



Welcome to PAYTECHonline for September 2010

TOP STORY

Big Changes to OTC Drug Coverage and FSAs



The cost of an over-the-counter medicine or drug will no longer be allowed to be paid through a health flexible spending arrangement, effective January 1, 2011, unless an employee provides documentation of a doctor's prescription for that particular medication. Learn more about this new piece of legislation, as well as how it will affect HSAs and other health care programs.

WEBSITE NEWS

Dancing Paycheck, APA Members Featured on CBS' 'The Early Show'

Another year, another successful National Payroll Week. NPW 2010, which took place September 6-10, featured payroll professionals volunteering nationwide, media coverage including an appearance on CBS' "The Early Show," scholarship opportunities, and of course, the annual "Getting Paid In America" survey. Learn more about the many events that took place during the weeklong celebration of all things payroll.



PAYROLL EVENTS

Fall Conferences Tackle Top-Flight Operations, Higher Education

This fall, APA presents two conferences designed to tackle varying aspects of payroll and related professions. The Fall Forum, September 22-24 in Las Vegas, is your ticket to increase efficiency and trim costs, while the annual Educational Institutions Payroll Conference, Oct. 17-20 in New Orleans, will spotlight nonresident alien payroll taxation, employment eligibility, and much more for higher education professionals. Learn more about these two conferences, as well as how to register.

WEBSITE NEWS

Build Cost-Effective Employee Transportation Programs

The Transportation to Work: A Toolkit for the Business Community website is an online resource from the Community Transportation Association of America (CTAA) that offers companies information on how to build a simple, cost-effective transportation program that's good for their employees and their businesses. Learn more about this new online resource, as well as how it might benefit your business.

FEATURE STORY

Savings Bonds Going Paperless

As part of the "Go Green, Save Green" initiative, the Treasury is ending the sale of paper savings bonds through traditional employer-based payroll savings plans by September 30, 2010 for federal employees and December 31, 2010 for all others. To continue buying savings bonds electronically through payroll, Treasury is encouraging payroll savers to set up an online savings program. Learn how you can do so.



PAYROLL RESOURCES

PayState Update Offers Biweekly Payroll Analysis Via E-Mail

PayState Update, the only biweekly e-newsletter dedicated solely to state and local payroll compliance updates, also features state-by-state information, important Q&As, and much more. Learn how to secure your e-mailed copy today.

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.

FEATURE STORY

Virtual Congress Offered Vital Resources

There's a good chance that while you were at Congress this year, your co-workers back home were also attending. This year marked the first time the APA and AAPA have offered a virtual taste for those unable to attend the physical event. Learn more about the Virtual Congress, which was held online "live" May 26-27, 2010, as well as what the future holds for 2011.



VENDOR NEWS

Accu-Time Systems Launches New Global Brand

Learn more about how Accu-Time Systems is rebranding itself going forward. Plus, NRP adds ADP ACCESS Open Fund, and Pitney Bowes to acquire Portrait Software.

CHAPTER NETWORK

Win Prizes, Apply for NPW Chapter Contests

For those chapters who participated in National Payroll Week 2010, you now have the opportunity to win a bevy of great prizes by applying for NPW chapter contests! Prizes include a free registration to the 2011 Congress, free APA webinars, and much more.

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 past Buyer's Guides.

GOVERNMENT CORNER

Big Changes to OTC Drug Coverage and FSAs *Grace Period Canceled for Over-the-Counter Drugs; Changes Will Also Affect HSAs and Other Health Care Programs*

By Scott Mezistrano, CPP



The cost of an over-the-counter (OTC) medicine or drug will no longer be allowed to be paid through a health flexible spending arrangement (FSA), effective January 1, 2011, unless an employee can submit documentation of a doctor's prescription for that medicine or drug, or unless the drug is insulin.

This is effective for all over-the-counter drugs, even though OTC drugs generally don't require a prescription. The January 1, 2011, effective date also applies to the 2.5-month grace period for the 2010 FSA year.

