

Swing By

SEPTEMBER
21 - 24
2022



The World Series of Payroll

AMERICAN
PAYROLL
ASSOCIATION

The Nation's Leader in Payroll Education
www.americanpayroll.org



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TxPayrollConference.org
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Embassy Suites Hotel
Frisco, TX 75034



Why Should You Attend The Largest Statewide Conference?

This educational event held in September provides training covering a wide spectrum of local, national, and global payroll topics, such as Remote Workers & Nexus (speaker Karen Ward, CPP), COVID – The Never Ending Questions (speaker Brian Farrington, ESQ.) and How to Handle Federal, State, and Local Tax Notices (speaker Rebecca Harshberger, CPP). As a payroll professional, enthusiastic about developing new skills to improve the payroll team, attending the Texas Payroll Conference -- a statewide conference, allows attendees to obtain regulatory changes and new payroll technologies impacting payroll, while developing long-lasting friendships and connections.

The Texas Payroll Conference has been providing dynamite speakers and industry experts for over 30 years at a very low cost. It is the best investment to receive RCHs.

*Invest in
yourself!*

OUR MISSION

To continuously enhance the payroll profession by providing educational, networking, and professional development opportunities to individuals in payroll and related fields.

Payroll professionals must stay abreast of federal, state, and local tax laws as they impact the payroll process and administer the regulations of various federal agencies such as the Social Security Administration, the U. S. Department of Labor, and the Federal Office of Child Support Enforcement. In the State of Texas, payroll professionals also interact with the Texas Workforce Commission and the Attorney General's Office. Frequent changes to regulations and technological advances require a continual upgrading of skills to stay current. Texas Payroll Conference, Inc. was founded to help payroll professionals meet these challenges.



**THIRTY THIRD ANNUAL
TEXAS PAYROLL CONFERENCE**
September 21- 24, 2022
Embassy Suites and Convention Center
Frisco, Texas

In The Dugout with The 2022 Board of Directors

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*Join
Us!*

BECOME A MEMBER OF THE TEXAS PAYROLL CONFERENCE BOARD OF DIRECTORS

Do you want to amplify your career path, grow professionally, travel and meet new friends?

Are you looking to create endless networking possibilities or sharpen your skill sets and talents?

Would you like to have the opportunity to have substantial impact on the Texas Payroll Conference (TPC) in 2023?

Are you interested in free conference registration?

All these things and more are waiting for you as a TPC board member. If you are willing to make a four year commitment serving on the TPC Board, please consider applying for the 2022-2023 board.

Please email info@txpayrollconference.org for more information.

WHEN WAS THE LAST TIME YOU MADE A SOUND INVESTMENT IN YOU? ARE YOU SOMEONE WHO HAS CHOSEN PAYROLL AS A CAREER?

Are you someone who works hard to get it right; driven to be the best Payroll professional he/she can be; someone who knows the importance to stay informed of the Tax Reform Updates?

If yes, then the time is now to make a sound investment in your future. The Judith Houghton Memorial Scholarship is awarded annually to a loyal and committed supporter of the Payroll Profession. A free Texas Payroll Conference registration is waiting just for you.

By applying, you are investing in your success to continue to grow your payroll knowledge with a quality educational opportunity offered by the Texas Payroll Conference.

To capitalize and gain a profitable return:

1. Visit our website at www.txpayrollconference.org. Click on the Scholarship & Awards tab; select Judith Houghton Scholarship.

2. Complete the application and submit it via email to tpcscholarship@txpayrollconference.org before 7/19/2022.

3. The winner will be announced at the 2022 conference.

The
**Judith
Houghton
Scholarship**

KEYNOTE SPEAKER
WEDNESDAY



**MATT
HAVENS**

TOPIC: STOP ACTING YOUR AGE!

Matt Havens is not your typical speaker. His uncanny ability to provide real-world solutions in relatable and humorous ways has made him one of the quickest up-and-coming speakers in the industry.

Matt's signature style began in corporate America, where by 25 he pitched the C-suite boardroom of a Fortune 25 company on his plan to lead enterprise-wide transformations to capitalize on the "Millennial" opportunities present in the marketplace and workforce. Matt's work caught fire, he began speaking to audiences all over the country, catapulting up the corporate ladder and leading teams in areas of marketing, sales, and customer retention. Matt has been at the forefront of driving change efforts, started new sales departments, and ran centers in 5 U.S. locations. In short, his approach is baked in reality instead of hyperbole.

Matt brings his simple yet profound solutions to companies, associations, and small businesses across North America. His mission is to put perspective into action – professionally and personally – by unpacking our true motivations, and how our answers relate to the relationships and connections we create. The versatility of his experience and expertise is why he's frequently called upon to address topics ranging from generational differences, leadership, culture, communication, sales and building successful teams.

KEYNOTE SPEAKER
THURSDAY



**KELLY
MERBLER**

TOPIC: FROM BURNED OUT TO FIRED UP! BUILD A CULTURE THAT SPARKS GREATNESS

Kelly Merbler is an award-winning keynote speaker, executive coach, and founding principal of The Kelly Merbler Company, a leadership consulting firm specializing in strength-based employee engagement and retention programs, leadership development, and culture building. Kelly spent twenty-one years as a regional executive with a global staffing organization. She knows the secret to success is not hiring the right talent but activating that talent by identifying what people do best and aligning them in the right role for maximum impact.

Kelly believes everyone has the ability to be an inspired and transformational leader, empowering others to rise to their greatest potential. She sparks organizations, leaders, and teams to find their passion and purpose by operating in their strengths, leading to more fulfilling personal and professional lives.

Following the loss of her mother to dementia in 2014, Kelly discovered her passion for helping others discover their purpose when she attended a leadership conference where her soon-to-be mentor, Dr. John C. Maxwell was the keynote speaker. Since then, becoming a Gallup-certified Strengths Coach and faculty member for The John Maxwell Team.

