



23rd ANNUAL CONFERENCE



OCTOBER 15 & 16



MINERALS HOTEL VERNON, NJ

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Toll-free: 1-855-749-2240



Conference Agenda

THURSDAY, October 15, 2015

7:00 am - 8:50 am	Registration & Breakfast	
8:50 am - 9:00 am	Welcome & Opening Remarks	
9:00 am - 10:30 am	Keynote Address Annette Dubrouillet: Make No Mistake: How To Make The Best Decisions The First Time	
10:30 am - 11:00 am	Vendor Break	
11:30 am - 12:30 pm	T1A - Payroll Updates and More Glenn Gizzi Internal Revenue Service	T1B - Taking Care of Business & Working Overtime Mark Tabakman, Esq. Fox Rothschild, LLP
12:30 pm to 2:00 pm	Lunch Break	
2:00 pm - 3:30 pm	T2B - Climbing a Mountain: Human Resource Management and Payroll Administration Thomas Ryan, Esq. Laddey, Clark & Ryan, LLP	T2B - Employee Benefits & Adoption Rates for a Successful Paycard Program George Mavrantzas Global Cash Card
3:30 pm to 4:00 pm	Vendor Break	
4:00 pm - 5:30 pm	T3A - Global Payroll Best Practices Suzann Schoepfer & Darin Lowe Celergo Global Payroll	T3B - Payroll Research Using the Internet Troy Prosser Symmetry Software
6:00 pm - 7:00 pm	Meet & Greet	
7:00 pm - 9:30 pm	Dinner & Show	

Conference Agenda

FRIDAY, October 16, 2015

7:00 am - 8:00 am	Continental Breakfast	
8:00 am - 9:30 am	F1A - The Perfect Partnership: Human Resources & Payroll Dennis Danilewicz, CPP NYU Langone Medical Center	F1B - Be an Asset: Understanding Accounting for Payroll Lilie Donahue, CPA Esmer PS & Kenneth Klimik, CPP Samsung USA
9:30 am - 10:00 am	Vendor Break	
10:00 am - 11:30 am	F2A - The Blueprint Behind Payroll Compliance Matthew Carman Ceridian	F2B - Emerging Issues in State Unemployment Joseph Franzettii & Matt Kaufer Barnett Associates, Inc.
11:30 am - 12:00 pm	Final Vendor Break	
12:00 pm - 12:30 pm	Box Lunch	
12:30 pm - 1:00 pm	F3A - Preparing for your FPC/ CPP Certification and Its Importance to Your Career Colleen Flores, CPP Esmer PS	
1:00 pm - 3:00 pm	General Session: APA Lobbying Efforts/Legislative Agenda & How ACA Affects Payroll Michael O'Toole, Esq. American Payroll Association	
3:00 pm - 3:30 pm	Closing General Session Closing Remarks and Prizes	

Important Conference Details

Dress Code/Weather

All conference events are business casual. Please note that the temperature in the meeting rooms at the Minerals Hotel may fluctuate; you may want to bring a sweater or jacket for your personal comfort

Session handouts will be available online to all conference attendees at www.njstatewidepayrollconf.org from October 8, 2015 through November 30, 2015.

To conserve paper, please print and bring with you only those handouts you need.

Earn RCH, PHR, SPHR and GPHR credits when you attend this conference!
(Number of RCHs not yet determined)

Questions? Any questions related to registration should be directed to Karen Wohl, the Registration Chair. Her number is (973) 378-6233 and email is kwohl@njtransit.com



Bring a Toy!

Toys for Tots will be collected
By the Marine Corps Reserve



Discounted Hotel Rooms!

The Minerals Resort & Spa will have a limited number of rooms available at a discounted rate. Call early and mention the NJ Statewide Payroll Conference when making your reservation.

Toll-free: 1-855-749-2240

Some comments about the 2014 conference:
“I thought the conference was very good and I like the two days.”

“Being from out of state (PA), this was nice to be able to interact with others, share my ideas and hear theirs. I walked away with some very useful information.”

“Excellent conference. Be sure to move around the state.”

Registration Information



Registration and payment is online at: www.njstatewidepayrollconf.org.

If you prefer to pay by check, please register online first and then send your payment to:

Karen Wohl

c/o New Jersey Transit

180 Boyden Avenue

Maplewood, NJ 07040-2419

Make check payable to: New Jersey Statewide Payroll Conference

Registration will be considered complete when payment has been received.

