responsibilities of the position with her job and family can be a challenge, Donna notes that "being a part of the chapter is such a source of enjoyment and satisfaction that it isn't too hard to find the motivation needed to keep focused on the position." Donna earned her CPP certification in 2006. She has 18 years of payroll experience and looks forward to 18 more. In her free time, Donna is an avid reader and also enjoys camping and fishing with her family.

## Free Chapter Leadership Webinar: Chapter Incorporation & Tax Filing on 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.

**[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.

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

## 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](mailto:chapterrelations@americanpayroll.org).

### VENDOR NEWS

## NuView Announces New Payroll Service Bureau

**NuView Systems** has released a new Payroll Service Bureau offering. An extension of NuView's Payroll software line, the new service can be fully integrated with a company's HR function. It features a report writer that helps connect a company's HR and talent management operations with the payroll process. The key highlights of NuView's Payroll Service Bureau offering include integration, cost savings, compliance, accuracy, reliability, scalability, accountability, and security.



"NuView has a long history of providing companies with HR and payroll services, and with our new Service Bureau offering, we're going even further to help organizations save valuable time and money," said Shafiq Lokhandwala, CEO of NuView.

## ADP, Kao Announce New HRO Business Model

[ADP](#) announced that Kao Corporation has selected ADP to deliver a fully integrated suite of global HR, time management and payroll services through its GlobalView solution. The services will be provided to Kao employees in China, Hong Kong, Indonesia, Malaysia, Philippines, Singapore, Taiwan, Thailand, Vietnam, and Japan.



ADP will provide Kao with one global service level agreement to cover Kao payroll and HR employee services, partnering with HR One to integrate payroll service delivery in Japan. Through this agreement, ADP will offer one service experience for Kao employees, supplying manager self-service and employee self-service interfaces as well as enabling common reporting worldwide.

"We're pleased Kao has selected ADP to forge a successful new business model for Japanese multinationals looking to globalize service delivery to their organization. ADP connects multinationals expanding to Japan with a proven solution and expert global services," said Laurie Eldridge, Corporate Vice President and General Manager of ADP's GlobalView.

## Pitney Bowes Releases Spectrum Technology Platform

[Pitney Bowes Business Insight](#) has released Pitney Bowes Spectrum Technology Platform version 6.4. The Spectrum Technology Platform helps provide the actionable customer intelligence required for a competitive advantage. The Spectrum Technology Platform helps organizations create data that is fit for use.



According to the company, the Pitney Bowes Spectrum Technology Platform version 6.4 provides organizations with a comprehensive, modular platform for enterprise-wide data quality, data integration and location intelligence. The new features better support international address quality, help enterprises perform complex spatial queries, and provide a foundation for improving financial data quality and predictive modeling. The Pitney Bowes Spectrum Technology Platform includes five core solutions, encompassing Enterprise Data Quality, Enterprise Data Governance, Enterprise Data Integration, Enterprise Location Intelligence, and Enterprise Business Services.

## Workscope Unveils Business Rules Engine

[Workscope](#) has unveiled the capabilities of its new Workscope Eligibility Manager. This business rules engine enables human resource departments to manage business changes. Business users within HR can now filter data from the ERP, HRIS, or other system or record.



Eligibility Manager works in connection with Workscope SmartSync and Workscope Group Manager to update in-process compensation and performance processes. Workscope Eligibility Manager can use any employee attribute and an unlimited number of attributes to create compound rules to support any business criteria.

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