Kelly's clients include JM Family Enterprises, NextEra Energy, Tenet Healthcare, The Ritz-Carlton, Converse, ChenMed, and Hotwire Communications among many others.

Kelly received her undergraduate degree in Business and Corporate Communications from the University of Central Florida.

KEYNOTE SPEAKER
FRIDAY & SATURDAY



**NICOLE
SMITH**

TOPIC: UNLOCK AND UNLEASH YOUR POTENTIAL: THE POWER OF YOUR EMOTIONAL INTELLIGENCE & HOW TO LEVERAGE IT TO SHOW UP!

TOPIC 2: THE ROADMAP TO BECOMING AN EXEMPLARY LEADER!

For the past 25 years, using her background in Talent Development and focusing on Leadership Development, Nicole Smith has consulted, trained and coached many organizational leaders, at every level in various industries. Her background led her to become a #1 best-selling author of two books "20 Golden Leadership Nuggets" and "Shut'em Down: Racism, Black Women, and Corporate America". She created a mindset workbook journal "Empowering The Mind" because mindset is everything!

Recognized 2021 as a nationally ranked leadership coach, Nicole Smith leads her boutique leadership development and coaching practice, JMS Creative Leadership Solutions, JMS "Transform You!" Coaching Program has been featured in Yahoo! Finance. She is certified as an Emotional Intelligence Coach and Practitioner, Professional Life Coach, and a DISC behavior consultant. Her certifications allow her to administer in-depth EQ and

DISC assessments and help leaders and aspiring leaders move from being a top performer to an exemplary leader!. She currently resides in Charlotte, NC with her husband of 24 years and two sons who are already changing the game of leadership!

TOPIC: GETTING FAST RESULTS FOR YOUR LIFE

Just in case (Hinojosa) is pronounced – by answering the question... Where do you get water from? (In A Hose Ah) Whether he is being recognized by Zig Ziglar as a leader that is passing it on to the next generation or by his students as the best teacher, A.G. "Pete" Hinojosa is passionate about making a difference.

As a Master Trainer and Subject Matter expert in the Model of Human Behavior, Pete has traveled across the country as a keynote speaker and leadership expert for over 25 years. His background as a former educator and business owner has allowed him to connect with audiences from Fortune 500 companies to small and mid-size businesses.

Pete spent the last 10 years putting his strategies for leadership development into practice as he designed, developed and led the leadership training to all Sales Managers throughout Insperity's 80+ offices. Currently, Pete is the Director of Thought Leadership for Insperity, a multibillion dollar company where he is on the leading edge of employee engagement, culture and leadership development.

Pete's mission is to help leaders drive better performance, inspire people, support career growth, while providing measurable results.

KEYNOTE SPEAKER
SATURDAY



**PETE
HINOJOSA**

The Keynotes

Meet The Team!

TEXAS THE
PAYROLL WORLD
CONFERENCE INC. SERIES
OF PAYROLL

SPEAKER LINE UP



Aaron Alaniz, SPHR-SCP, CPP



Amber Hassid



Asst Chief Tommy Walters



Barbara Youngman, CPP



Brian Farrington, ESQ.



Brian Slowik



Bruce Phipps



Carolyn Huse, CPP



Curtis Leone



Dave Meinert



Dayna Hounsel, SHRM-CP



De Ann Doonan, CPP



Emma Jackson, CPP



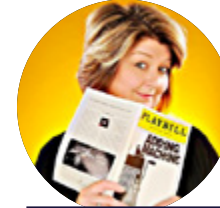
Felicia Cheek



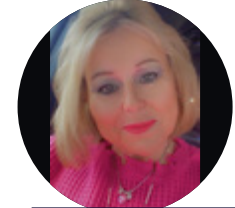
Gerald Whittmore, CPP



Karen Davidson, CPP



Karen Ward, CPP



Martha Baxter



Matt Kaufer



Patty Lotz, CPP



Rebecca Harshberger, CPP



Rick Pinkerman



Ronii Rizzo



Sheri Lewis, CPP



Susan George



Contact the Speaker Chair at speakers@txpayrollconference.org for more information. What an excellent opportunity to spotlight your company! While we have standard offerings, as listed in our sponsorship document, we are also open to tailoring one specific to your needs. Contact us if this peaks your interest.

We're here to assist.

Call For Speakers!

txpayrollconference.org

TELL ME MORE

Conference Agenda

AGENDA

Tuesday, September 20, 2022

Early Registration

- 6:00 pm – 8:00 pm Registration Opens (Registration East)
- 6:00 pm – 8:00 pm HOST Chapter Opens (Registration East)
- 6:00 pm – 8:00 pm Speaker Room Opens (Citation)

Wednesday, September 21, 2022

Registration

- 8:30 am – 6:30 pm Registration Opens (Registration East)
- 8:30 am – 6:30 pm Speaker Room Open (Citation)
- 2:00 pm – 6:30 pm Exhibitor Registration Opens (Registration West)
- 8:30 am – 2:00 pm HOST Chapter Opens

Orientation

- 10:00 am – 10:30 am First Time Attendee Orientation (Frisco 1-5)
- 10:30 am – 11:00 am Volunteer Orientation (Frisco 1-5)

Welcome

- 12:00 pm – 2:00 pm Opening Session (Frisco 1-5)
- 2:00 pm – 2:15 pm Break (Frisco Lobby)
- 2:15 pm – 3:15 pm Breakout Session 2
- 3:15 pm – 3:30 pm Break
- 3:30 pm – 5:00 pm Breakout Session 3
- 5:00 pm – 5:15 pm Break
- 5:15 pm – 6:15 pm Breakout Session 4
- 6:30 pm – 8:00 pm Chapter Chat**