Early Registration (payment received by August 15th).....\$400

Regular Registration.....\$435

Guest Registration (For Thursday night dinner & show only).....\$100

Cancelations/Substitutions:

The NJSPC cannot honor cancelations or refunds. If you wish, you may substitute another colleague from your company by emailing us at questions@njstatewidepayrollconf.org giving us the original registrant's name, new (substitute) registrant's name, title, email address and phone number. If you do not have a substitute, notify us at the same email address no later than October 1, 2015 and you will be issued a credit for next year's conference less a \$75.00 cancelation fee. This credit is good only for the 2016 conference. Cancelations received after October 1, 2015 will not be honored.

Guest tickets for Thursday night Dinner & Show must be purchased at the time of registration.

CONFERENCE SESSIONS THURSDAY

KEYNOTE SPEAKER



Annette Dubrouillet

Make No Mistake: How To Make The Best Decisions The First Time
Thursday Morning General Session

Why don't we make the best decision the first time around? Because we let what we don't have drive what we think we need. Or because we don't use a process. Or because we allow our personalities to drive the decision. Despite our good intentions, we focus on all the wrong reasons and all the wrong ways to solve a problem and we end up making Defective Decisions™. Then we have to go back and make another decision to fix that Defective Decision™. What we all need to be doing is making **Deliberate Decisions™—that's where you are in charge; solving the right problem with your best brainpower.** And that is exactly what this activity-oriented program brings. Your group gets tools, theories, check-lists, do's and don'ts and tons of practical exercises to try it all out. Your group will learn:

- 1. The seven-step process that expedites problem-solving giving it focus and structure.**
- 2. The three critical actions to ensure successful Deliberate Decisions™**
- 3. The four major types of Defective Decisions™ and how to avoid them.**

CONFERENCE SESSIONS

THURSDAY



Mathew Carman

T1A - Payroll Updates and More

Coverage of current payroll issues, 94X series, Social Security Administration issues and live interaction with IRS.gov to cover payroll professional section.

Glenn Gizzi

Senior Stakeholder Liaison
Internal Revenue Service



Dennis
Danilewicz, CPP

T1B - Taking Care of Business & Working Overtime

Employers must compensate employees for “all time worked.” There are however many situations when it is unclear whether the activity engaged in (e.g. travel, on-call) is, or has been converted to, working hours which must then be added in to weekly totals to determine if overtime is warranted. These are the so-called off-the-clock working time cases, more and more of which are lodged every year, most of them as class actions. The latest variation on this theme is lawsuits seeking compensation for employee off-duty usage of their emails and computers/PDAs.

This seminar will explore the issues revolving around preliminary and postliminary activities. Attendees will learn to recognize flashpoints and potential problems in their compensation practices related to work hours. On allegations involving unpaid “working time,” employers are often caught unawares because they do not have a strong sense of when certain pre-shift and post-shift activities may rise to the level of working time. There will be an emphasis on the policies and safeguards that can/should be implemented to avoid possible problems flaring up into class action lawsuits.

Mark Tabakman, Esq.

Partner
Fox Rothschild LLP



Lilie Donahue,
CPA



Colleen Flores,
CPP

T2A - Climbing a Mountain: Human Resources Management & Payroll Administration

Human Resource Management and Payroll Administration are like climbing a mountain. Sometimes the task seems insurmountable; however, the view from the summit is extraordinary: tasks accomplished, a route successfully followed, and a painted picture being achieved. Tom Ryan will be your guide through the ever-changing route to climb the mountain! With a number of important state and federal elections on the horizon, employment and labor laws are being targeted for change and what those changes may be remain a mystery. We will walk through the most recent route changes in implications for payroll and benefits administration, including state and federal leave laws, the Affordable Care Act, and wage and hour laws

Thomas Ryan, Esq.

Managing Partner
Laddey, Clark & Ryan, LLP

T2B - Employee Benefits & Adoption Rates for a Successful Paycard Program

This session will review the current payroll card space and highlight the latest employer and employee benefits. In addition, the session will cover critical considerations when implementing paperless payroll and an action plan to ensure an effective roll out.