The American Payroll Association knew this change was coming, based on Section 9003 of the Patient Protection and Affordable Care Act. But what may be surprising is that the January 1, 2011, effective date also applies to the 2.5-month grace period for the 2010 FSA year. You may want to tell your company's employees that they now have only 12 months for certain categories of expenses, instead of the 14.5 months they may have previously used for their calculations.

Be Sure to Tell Your Employees

There are work-arounds you can recommend:

1. Stock up on OTC medicines by December 31, and/or
2. For purchases after December 31, get a doctor's prescription. Many doctors will write a prescription for OTC drugs. Although it's an extra step to deal with -- one which could require a doctor's visit, which may entail another expense -- for often-used prescriptions, it may still be worth the time and effort.

You will also want to be sure your coworkers keep this change in mind when they make their 2011 FSA elections. Again, they will be able to be reimbursed, but they'll have to submit documentation of a doctor's prescription. There is no change in FSA eligibility for medicines that require a prescription.

Which OTC Items Are Affected?

Sudafed, Claritin, Prilosec, and Zyrtec are examples of medicines that used to require a prescription. Now they can be purchased over-the-counter -- without a prescription. So, starting January 1, 2011, documentation of a prescription will be necessary for FSA reimbursement. The same will hold true for other medicines that never needed a prescription, such as aspirin.

Medical devices, eye glasses, contact lenses, bandages, and blood sugar test kits might be considered OTC items, but they aren't drugs, so this new restriction doesn't apply to them. This rule also applies to health reimbursement arrangements, health savings accounts, and Archer medical savings accounts.

Details and Webinar Links to IRS Guidance

For more information, such as how an employee can document a prescription, amendments that may be required for your cafeteria plan, and the effect on debit card programs, see APA's article "[IRS Explains New Restrictions on Payment for Over-the-Counter Drugs](#)," available now, which will also appear in the October edition of *Payroll Currently*. This article links to guidance from the Internal Revenue Service, including the nicely detailed Notice 2010-59 and "Questions and Answers on Over-the-Counter Medicines and Drugs."

In addition, consider APA's webinar, "[Health Care Reform Is Changing the Rules on FSAs: Make Sure Your Cafeteria Plan Is Ready for 2011](#)." You can participate in the live webinar October 14 at 1 pm Eastern Daylight Time or listen to an archived version after that date.

Get New Hire Paperwork Done Right the First Time

By Scott Mezistrano, CPP

By setting up good procedures for processing new hires -- and making sure that managers in your company do their part too -- you can avoid headaches at year-end and notices and penalties from federal agencies. That's what APA tells our nation's employers in the [fall edition of the SSA/IRS Reporter](#).



U.S. Citizenship and Immigration Services, the Internal Revenue Service, the Social Security Administration, and the Office of Child Support Enforcement each have requirements to be fulfilled when a new employee comes on board. The employee must be:

- *Eligible to work in the U.S.,
- *Correctly set up in the U.S. tax and social security systems, and
- *Reported to a national directory to look for child support orders and to combat fraud in the areas of unemployment insurance, disability insurance, and workers' compensation benefits.

See APA's article, "Hiring a New Employee," on page 3 of the fall edition of the SSA/IRS Reporter. APA explains these requirements and provides links to each agency's website for forms and information. Also see our article, "E-Verify--New Interface, New Training," on page 5.

Obviously, the IRS and SSA think we have the right approach and want to share it with the 7 million employers who get the Reporter in the mail with their Form 941 and with the thousands of tax professionals who view it online. APA, IRS, and SSA -- a great alliance

APA articles have been a regular feature in the SSA/IRS Reporter since the fall 2003 edition. APA's contributor status helps fulfill the Association's mission to educate the payroll community, in addition to providing great exposure for the organization before all employers and thousands of tax professionals. It is also evidence of the ongoing partnership among APA, IRS, and SSA.