Thursday, September 22, 2022

- 7:00 am – 6:00 pm Registration Opens (Registration East)
- 7:00 am – 6:00 pm Speaker Room Open (Citation)
- 8:00 am – 9:30 am General Session 5 (Frisco 1-5)
- 9:30 am – 9:45 am Break
- 9:45 am – 11:15 am Breakout Session 6
- 11:00 am – 11:30 am Exhibitor Lunch**
- 11:15 am – 11:30 am Break
- 11:30 am – 1:00 pm Attendee Lunch in Exhibit Hall**
- 1:00 pm – 1:15 pm Break
- 1:15 pm – 2:45 pm Breakout Session 7
- 2:45 pm – 3:00 pm Break
- 3:00 pm – 4:00 pm Breakout Session 8
- 4:00 pm – 4:15 pm Break
- 4:15 pm – 5:45 pm Breakout Session 9
- 5:45 pm – 7:00 pm Exhibitor Reception in Exhibit Hall**

Conference Agenda Continued

Friday, September 23, 2022

- 7:30 am - 5:00 pm Registration Opens (Registration East)
- 7:30 am - 5:00 pm Speaker Room Open (by Registration)
- 8:30 am - 5:00 pm Exhibitor Registration Opens (Registration West)
- 8:00 am - 10:00 am General Session 10 (Frisco 1-5)
- 10:00 am - 10:15 am Break
- 10:15 am - 11:45 am Breakout Session 11
- 11:45 am - 12:00 pm Break
- 12:00 pm - 1:30 pm Attendee Lunch in Exhibit Hall**
- 1:30 pm - 1:45 pm Break
- 1:45 pm - 3:15 pm Breakout Session 12
- 3:15 pm - 3:30 pm Break - Frisco Lobby
- 3:30 pm - 5:00 pm Breakout Session 13
- 7:00 pm - Midnight Friday Night Party (Frisco 6)**

Saturday, September 24, 2022

- 8:15 am - 12:30 pm Registration Opens (Registration East)
- 8:30 am - 10:00 am General Session 14 (Frisco 1-5)
- 10:00 am - 10:15 am Break
- 10:15 am - 11:45 am General Session 15 (Frisco 1-5)
- 11:45 am - Noon Closing & Giveaways**

It's Game Time!

Aaron Alaniz, SPHR, SHRM-SCP, CPP

STAYING IN THE GAME! BEST PRACTICE FOR RESUME/INTERVIEWING!

Objective of session:

- Define a strong resume both visual and composition
- Identify areas of resumes that can be condensed or reworded for maximum impact
- Learn best practices to make it through an ATS
- How to partner with recruiters both internal and external
- Following up
- Fundamentals of strong interviewing skills
- Set the tone in your opening answer
- Best practices for challenging situations
- Closing strong, follow up from the interview

WHO IS ON FIRST? WHAT IS ON SECOND? HOW DO I MANAGE? WHEN DO I COACH?

Explore managing and coaching and making sure you have the right team fielded in the right spots!

- Define managing and coaching
- Be able to compare and contrast, coaching and management styles
- Coaching & managing exercises
- Signs of coaching needed
- Signs when managing is needed
- Progress tracking/annual reviews
- Setting your team up for success
- Best practices – sharing current best practices

Martha Baxter

WHAT IS YOUR LEADERSHIP BATTING AVERAGE This class is designed for that leader who is ready to take it to the next level. We will take a look at how we can step up our leadership game and analyze where we are today as we lead our teams.

We will look at:

- Crisis management
- Dealing with turnover
- Handling company issues
- Management changes and its impact on payroll
- Projects & implementations
- Handlings crisis/disasters

“WHO’S ON FIRST” - WHAT BASEBALL, HR & PAYROLL HAVE IN COMMON A unique and humorous perspective on the common ground between HR and payroll.

- Identify differences
- Problem-solving
- Management tools in maintaining healthy relationships

We will set individual playing fields to gain optimum results for both departments.

Chapter Roundtables

HOW TO GET INVOLVED WITH LOCAL CHAPTERS (ROUNDTABLE) This roundtable will be an open discussion with local chapter leaders from Texas sharing ideas on how to engage members and encourage them to get involved. This course will also cover ways that the chapters need help and how the chapters can help each other.

COMMON OBSTACLES LOCAL CHAPTERS FACE (ROUNDTABLE) This roundtable will be an open discussion with local chapter leaders from Texas sharing ideas on the obstacles that they face and brainstorming ways to overcome those obstacles. This course will also cover ways that the chapters have had to change the formats for monthly meetings, board meetings, CPP/FPC study groups and seminars.

Felicia Cheek

GLOBAL PAYROLL TRENDS This session will cover the latest in global payroll trends and solutions after the latest market surveys. This course will do a deep dive into how the work is being done globally with the remote workforce and latest developments in software and technology.

METRICS & MEASURES: HOW TO GET STARTED WITH KPIs AND SLAs This session will cover the importance of KPIs and SLAs, best practices, and how to share the information with your leadership. This course will cover steps to get started, common types to set up to track performance of your teams, and common types to set up to track performance of vendors.

It's Game Time! cont...

Karen Davidson, CPP

CIRCULAR E (PUBLICATION 15) – A USEFUL GUIDE FOR THE NEW AND

SEASONED PAYROLL AND HR PROFESSIONAL. During this session we will take an in-depth review of the following topics discussed in the Circular E.

- The purpose and timing of new hire reporting and worker eligibility
- Employer responsibilities
- Employee vs independent contractor – significant differences and withholding requirements, purpose of W4
- Types of wages (regular and supplemental) and how it should be taxed
- Tax deposits and penalties
- Forms 940, 941 and 944 – quarterly and annually reporting requirements
- Tax tables – percentage and wage bracket – Which method does your payroll software use?
- How to calculate federal taxes using the percentage method – several examples using various-tables

PREPARING FOR THE CPP/FPC

- What are the personal and career benefits of taking the FPC/CPP Exam?
- What can I expect on the exam?
- Need some practical advice for test-taking?

Join us for information about the certification process, test taking strategies, what to study, and some sample test questions.

