



BACK TO PAYROLL BASICS

WHERE WE'RE GOING.
WE DON'T MISS DEADLINES!

TEXAS PAYROLL CONFERENCE

SEPT 16-19 2026

PAYROLL

WATERWAY MARRIOTT HOTEL
THE WOODLANDS, TX

Why Should You Attend The Largest Statewide Conference?

This educational event, held each September, offers training across a wide spectrum of local, national, and global HR and payroll topics. Featured sessions include Important Issues for Public Sector Payroll, presented by Ron Moser, CPP; Leadership Mindshift: Keys to Success, presented by Barbara Youngman, CPP, and DeAnn Doonan, CPP; Keeping Time When There Is No Music: Managing Timekeeping and Payroll Compliance, presented by Yohna Chambers-Hastings, Vice Chancellor and Chief Human Resources Officer, TCU; and Multistate Compliance, presented by Jodi Parsons, CPP.

Designed for payroll and HR professionals who are eager to expand their expertise and strengthen their teams, the Texas Payroll Conference is a premier statewide event. Attendees gain valuable insights into regulatory changes and emerging payroll technologies while also building meaningful, long-lasting professional connections.

For 37 years, the Texas Payroll Conference has delivered dynamic speakers and industry-leading experts. It remains one of the best investments for earning certification credit hours while keeping travel convenient and close to home or work.

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 current with federal, state, and local tax laws, all of which directly affect payroll operations. They are responsible for administering regulations set by agencies such as the Social Security Administration, the U.S. Department of Labor, and the Federal Office of Child Support Enforcement. In Texas, payroll professionals also work closely with the Texas Workforce Commission and the Office of the Attorney General. Because regulations change frequently and technology continues to evolve, payroll professionals must continually update their skills to remain effective. Texas Payroll Conference, Inc. was established to help payroll professionals meet these ongoing challenges and stay informed in an ever-changing environment.

Let's connect

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- Facebook
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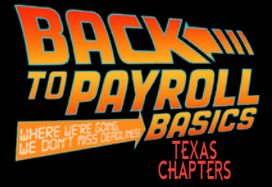


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-GULF COAST-
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Host Chapter

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PAYROLLORG

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TOP 10

Reasons to Attend the Texas Payroll Conference

1. STAY AHEAD OF PAYROLL LAWS & REGULATIONS

Get the latest updates on federal, state, and local payroll compliance so you can stay confident and audit-ready.

2. EARN VALUABLE CONTINUING EDUCATION CREDITS

Maintain your CPP, FPC, and other certifications while learning from trusted industry experts.

3. DISCOVER PAYROLL BEST PRACTICES

Learn real-world strategies and solutions you can take back and implement immediately.

4. CONNECT WITH PAYROLL PROFESSIONALS

Network with peers who understand your challenges and share your passion for payroll.

5. EXPLORE THE LATEST PAYROLL TECHNOLOGY

Visit the expo hall to see innovative payroll solutions, tools, and services in action.

6. ATTEND DYNAMIC BREAKOUT SESSIONS

Choose from a variety of engaging sessions designed for every experience level.

7. LEARN FROM INDUSTRY LEADERS

Hear insights, trends, and practical advice from top payroll experts and thought leaders.

8. INVEST IN YOUR CAREER GROWTH

Expand your knowledge, build your confidence, and position yourself for future opportunities.

9. EXPERIENCE THE FUN & ENERGY

Enjoy interactive activities, social events, and memorable moments with the payroll community.

10. ENJOY A TRUE TEXAS-SIZED CONFERENCE EXPERIENCE

Big ideas, big networking, and big fun—all in one unforgettable event.

Set Your Time Circuits to The Woodlands, TX—Your Payroll Future Starts Here.

WELCOME TO THE 37TH ANNUAL
TEXAS PAYROLL CONFERENCE!

The Texas Payroll Conference Board of Directors is excited to welcome our first-time attendees to The Woodlands, where payroll professionals connect, innovate, and power the future.

Thank you for joining us—and a special thank-you to your employer for investing in your professional growth and education.