Read current and back issues of the Reporter at [the IRS website](#).

See How SSA Is Changing How It Issues Social Security Numbers

Read the latest details from the Social Security Administration about how it is changing the way it issues social security numbers, effective June 2011. The factsheet is available from the web page for the [SSA Wage Reporting Redesign Subcommittee of our Government Affairs Task Force](#).

This could require a change in the way your payroll system accepts or rejects certain ranges of numbers. SSA is doing this to avoid running out of SSNs in certain states and to help protect against identity theft. In part due to the input from the subcommittee, SSA postponed this change from its originally scheduled date to give employers and the organizations to which employers send files containing SSNs more time to prepare.

National Protect Your Identity Week to Feature Hundreds of Community Events

Identity theft myth #1: Identity theft is preventable. As with so many crimes, the risk of suffering identity theft can be minimized but cannot be eliminated. Because of the prevalence of this crime and the need for education to help consumers prevent it, the American Payroll Association is proud to join the 2010 National Protect Your Identity Week (PYIW) Coalition. A national program of the National Foundation for Credit Counseling (NFCC) and the Council of Better Business Bureaus (CBBB), Protect Your Identity Week will take place October 17-23.



During National Protect Your Identity Week, hundreds of identity theft protection events will be held in communities across the nation. At local events consumers can take advantage of educational workshops, the shredding of documents, and credit report reviews, all free of charge and open to the public. Additionally, many events will feature professional speakers and experts on ID theft prevention and recovery. Hosts of the local events will include NFCC Member Agencies and Better Business Bureaus, along with other PYIW Coalition Members.

A consumer website has been developed to help consumers locate PYIW events in their area, and provide valuable identity theft awareness and prevention education. [The website](#) features, among other resources, [a map](#) where consumers can locate National Protect Your Identity Week events near them; the Identity Theft Risk CheckSM, [an interactive quiz](#) to help consumers assess their risk of identity theft; steps to take if a consumer is a victim of identity theft; ID theft videos; educational games; and identity theft protection tips and statistics.

APA Members Help Improve IRS Forms and Pubs

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

*APA members are helping to improve a wide variety of IRS forms and publications used every day by payroll professionals. Members of the Federal Tax Forms and Publications Subcommittee of the Government Affairs Task Force composed 42 pages of recommendations to improve IRS materials. Get details and links to the complete document. It also reviews just some of the successes from our 2009 recommendations. *Immigration and Customs Enforcement is increasing its capacity to perform I-9 inspections, but it is also increasing its outreach to educate employers on best practices in hiring, verifying employment eligibility, and avoiding discrimination claims. This and much more about Form I-9 and E-Verify were revealed at the 2010 ICE IMAGE Employer Training Conference.

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](#).

WEBSITE NEWS

Survey Says ... Direct Deposit Overwhelming Preference for Employees

'Getting Paid In America' Survey Cites 96% Usage Rate; and Other Highlights from NPW 2010

Another year, another successful National Payroll Week®.

NPW 2010, which took place September 6-10, featured payroll professionals volunteering nationwide, media coverage, scholarship opportunities, and of course, the annual "[Getting Paid In America](#)" survey.



Dancing Paycheck and APA Members Appear on CBS' 'The Early Show'

As has become a tradition over the last few years, a big group of fun-loving payroll professionals and APA's Dancing Paycheck appeared on CBS television's nationwide broadcast of "The Early Show" on Sept. 9. Chapter members came from far and wide, and included representatives from the North Jersey Chapter, the Jersey Shore Chapter, the Central Jersey Chapter, the Long Island Chapter, the New York Metropolitan Chapter, the Westchester Chapter, and the Lehigh Valley Chapter. [Check out this clip](#) to see some of the fun!