De Ann Doonan, CPP

THE PATH TO EXCELLENCE The Path to Excellence is a best practice approach to identify blind spots, skill gaps, and areas for improvement. It will help you and your team grow stronger, raise visibility and if you are looking for new tools or automation, it will help you build your business case.

It's easy to get going once you know where to start. Start here, start now, let's come together and build a plan that sets you on your road.

TEAMS New Team? Old team? New Manager? Or just trying to figure out how you can re-energize your team? No question the last two years have been tough, and our teams may be acting more like a disjointed group than a cohesive team. It's time to help them re-engage and reconnect not only for the health of the organization but to also reduce your risk of attrition.

During this interactive session let's discuss tips to pull our teams together and brainstorm ways to re-establish and build strong, resilient teams.

Brian Farrington, ESQ.

COVID: What are employers allowed to do to keep workplaces safe? What are they forbidden to do? What do the Supreme Court's cases teach us about what government can and can't do in future situations?

EEOC: Review the basic anti-discrimination laws and how employers should act to comply. Examine the mechanics of a typical EEOC charge of discrimination and how to respond.

WAGE AND HOUR: Covers the basic FLSA requirements--minimum wage, overtime, child labor. Review of new positions on tip credit. Look at hours worked issues--early/late punches, lunches and breaks, travel, and working from home.



Susan George

THE WORLD OF EFFECTIVE BUSINESS WRITING It's easy for miscommunication to occur in written business communication. Learn the difference between business and personal writing. Learn helpful writing tips for effective business writing: The 5 Ws of Writing, the 7 Cs of Communication and how to POWER your Business Writing. How you write – proper word usage, spelling, positive phrasing, etc. in your business correspondence reflects on the writer and makes a lasting impression on the reader.

Rebecca (Becky) Harshberger, CPP

MASTERING PERSUASION, NEGOTIATION & INFLUENCING In the new world of work (in-person, remote and parttime remote) your fabulous communication and management skills are not enough to get the work accomplished seamlessly, the stagnant project moving, your next promotion a slam dunk. Negotiation, persuasion and influencing drive not just win-win outcomes but such strong results people want to work with you again, answer your email first, be part of your inner circle. These three skills are the stepping-stones to move you to the next level and beyond.

Rebecca (Becky) Harshberger, CPP & Rick Pinkerman

HOW TO HANDLE FEDERAL, STATE, AND LOCAL TAX NOTICES This workshop will review the types of employment tax notices employers receive from federal, state, local and city agencies and discuss best practices in responding for both in-house and outsourced payroll systems. We will review options for managing agency notices and using a case study. We'll show how Entertainment Partners leverages technology to manage, reduce and eliminate notices.

It's Game Time!

cont...

Amber Hassid

GLOBAL PAYROLL IN POST PANDEMIC WORLD Today's payroll teams are expected to adapt with astonishing speed to global events, technology changes and the needs and demands of employees. This compounded by the current global pandemic and navigating the "new normal." Cloud payroll platforms and integrated data will be key to setting and achieving overall business objectives. In this session we will cover:

- How has Covid-19 impacted the overall payroll strategy
- What solutions are available to limit the risk
- KPI metrics, tracking and monitoring processes to determine effectiveness
- Governance team model to address and assess future risks

PAYROLL IN AFRICA Payroll across Africa can be complex, and some countries can vary drastically. For example, many countries across Africa now allow EFT filings to the taxing authorities while others still require a physical stamp to be collected in a local office. Compliance fines and penalties cannot only be expensive, but depending on the country, it can result in being banned from doing business in-country and/or country directors can be jailed. In this session, you will learn:

- Overview of payroll in Africa and how countries vary
- Compliance considerations and things to be aware of
- Examples of when compliance goes wrong
- Best practices for companies operating across Africa

Dayna Hounsel, SHRM-CP

THE FUTURE OF WORK – IT'S ALL ABOUT TEAMS! In this workshop, we will explore changes in formal and informal team structures and implications to performance and engagement. We will explore leading edge team practices and technologies that drive engagement and lead to top business performance. We will share ADP's journey to a strength-based culture as a key investment in team members and leaders. Together, we will discuss how organizations can put teams at the center of an engaged workforce. Come prepared to share your own experience!

Carolyn Huse, CPP

ONE PERSON PAYROLL DEPARTMENT You are the only person in the company that processes the payroll. What happens if you get sick or worse hit by a bus? This session will cover your responsibilities, time management techniques, available technology, and necessary documentation needed to make sure employees are paid on time, every time.

TERMINATION PAY When do I need to pay an employee that terminates? Are the rules the same for all terminations? What is included in termination pay? This session will answer these questions including differences by state and any penalties for not paying an employee timely.

VOLUNTEERING FOR APA Who can volunteer for APA? What opportunities are available? What are the qualifications to Volunteer? How do I Volunteer? This session will answer these questions including how saying yes, I want to volunteer can lead to becoming APA President one day.

Emma Jackson, CPP

HITTING A HOME RUN AS A MENTOR This session will explore the role of a mentor and how to develop a working mentor/mentee relationship.

CREATING A WINNING TEAM This session will provide information on how to fill the roles that will help you develop a winning team.

PUBLIC SECTOR ROUNDTABLE Discuss differences between Public and Private Sector Payroll.

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Matt Kaufer

REGULATORY COMPLIANCE IN CORPORATE RESTRUCTURES

This workshop goes beyond the basic tax and reporting requirements that must be met during a merger and acquisition. Designed for payroll professionals who oversee merger and acquisition activities, it focuses on being prepared for the following transitions:

- Due diligence: payroll – notice, audits
- Strategic planning and implementation
- Saving/cost effect of the MGA activity
- Compliance factors that must be considered

Curtis Leone & Dave Meinert

RETURNING TO A NEW NORMAL - MANAGING UNEMPLOYMENT IN THE POST COVID ERA

As the COVID-19 pandemic appears to be subsiding and unemployment issues begin to return closer to "normal", there are several remaining issues to keep top of mind both in the State of Texas and in states across the country, including:

- Workload volume backlogs
- Reconciling decisions with charges to employer accounts
- Impact on state unemployment contribution rates and FUTA for 2022 and 2023
- Improving UI trust fund solvency

Join Thomas & Company as they will discuss these issues in greater detail, and what employers can do to best prepare.