George Mavrantzas

Director of Special Projects
Global Cash Card

CONFERENCE SESSIONS

THURSDAY



Joseph Franzetti



Glenn Gizzi



Kenneth Klimik,
CPP



Matt Kaufer

T3A – Global Payroll Best Practices

Compliance Is No longer Just Local- It's Now Global
Compliance is ever changing in the global environment. Payroll professionals today are not only required to manage compliance at a local payroll level, but also must be compliant with global standards including OFAC, FCPA, UK Bribery Act, European Data Privacy and many more. Learn about the requirements of these programs and tactics to ensure your company is compliant on a global level.

Suzann Schoepfer

Northeast Business
Development Manager
Celergo

Darin Lowe

Project Manager
Celergo

T3B – Payroll Research Using the Internet

The internet can help you get the information you need to do your job better and ensure compliance. Learn how to quickly find federal, state and local payroll related laws, regulations, government forms and publications. Refine your skills with efficient research techniques. Find ways to analyze sites for accuracy and credibility. Discover useful social media (Blogs, Facebook, Twitter).

Troy Prosser

Senior Account Executive
Symmetry Software



CONFERENCE SESSIONS FRIDAY



Darin Lowe



George
Mavrantzas



Troy Prosser

F1A - The Perfect Partnership: Human Resources & Payroll

When paycheck issues arise, employees don't care who caused it. They just want it fixed. Learn to prevent errors by establishing a real partnership between payroll and HR, letting go of previous assumptions, understanding the roles and responsibilities of each department, and creating effective tools for data sharing. A case study of how one company ended the civil war between payroll and HR will also be reviewed.

Dennis Danilewicz, CPP

Senior Director of Disbursement Services
NYU Langone Medical Center

F1B - Be An Asset: Understanding Accounting for Payroll

Accounting is an integral part of the payroll process - The accounting for payroll transactions impacts the results presented to stakeholders and is one of the most crucial pieces of information used for decision making by CEOs, Finance and Human Resource Executives. It is important that every payroll professional understand basic Accounting concepts and the impact on their Company. This understanding allows the payroll professional to add value to the work they contribute on a daily basis. This class will focus on basic Accounting Concepts, the connection between Accounting and the Payroll Process, and insight to different ways Payroll accounting impacts a Company and their Stakeholders. In addition, we will spend some time highlighting the areas one should focus on for the Accounting section of the CPP exam.

Lilie Donahue, CPA

Chief Executive Officer
Esmer PS

Kenneth Klimik, CPP

Payroll Manager
Samsung USA

F2A - The Blueprint Behind Payroll Compliance

Payroll compliance can be a difficult challenge for many payroll practitioners. With complex rules and regulations that differ from state-to-state, there are strict guidelines and procedures that need to be followed. Maintaining up-to-date records for reporting and auditing purposes is essential and does help in avoiding costly penalties; but what else is pertinent that you need to know? In our presentation, we'll highlight the details behind a successful blueprint to payroll compliance and provide the fundamentals that will guide you to becoming a Subject Matter Expert on the topic.

Matthew Carman

Enterprise Sales Executive
Ceridian

F2B - Emerging Issues in State Unemployment

Beginning with a brief overview of the unemployment tax system, this session will progress to discussing the unemployment tax ramifications that occur when companies move employees between entities, including mergers, acquisitions, consolidations and corporate reorganizations. The session will conclude with SUTA Dumping, including an explanation of legislation, and how this is revamping the industry. Examples are as follows:

- Summary of UI system
- Unemployment Tax Rate Calculations
- Methods to Control Unemployment Costs
- Compliance Responsibilities / Federal & State Legislation Updates

Joseph Franzetti **Matt Kaufer**

Director

Vice President

Barnett Associates, Inc.

Barnett Associates, Inc.

CONFERENCE SESSIONS FRIDAY



Thomas Ryan, Esq.



Suzann Schoepfer



Mark Tabakman,
Esq.