MMNED a Huge Hit

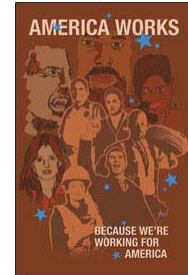
[MasterCard Money Matters National Education Day \(MMNED\)](#), which took place September 9, features payroll professionals nationwide volunteering their time and expertise in the hopes of educating teens about their paychecks. This included information on electronic payment methods, the payroll withholding system, and so much more.

We are pleased to report that this year's MMNED featured 582 volunteers!

In addition, as part of MasterCard's MMNED promotion, four lucky teens will be awarded scholarships. And there's still time to enroll! Simply visit the [MMNED Scholarship page](#) and take the quiz. Those who pass the quiz are automatically entered to win a scholarship. Enrollment deadline is September 24.

NPW Survey Tallies More Than 31,000 Respondents

We asked, and you responded in resounding fashion! More than 31,000 people responded to our call for feedback on payroll topics. Thank you for voicing your opinions in the 2010 "Getting Paid In America" survey!



Highlights of the results include:

- *Higher wages are more important than health benefits to 57 percent of respondents.
- *Meeting current financial obligations would be difficult for 72 percent of respondents if their paychecks were delayed for just one week.
- *Employees trust their payroll professionals. A resounding 89 percent said they are certain the amount of their paychecks and payroll withholding are correct each payday.
- *Employees trust their employers too. Eighty-two percent are confident their employers adequately protect vital personal information from data breaches/identity theft.
- *When it comes to state unemployment benefits, 69 percent are against using a payroll tax to fund the programs.
- *The majority of employees, 69 percent, are paid biweekly. The second most popular way for employees to be paid is semimonthly, with 19 percent of respondents selecting the method.
- *Salary situations are slowly improving, since 58 percent said they received a pay raise, compared to 43 percent in 2009. Less than half of respondents, 37 percent, said they did not receive a raise, down from 50 percent who did not in 2009. Four percent received a pay decrease, a decrease from 6 percent in 2009.
- *Most employees (89 percent) have access to medical flexible spending accounts (FSAs) at work, but only 45 percent participate. More than 40 percent said their employers offer medical FSA's, but they don't participate.

[Take a look at the full survey results.](#)

PAYROLL EVENTS

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 another attendee of the 2009 Fall Forum.

The Fall Forum will also feature the unveiling of the 2010 APA and AAPA Prism Award winners!

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



New Orleans is the site of this year's Educational Institutions 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 3 1/2 day curriculum addresses nonresident alien payroll taxation, visas, employment eligibility, student FICA exception, recent developments in Washington, 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.

SSA/IRS Reporter Lets Employers Know About APA's Preparing for Year-End Classes

By Scott Mezistrano, CPP

The IRS and SSA must think highly of our class, Preparing for Year-End and 2011. It appears in the fall 2010 edition of the *SSA/IRS Reporter!* As it says there, the one-day class "â€ provides updates on the latest changes in legislation and regulations that affect the close of 2010 and the beginning of 2011."

Recent legislation has created huge changes for payroll professionals, including:

*New reporting elements on Forms 941 and W-2 under the HIRE Act

*Reporting of employer-provided health care in 2011

*A new definition of "medical expense" for flexible spending arrangements and health savings accounts (2011)

Of course, the class will also cover the calendar checklist of year-end tasks, fringe benefit taxation and reporting, and annually announced values (wage bases, pension plan limits, mileage rates, etc.).

The IRS and SSA even take an active role in the class. Most of the classes will include presentations by IRS and SSA, on topics such as the 6,000 comprehensive employment tax audits under [IRS's National Research Program](#) and using [SSA's free AccuWage software](#) to validate the formatting of your W-2 data before submitting it. [Preparing for Year-End and 2011](#) will be taught at locations around the country from mid-October through mid-November and will be offered as a series of [live and on-demand webinars](#).

The promotion of our class appears on page 3 of the fall 2010 edition of the *SSA/IRS Reporter*. The Reporter is sent with Form 941 to 7 million employers, and thousands of tax professionals view it online.