Sheri Lewis, CPP

TERMINATIONS The coastline along which the Western United States meets the North Pacific Ocean offers some complexities when it comes to processing final pay for a terminated worker. Learn the rules around voluntary terms, payments to deceased employees, payment on discharge and what deductions are acceptable from final wages for these West Coast States.

CALIFORNIA PAYROLLS Processing payroll for California is unique in so many ways from other US states. Join us as we review the California-specific legal requirements and highlights from the DE-44 (California Employer's Guide) that you need to know to successfully process pay for your California employees.

CERTIFIED PAYROLL – EVERYTHING YOU NEED TO KNOW What is Certified Payroll? Join us as we talk through a certified payroll. From the employee details, prevailing wages, and the weekly requirements to complete Form WH-347.

It's Game Time!

cont...

Patty Lotz, CPP

PITCH A PERFECT GAME OF STATE REGISTRATIONS Accurate and timely state filing and reporting is more important than ever with the increased remote and work from home employees. Learn how to register in states to ensure reporting and filing compliance.

ROUNDING THE BASES OF NON-PROFIT AND CHURCH PAYROLLS Ensure your non-profit or church is in compliance for grant reporting, payroll law, and tax payments and filing. Exploring the special considerations in non-profit payrolls including grant paid payroll, unique tax considerations for employees and employers, and minister payroll and housing allowances.

Bruce E Phipps CPP

MULTI STATE TAXES In this session we will explore all of the ins and outs of multi-state taxation. This will include state income tax, state unemployment insurance as well as local income taxes.

REVIEWING COVID REGULATIONS AT THE STATE AND LOCAL LEVELS In this session we will review any changes that states and localities have made regarding taxation during COVID.

Ronni Rizzo

A DEEPER DIVE INTO EXPATRIATE POLICIES AND SHADOW PAYROLL This presentation will explore common expatriate policy concepts such as defining the assignment period, treatment of fringe benefits, and tax related policies such as tax equalization or localization. Further to the understanding of the expatriate policies, the course will walk through the payroll reporting options and obligations required to support these policies and remain in compliance while reducing overall cost for the company and employee. The presentation will include an in depth look at shadow payroll structure for both home country and host country reporting and tax withholding/remittance. At the end of this session, participants should be able to:

- Identify common expatriate policies
- Identify when to inquire about the tax treatment for certain assignment related benefits for payroll tax treatment
- Organize and set-up a shadow payroll

FUTURE OF PAYROLL WITH THE REMOTE WORKFORCE This presentation will discuss the challenges and transformations that companies have had to make to how the work is done with moving to a fully or partially remote workforce. The course will cover possible changes to key controls, automation, and processes in order to meet the demands of working remotely and retaining talent.

TAX EQUALIZATION / TAX PROTECTION This presentation will discuss the basic principles of tax equalization and tax protection and the differences between both when dealing with expatriate employees. The course will cover the benefits to both employees and employers and what needs to be covered in employment agreements.

Brian Slowik

WORLD SERIES SLUGGERS PROVIDE EMPLOYEES TOOLS FOR INTELLIGENT FINANCIAL LIFE

Learn how your employee's financial well-being can lead to a significant improvement in their overall mental health due to reduced stress. We will focus on how to fast-track launching OnDemand pay with integrated personal financial tools to reduce employee financial stress due to misaligned pay cycles and bill due dates. This can be done while streamlining work for the payroll back office. A rapid! case study will highlight best practices and key considerations while navigating the laws and regulations for payroll processing. See how integrated apps, OnDemand pay, Disbursements and PayCards can make a seamless employee experience and reduce work for the payroll

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department.

Asst. Chief Tommy Walters

COURAGEOUS CONVERSATIONS Leadership requires that you love those you are responsible for enough to make them better and not let them fail. This often involves having conversations that can be uncomfortable on both sides. They can become emotionally charged and the appropriate outcomes not accomplished. Having courageous conversations is a skill that every leader has the duty to learn; but may not come naturally. Some are passive aggressive, some are aggressive, and others just avoid courageous conversations altogether. This presentation will provide you with some tools to be more effective and less nervous when the duty arises to have these discussions.

- Planning to have a difficult conversation
- Recognizing when a conversation has left a position of safety and how to get the listener back
- Framing what winning the conversation looks like

WORKPLACE VIOLENCE We live in a world where violence fills the news feeds and social media. The more prepared you are for a workplace violence incident, the better equipped you are to survive one. The best way to survive one is to recognize some of the warning signs and possible triggers. This training will hopefully provide you with some tools to prevent a possible incident and how to respond if the worst possible scenario were to happen.

- Why workplace violence seems to be on the rise.
- What can you do to minimize the chances of a workplace violence incident?
- Surviving the worst-case scenario in workplace violence.

It's Game Time!

cont...

Karen Ward, CPP

REMOTE WORKERS & NEXUS Whether your team roster is 5-employees, 250-employees or over 10,000-employees, it only takes one employee working across state lines to cause a strikeout and/or penalty. We will review Nexus, as well as other areas of compliance, that need to be taken into consideration with employees working remotely. Regardless of your position, you'll want to make sure you play it safe, by attending this training on Remote Workers & Nexus so you don't make a rookie mistake.