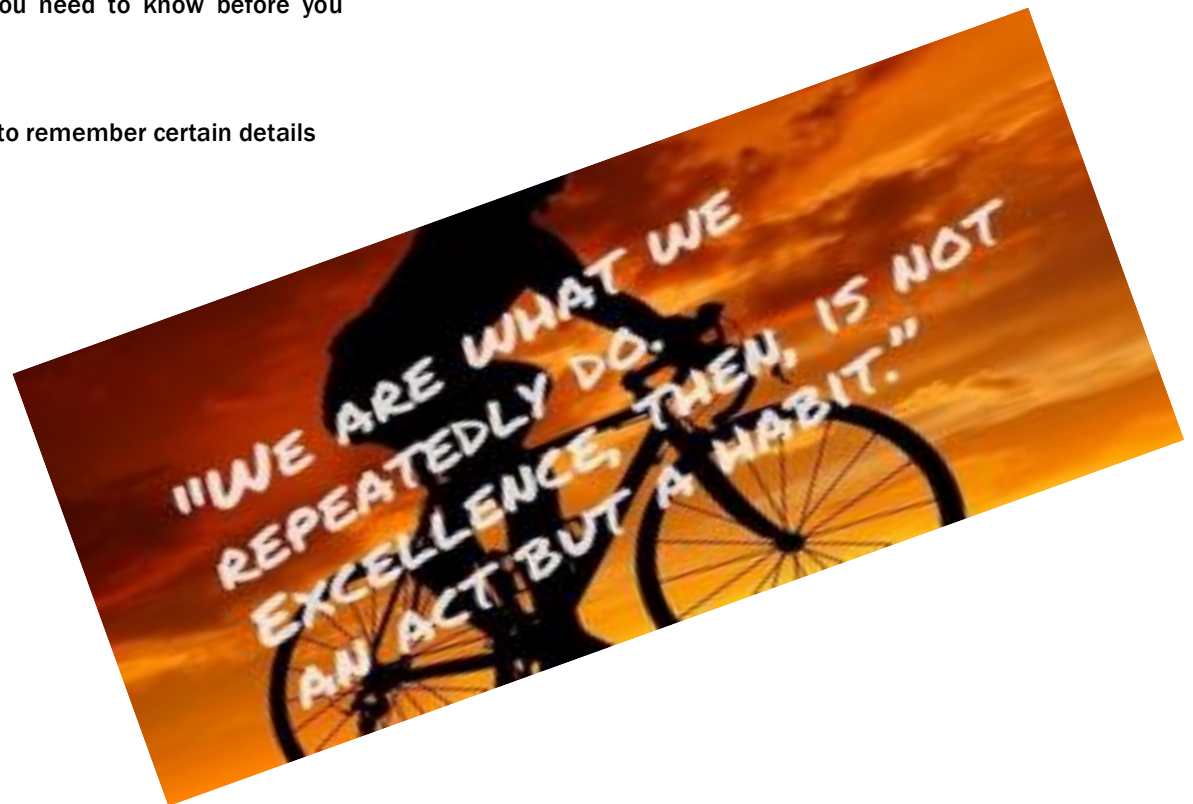
F3A – Preparing for Your FPC/ CPP Certification & Its Importance to Your Career

Have you always wondered why you should obtain your FPC/ CPP designation? Learn why and how to begin the path of obtaining this important certification for Payroll Professionals! This session will include:

- Highlights of what you need to know before you take the exam
- Effective study habits
- Test taking tips
- Helpful hints on how to remember certain details
- Study resources

Colleen Flores, CPP

Vice President
Esmer PS



CONFERENCE SESSIONS FRIDAY

AFTERNOON GENERAL SESSION



Michael O'Toole

**Senior Director of Publications, Education & Government Relations
American Payroll Association**

Advocating for payroll professionals to federal and state legislatures and agencies to reduce your burden and your employer's costs is a core APA mission. Their staff lobbyists and members continue to work on accelerated W-2 filing to combat refund fraud, commuter benefits parity, payroll service provider regulation, and much more. Come find out how they work on your behalf.

Also discussed, how the full impact of the Affordable Care Act is hitting Payroll, HR, and Benefits in 2015, as data is collected for reporting health insurance coverage to employees and the IRS in early 2016. This session will ask you to talk about who will do the reporting in your organization and what goes on the new forms.

ENTERTAINMENT



Join us after dinner for an hour of fun with one of the hottest rising comics in the entertainment industry. John Pizzi has brought his unique brand of comedy to audiences around the country!

John has been an opening act for entertainers like Jerry Vale, Johnny Maestro and the Brooklyn Bridge, Joy Behar, Weird Al Yankovic, The Trammps, The Regents, Al Martino, Jay Black and The Americans, Clint Holmes, and many more!

John is a national headliner at comedy clubs, resorts, colleges, and theaters across the United States.

John is a regular at the Riveria Hotel in Las Vegas, the Borgata Hotel in Atlantic City and a member of the Friars Club in New York City and Los Angeles.

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