WEBSITE NEWS

Working It: How Businesses Can Benefit From Employee Transportation Programs

[The Transportation to Work: A Toolkit for the Business Community website](#), an online resource from the Community Transportation Association of America (CTAA), offers companies information on how to build a simple, cost-effective transportation program that's good for their employees and their businesses. The Toolkit provides information on topics such as tax incentives, ridesharing and vanpools, green transportation, and supporting employees with disabilities, among others.



U.S. Secretary of Transportation Ray LaHood says the Toolkit can help employees and employers.

"Especially during challenging economic times, when so many businesses are struggling, the CTAA Transportation to Work Toolkit is a valuable resource to build an employee transportation program that is a win-win for all," LaHood said.

Studies show that employers who provide transportation benefits for their workforce also gain rewards in other ways for their companies, such as attracting and retaining workers, supporting public transit, increasing customer access to goods and services, and more.

"For members of the community with specialized mobility needs, such as people with disabilities, older workers, youth and low-income earners, transportation is often the link that makes employment in good jobs possible," says Secretary of Labor Hilda L. Solis.

For more information on how to benefit your business while promoting job satisfaction, please visit the [CTAA Transportation to Work: A Toolkit for the Business Community website](#).

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.

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](#)

FEATURE STORY

Treasury Ending Sale of Paper Savings Bonds in September

As part of the "Go Green, Save Green" initiative, the Treasury is ending the sale of paper savings bonds through traditional employer-based payroll savings plans by September 30, 2010 for federal employees and December 31, 2010 for all others.



To continue buying savings bonds electronically through payroll, Treasury is encouraging payroll savers to set up an online savings program at TreasuryDirect.gov.

For more information about the elimination of paper payroll savings bonds, and for information on TreasuryDirect, you can visit <http://www.treas.gov/press/releases/tg644.htm> and <http://www.treasurydirect.gov>.

PAYROLL RESOURCES

PayState Update Offers Biweekly Payroll Analysis

PayState Update is the only biweekly e-newsletter dedicated exclusively to state and local payroll compliance news and issues. If you process payroll in more than one state, this newsletter is indispensable. This publication includes in-depth articles and analyses, comparative charts, state-by-state information, a Q&A feature, and topical indexes.



In recent months, *PayState Update* subscribers were the first to learn that Kansas employers may require electronic wage payments, two more states, Oregon and Virginia, require electronic child support payments, and much more.

To receive the latest news, visit the [PayState Update website](http://PayStateUpdate.com).

Year-End Courses Are Your Ticket to Avoid Costly Compliance Penalties

Reduce the risk of noncompliance penalties with this information-packed, one-day class specifically addressing the complex compliance issues of year-end payroll processing. [Preparing for Year-End and 2011](http://PreparingforYearEndand2011.com) brings you up to date on the latest changes in legislation and regulations that affect the close of 2010 and the beginning of 2011.

The topics covered in this course include year-end processing tips, year-end forms, fringe benefit taxation and reporting, annual rate and limit changes, and implementing new tax laws and regulations.

NEW MEMBERS

APA Welcomes 468 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.

VENDOR NEWS

Accu-Time Systems Launches New Global Brand

[Accu-Time Systems](#) has revamped its branding to further communicate the company's commitment. The company said its commitment is to provide efficient, robust, and reliable time and attendance and workforce management products. A new company logo, font, tagline, and brand imagery have been unveiled.



"Our new image, while keeping elements of the old, represents the same reliability that Accu-Time and our products have always provided but also demonstrates our commitment to bringing proven, precision technology to our customers in dozens of countries," said Larry Dawson, Vice President of Marketing for Accu-Time Systems

NRP Adds ADP ACCESS Open Fund

[ADP](#) announced that National Retirement Partners (NRP) has approved the marketing of ADP ACCESS' 401(k) retirement plan product. This allows NRP's 150 member firms in more than 39 states to offer retirement plan clients the ability to select from more than 6,000 investment options. ADP said it makes the 401(k) retirement plan products available without the proprietary fund requirements imposed by many other service providers.