SPRING TRAINING: REMOTE TEAMBUILDING (THE FUN SIDE) Do you feel your team is struggling to get on base? Do bunts catch you off-guard because you are expecting a hit to right field? ALL great teams struggle at times, but GREAT teams manage to pull themselves together and play as a single unit. We all need to practice and improve upon our skills, which lay the foundation for success. This session will help you set the tone to get everyone back into the groove, allowing you and your teams to reconnect with some F-U-N! This interactive session will put your team on point to be a contingent team in your payroll world series!!

Gerald Whittmore, CPP

REVIEW LESSONS LEARNED AND YEAR END PROJECT PLANNING We will share year-end project planning best practices. What can we do monthly or quarterly to help make year-end go seamlessly? What can be done today to prevent W-2's in February? We will review strategic planning tips, common taxation mistakes as well as discuss commonly missed fringe benefits.

941'S, W2'S AND OTHER RECONCILIATIONS This session will provide examples of how to balance 941's, W2's wages and other taxes. Reconciliation tips that we can do monthly or quarterly. Review the current version of 941 for the current updates.

Barbara Youngman, CPP

CANADA PAYROLL FOR BEGINNERS If you have never processed Canada payroll and want to expand your knowledge or have just been told you will be adding Canadian payroll to your resume, this session is for you. We will discuss, at a high-level, what you need to know to process payroll in Canada and how it differs from the US. We will focus on the federal level as we review legislative requirements, agencies, taxability of earnings and benefits, and reporting.

PAYROLL COMPLIANCE: KEYS TO RESEARCH AND COMMUNICATING TO

MANAGEMENT As a Payroll Professional, we are expected to stay head of issues to keep our companies compliant and "under the radar". This can be overwhelming and frightening. We will discuss the impact of compliance in payroll, review how to conduct research, and address communication challenges. As a bonus, you will walk away with a new communication tool to use with your own management team.

NOTICE

Schedule details may change between now and the conference dates.

Please stay tuned for updates.



Check it out!



Call For Exhibitors!

Contact the Exhibitor Chair at exhibitor@txpayrollconference.org for more information. What an excellent opportunity to spotlight your company! While we have standard offerings, as listed in our sponsorship document, we are also open to tailoring one specific to your needs. Contact us if this peaks your interest. We're here to assist.

TELL ME MORE

Why volunteer?

Volunteers are an essential part of operating the Texas Payroll Conference! From all manners such as assisting in class and general sessions, various activities, and exhibit hall. Why you should volunteer:

Getting a little behind-the-scene look at what goes into putting on the Conference.

Opportunity to make new friends in the payroll profession.

Expand your professional contacts with vendors in the payroll industry.

We encourage you to sign up to be a volunteer for this year's Texas Payroll Conference in Frisco, TX. First time attendees don't be afraid to become a volunteer as well. If you are interested in volunteering for this year's conference, please select "yes" for the volunteer option on your registration. Already registered? No problem, send an email to tpcvolunteer@txpayrollconference.org and let us know you want to be a volunteer.

We will recognize the dedication and service of the volunteers throughout the conference. We look forward to you becoming a part of the team.

Symmetry Software is once again our Volunteer sponsor this year. From the TPC Board of Directors, we thank Symmetry for their many years of support.



HELP US FIND THE NEXT TEXAS PAYROLL PROFESSIONAL OF THE YEAR (TPPY)!

Be on the lookout for Payroll Professionals who have made significant contributions to the payroll industry through their investment in their career and their fellow professionals.

The individuals we are looking for are strong leaders and advocates for the advancement of the payroll profession. They spend their time mentoring and developing their teams and helping to nurture the next generation of professionals. They provide a model of excellent service to employees and customers. They will be someone that you respect and admire. Someone who can lead those around them and lead the charge to payroll education.

If you know someone (including yourself) who exemplifies these characteristics, send your nominations to tpcpresidentelect@txpayrollconference.org so they can be considered for the 2022 TPPY at the Texas Payroll Conference in Frisco, Texas.

Be a part of helping TPC recognize this very special individual and thank him or her for their contributions in leading the charge to payroll education.

The hotel has received the 2013 TripAdvisor Certificate of Excellence Award. This honor is awarded to establishments that achieve outstanding traveler reviews on TripAdvisor, the world's largest travel site. The staff takes great pride in consistently offering an exceptional experience to it's guests.

TEXAS THE
PAYROLL WORLD
CONFERENCE INC. SERIES
OF PAYROLL

ACCOMMODATIONS

Hotel

EMBASSY SUITES BY HILTON

Frisco Hotel & Convention Center

7600 JOHN D. HAMMONS DRIVE FRISCO, TX 75034
(972) 712-7200 [website](http://www.friscohotel.com)

ROOM RATE INFORMATION

Single/Double Occupancy: \$169.00 - including full breakfast and evening reception. Hotel room rates are subject to applicable state and local taxes (currently 13.00%)

CHECK-IN/CHECK-OUT TIMES

Check-in time is 3:00 pm.
Check-out time is 12:00 pm.

With a convenient and easily accessible location off the Dallas North Toll road and TX-121, the Embassy Suites Frisco offers roomy, upscale suite accommodations and a full range of modern services and amenities for your comfort and convenience. After a quick 20 minute drive from either Dallas-Love Field or Dallas Fort Worth International Airports, step into our soaring 14-story atrium lobby with relaxing fountains and enjoy a warm welcome from our friendly staff, setting the stage for an exceptional Frisco experience. Surrounded by a large variety of restaurants and bars, with the Stonebriar Mall across the street, Frisco is definitely the place to be in North Texas.

A perfect balance of business and homelike amenities await you, with their complimentary cooked to order full breakfast and evening managers reception, Full Service Caffeina's Coffee Shop serving Starbucks®, Spa Botanica® day spa, and one of the finest meeting facilities in Texas, the pet-friendly Four Diamond hotel offers spacious guest suites with warm, comforting tones, comfortable beds, stunning glass art and views of the fast developing surrounding area - as well as the action of up-and-coming Frisco RoughRiders baseball players at the beautiful Dr Pepper Ballpark. Relax in the indoor pool with a quick dip in the hot tub, or a sojourn in the sauna, get energized in the fully-equipped fitness center, or sign up for one of the tantalizing health and beauty treatments at Spa Botanica, the on-site, eight treatment room, natural spa. Enjoy familiar American style cuisine in the Cypress Grille, or enjoy an ice-cold beer at the Cypress Lounge, the laid-back lounge.