"Our clients and their financial advisors trust ADP to provide flexible plan solutions that meet their specific investment and participant communication needs," said Chris Augelli, VP Alliance Programs, ADP Retirement Services.

Pitney Bowes to Acquire Portrait Software



Pitney Bowes MapInfo UK Limited, a wholly-owned subsidiary of [Pitney Bowes Inc.](#), announced it will acquire Portrait Software. Portrait is an English company that provides software to enhance existing customer relationship management systems.

Portrait Software offers software applications that help companies increase their level of engagement with their customers. These applications enable companies to design and execute more effective customer service and marketing campaigns.

"Pitney Bowes is expanding its range of software solutions that help our customers grow their own businesses. The capabilities we found at Portrait Software are an excellent complement to our existing offerings and will find their way into the suite of tools we provide to organizations of all sizes," said Murray Martin, Pitney Bowes' Chairman, President and CEO.

CHAPTER NETWORK

Win Prizes, Apply for NPW Contests

Did you and/or your chapter participate in National Payroll Week® 2010? Here's your opportunity to share your NPW activity and win great prizes like a free registration to APA's Congress, free APA webinars, or free APA publications. There's still time to enter by completing the following entry forms.

- *[Local Government Outreach Chapter Contest](#)
- *[Education Outreach & Community Service Chapter Contest](#)
- *[Local Media Outreach Chapter Contest](#)
- *[Individual Activity Contest](#)
- *[Online Survey Promotion Contest](#)
- *[Chapter Photo Contest](#)
- *[National Education Day Regional Champions Contest](#)



It's time to rock out PAYROLL. Let's make NPW in 2010 the best yet! To enter the NPW contests, click on the links above and submit the completed Q&A and required items to chapterrelations@americanpayroll.org

Winners will also be featured in PAYTECH, as they were [in 2009](#).

Chapter President Profile Audrey L. Jarvey, CPP Northeast Wisconsin Chapter

By Caren Bennett

Audrey L. Jarvey, CPP, has grown with the [Northeast Wisconsin Chapter](#) throughout the years. She has served in various positions on the chapter's board, so stepping up as President was a natural progression, as well as a goal Audrey had set for herself to further improve her leadership abilities.



Audrey Jarvey, CPP

As President, Audrey has worked along with the chapter's board to bring quality speakers, timely subject matter, and excellent, affordable seminars to the members. Education is an important aspect of her chapter and Audrey is excited to report that this year they have added a second CPP study group. The chapter is also busy planning and working on their statewide conference to be held this month.

Recently the Northeast Wisconsin Chapter has experienced a substantial growth in membership. Audrey's goal as chapter President is to keep their momentum going, and to become even more visible in the community. To achieve this goal the chapter has started to become more involved with outreach projects and community service.

For Audrey, the best part of being President is meeting new members and seeing them get involved: "It is so enjoyable to have the newer members get involved in the workings of the chapter, whether it be on the board or working on a committee," she said. "That's when you really get to know everyone and they begin to take ownership of the group. That is also how the chapter will continue to be viable and become the 'go-to' organization for our members in their professional careers."

When she is not busy with payroll, Audrey is very involved with Soroptimist International, a women's service organization, whose mission is to improve the lives of women and girls in the local community, as well as throughout the world. The group does this through fundraising, award programs, and various hands-on projects. Audrey has worked with the group for many years, and currently serves as the Fundraising Chair for the Midwestern Region.

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.

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 Self-Service Solutions 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](#)
- [2010 Global Payroll Service Providers Buyer's Guide](#)
- [2009 Garnishment Options](#)
- [2009 Outsourcing Options](#)
- [2009 Paycard Providers](#)
- [2009 e-Payroll Providers](#)
- [2009 Payroll & HR Consulting Services](#)

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.