Our hotel offers over 90,000 square feet of flexible meeting space that is suited for all types of events. With genuine Texas hospitality and a prime location in the future home town of the Dallas Cowboys®, our luxury hotel is a smart choice for your next North Dallas adventure.

Join us in
Frisco!

FRISCO



SERVICES AND AMENITIES

- Entirely non-smoking property
- Concierge to coordinate Airport shuttle/transport
- ATM/banking
- Audio/Visual equipment
- Ballroom
- Banquet facilities
- Bar/lounge
- Complimentary Full Breakfast
- Business center
- Concierge desk
- Doorman
- Dry cleaning service
- Fitness center
- Front desk (24-hour)
- Full-service health and beauty spa
- Gift shop items at Caffeinas
- Free wireless Internet access in public areas in hotel

- Limo or Town Car service available
- Massage - treatment room(s)
- Indoor Pool, Hot Tub and Sauna
- Restaurant(s) in hotel
- Room service
- Safe-deposit box (front desk)
- In-room safe
- Wake-up calls
- Self-parking
- Parking garage
- Valet Parking
- Handicap access

AIRPORT & DRIVING INSTRUCTIONS

Dallas Fort Worth International Airport (DFW) is located between the cities of Dallas and Fort Worth to the west of Irving, south of Grapevine and north of Arlington. Easily accessible to anywhere in the DFW metroplex. It has five terminals spread over several miles of acreage and provides several hundred flights daily to and from domestic and international destinations. On arrival, you will find several transportation options: eight on-site rental car agencies, taxis, shuttles, city bus service and more.

Dallas Love Field Airport

The City of Dallas owns and operates Dallas Love Field, one of the finest general purpose airports in the world. The airfield is located seven miles northwest of the downtown central business district and is managed by the City's Department of Aviation.

Out And About!

The following are a few recommendations of popularly visited sites in the Frisco/Plano area. Please contact the Hotel Concierge for more information or view the on-line visitor's guide to Frisco at: www.visitfrisco.com.

ACTIVITIES

- iFLY Dallas** iFLY Indoor Skydiving makes it possible for all ages from 3 to 103. iFLY Dallas is one of the newest and most advanced wind tunnels in the world. It's safe for kids, challenging for adults, exciting for teens, and realistic for skydivers. No experience necessary. www.dallas.iflyworld.com
- Stonebriar Centre Frisco** (214) 618-4359
- Frisco Heritage Museum** Embark on a journey through local history at the Frisco Heritage Museum and The Frisco Heritage Center, a living village comprised of buildings representing the area's rich history. Visitors will see and hear the past come alive and participate in recreating history. www.friscomuseum.com
- Downtown Frisco**
6455 Page Street
972-292-5665
- Texas Sculpture Garden** This significant and unique collection celebrates the work of many prominent Texas artists. Located within the Hall Office Park, the signature development of Hall Financial Group. Visitors enjoy both the art and its remarkable setting. www.texassculpturegarden.org
- Hall Office Park**
6801 Gaylord Parkway
972-377-1100
- Frisco Discovery Center** Newest cultural center in Frisco featuring the Sci-Tech Discovery Center, Frisco Art Gallery and Black Box Theatre.
- Downtown Frisco**
8004 N. Dallas Parkway
- Golf** Trails of Frisco Golf Club Golf Club at Frisco Lakes
Plantation Golf Club Westin Stonebriar
- Museum of the American Railroad** The City of Frisco owes its name and its beginnings to the railroad. Open Wednesday through Sunday. www.museumoftheamericanrailroad.org
- 6455 Page Street**
- Canyons Climbing** Indoor rock climbing gym with bouldering and top rope. www.canyonsclimbinggym.com
- 1664 Technology Drive**
214-872-2992
- Frisco Athletic Center** Large fitness center, indoor and outdoor aquatic areas with interactive water features, slides and lazy river. www.friscofun.org
- 5828 Nancy Jane Lane**
972-292-6600
- Frisco Gun Club** This state-of-the-art, one-of-a-kind luxury gun range, club, and retail experience combined in a 43,000 square foot facility is the largest indoor luxury gun range in the county. Open 7 days a week with 36 lanes that are 25 yards and 4 lanes that are 100 yards. www.friscogunclubinc.com
- Main Event** Bowling, Lazer Tag, Galaxy Ropes Course, indoor golf, restaurant and full bar. www.maineventusa.com
- 9375 Dallas Parkway**
469-362-7227
- Strikz** 32 bowling lanes, laser tag, video arcade, billiards, food and more! www.strikz.com
- 8789 Lebanon Rd**
972-668-5263
- Pole Position Raceway** Arrive and drive! Doesn't matter if you show up by yourself or with a group of people, no reservations are required for you to enjoy indoor go-kart racing. www.polepositionraceway.com/dallas-frisco
- 10550 John Elliott Dr.**
972-727-7223
- Dave & Busters** Great food, fun, games & billiards. www.daveandbusters.com
- Inside Stonebriar Centre**
214-387-0915

SHOPPING

- Shops at Legacy** A 168 acre master planned development of urban style homes, local & national businesses, boutique retail, best in-class restaurants and patios galore, and public parks & trails. www.shopsatlegacy.com
- Stonebriar Centre Mall** One of the largest malls in North Texas with over 160 stores, ice skating, carousel, dining and 24-screen theater.
- Sam Moon Trading Co.** Fashion handbags, jewelry, home décor, and more at wholesale prices
- The Centre at Preston Ridge** More than 115 shops and restaurants surrounded by sculptures depicting the Historic Shawnee Trail.
- IKEA** World's largest home furnishing re-tailer offers a unique shopping experience with a wide selection of affordable items for the home.
- Shops of Starwood** Upscale shopping, dining & personal care services Historic Downtown Frisco boutiques and one-of-a-kind stores line the historic streets. Be sure to visit the Marketplace at Frisco Square!

FRISCO MUSIC SCENE

Check out some of the local entertainment at some of the following locations:

The Pub in Frisco

Live Music Nightly @ 9:00pm!
3231 Preston Road Suite 3 972-668-9702
www.thepubinfriscorestaurant.com

The Frisco Bar

4851 Legacy Drive
Live music Friday & Saturday
www.thefrisco.com 214-494-4500

The Lemon Bar

5566 Main
Street Live music Friday & Saturday
www.thelemonbar.com 214-618-1888

One 2 One Restaurant & Bar

1339 Legacy Drive
Live music Friday & Saturday
Stonebriar Commons 214-618-2221

The Dive Bar & Grill

3685 Preston Road
www.thedivefrisco.com 214-872-3700

eSpiritu Bar

6142 Frisco Square Boulevard
www.eSpiritu.com 214-494-4500

Grover's Grill & Bar

9305 Preston Road
www.groversgrill.com 214-872-3454

Irish Rover

8520 Gaylord Parkway
www.irishrover.com 214-618-6222

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CONFERENCE INC. SERIES
OF PAYROLL

SPONSORS

Interested In Becoming A Sponsor?

DIAMOND



GOLD

onesource
VIRTUAL



alight

SILVER

UKG



BRONZE



TPC has numerous sponsorship opportunities available. Contact the Exhibitor Chair at exhibitor@txpayrollconference.org for more information. What an excellent opportunity to spotlight your company! While we have standard offerings, as listed in our sponsorship document, we are also open to tailoring one specific to your needs. Contact us if this peaks your interest. We're here to assist.

TELL ME MORE

LET'S PLAY BALL

**DON'T MISS
OUT ON A
HOMERUN
DEAL!**

REGISTER HERE

Policies

ADMISSION Upon arrival, attendees must check in at the registration desk to receive the conference badge and other conference materials. Please be prepared to show a photo ID, as you will not be issued your conference materials without a photo ID. Your conference badge must always be visible.

Admission to all sessions, meals and the exhibit hall will require your conference badge. This policy will be strictly enforced. Anyone not attending the conference will not be allowed in any of the sessions or to partake in meals.

NOTE: Only conference attendees and registered guests will be admitted to the Friday night events.

CANCELLATION POLICY If you register for the 2022 conference but are unable to attend, we encourage you to send a substitute. All substitution requests **MUST** be received by August 15, 2022.

If you cannot send a substitute, **NO REFUND WILL BE GRANTED**; however, a 50% credit of your 2022 registration fee may be used **ONLY** towards your 2023 Conference Registration. A written cancellation notice **MUST** be received by TPC and postmarked no later than August 1, 2022.

NOTE: No credits will be issued after the deadline and no substitutions will be allowed after the deadline without a Board vote.

ALCOHOL The Texas Payroll Conference Board of Directors works hard to promote responsible consumption of alcohol beverages. We are committed to the responsible service of alcoholic beverages to responsible consumers. The goal of this alcohol policy is to ensure prudent and safe use of alcoholic beverages in compliance with the Texas State laws and TPC policies. Those who consume alcohol should comprehend the issues that surround its use, recognize the consequences related with alcohol consumption and have a clear understanding of their responsibilities and liabilities. Alcohol policies for TPC sponsored events are as follows:

All attendees or guests consuming alcohol who appear to be less than 30 years old must present a valid ID.

No alcohol will be sold or given to attendee or guests who appear to be intoxicated.

We reserve the right to refuse alcohol sales at our discretion.

Attendees or guests providing alcohol to minors will be escorted from the event and subject to applicable legal consequences.

Attendees or guest possessing alcohol who do not have proof of being at least 21 years of age may be escorted from the event.

Serving and consuming alcohol is not the primary focus of the event.

txpayrollconference.org

Attendees or guests may not pour their own alcohol, and open bottles of alcoholic beverages may not be placed on tables or out in the open.

Attendees or guests are not permitted to bring their own alcoholic beverages.

Non-alcoholic beverages and food will be available in sufficient quantities at such events where alcohol is served.

COVID STATEMENT Texas Payroll Conference Inc. is actively monitoring the incidence of Coronavirus Disease 2019 (COVID-19) and the Delta Variance in our region. We have been asked how COVID-19/Delta may impact the upcoming 2022 TPC Conference. TPC is following guidance from local health departments and the Centers for Disease Control and Prevention (CDC) regarding large gatherings, including CDC recommendations on preventing the spread of COVID-19.

At this time, our upcoming 2022 Texas Payroll Conference will take place as planned. However, if you are sick or feeling you are getting sick, we ask that you please stay home. Currently, older adults and persons with underlying health conditions are considered to be at increased risk of severe illness and complications from COVID-19. Examples of underlying health conditions include heart disease, lung disease, diabetes, people with weakened immune systems, and people who are pregnant. The CDC recommends that people in high-risk groups consult with their healthcare provider about attending any large gathering.

If you do choose to attend 2022 Texas Payroll Conference, please keep in mind the CDC recommendations on how to keep yourself and others healthy:

Avoid close contact with people who are sick.

Avoid touching your eyes, nose, and mouth with unwashed hands.

Wash your hands often with soap and water for at least 20 seconds. Use an alcohol-based hand sanitizer that contains at least 60% alcohol if soap and water are not available.

Wear mask correctly and consistently

Wear a mask in large groups and/or while in group settings

Encourage physical distancing as much as possible

NOTE: Governor Abbott has put into State law that you are not required to wear a mask and/or be vaccinated. As such, you will not be required to be vaccinated to attend 2022 Texas Payroll Conference.