FIRST-TIME ATTENDEE ORIENTATION

Our First-Time Attendee sponsor, the Alamo Chapter of Payroll Professionals, will host a special orientation on Wednesday, 9/16.

Stop by their booth during the conference and thank them for supporting payroll professionals.

NEW TIMELINE? NO PROBLEM.

If this is your first conference, don't worry—we've got you covered.

During orientation, we'll help you:

- Navigate the conference like a pro
- Meet fellow payroll professionals
- Discover tips to make the most of every session

POWERING THE FUTURE OF PAYROLL

Throughout the conference, you'll explore new ideas, technologies, and best practices shaping the future of payroll—and gain insights you can take back to your organization.

STAY CONNECTED

Be sure to connect with us on social media before and during the conference. The relationships you build here can benefit your career long after the conference ends.

BACK
TO PAYROLL
BASICS
WHERE WE'RE FOR YOU, WE DON'T HOLD YOU BACK



KEYNOTE SPEAKERS



KATHY CARDINAL - KEY EMPLOYER IMPACTS OF THE ONE BIG BEAUTIFUL BILL

Kathy Cardinal is a seasoned financial executive with 30+ years of experience in accounting, controllership, and payroll operations. She is a Certified Payroll Professional, Certified QuickBooks ProAdvisor, and holds a BBA in Accounting from Texas A&M University-Corpus Christi. Kathy currently serves as Corporate Controller for Las Colinas Compounding & Wellness Pharmacy.

Since 2018, Kathy has taught PayrollOrg approved FPC/CPP exam preparation and QuickBooks Online certification courses at Collin College. She is a board member of the Dallas Chapter PayrollOrg, a member of DallasHR, and a volunteer educator for Money Matters. Kathy also serves nationally through PAYO's Government Relations Task Force - Federal Issues Subcommittee and the Strategic Payroll Leadership Task Force, contributing to the Small Employers Best Practices, Educational Institutions, Healthcare, Shared Services, and Social Networking committees.

Originally from South Texas, Kathy moved to North Texas in 2017. She enjoys time with her husband, exploring museums, traveling, and volunteering as a foster with Dallas DogRRR.



RORY GARDINER

Rory Gardiner is an award-winning comedian and CCMA-nominated country artist who has shared the stage with icons like Keith Urban. With over 100 million views across social media, his viral humor has been featured on Canada's Got Talent, America's Funniest Videos, and TEDx. A former corporate software consultant who worked on multimillion-dollar projects, Rory brings rare, real-world business credibility to his high-impact performances.

Blending stand-up comedy, live music, and powerful storytelling, Rory delivers unforgettable experiences that help audiences rethink resilience, shift perception, and take imperfect action. Equal parts practical and hilarious, his talks leave audiences ready to embrace uncertainty and get comfortable with the uncomfortable.



IAN GILES - THE PRICE OF WORK: A GLOBAL HISTORY OF PAYROLL

Ian Giles has spent more than half his life in payroll and workforce management, working on both sides of the customer and solutions provider landscape—across operations, implementation, target operating model design, vendor relationships, advisory, sales, and even marketing. He has worked in start-up, scale-up, and enterprise organizations spanning industries from retail and beauty to aerospace, managing and overseeing pay and time for more than 100,000 employees per payroll cycle across more than 170 countries.

Ian is a regular speaker and writer on global payroll strategy, compliance, risk, and operational excellence, and is widely recognized for translating complex challenges into practical outcomes for payroll professionals.

Ian is an active contributor to the payroll profession at global, national, and local levels, including involvement with PAYO through education, mentoring, and thought leadership. He is a member of the PAYO Global Payroll Editorial Advisory Board, as well as the Strategic Payroll Leadership Task Force, serving on the Global Payroll and Best Practices subcommittees. He is also a member of the Board of Contributing Writers and the Social Networking Committee.

Additionally, Ian is an Advisory Board Member for HR.com. He holds a Payroll Degree from the Chartered Institute of Payroll Professionals and the University of Derby, England. Ian is a passionate advocate for raising awareness that payroll is not simply a transactional process but, in fact, a strategic business function encompassing 8 billion individual stories.





GERARD HALL - WHY PAYROLL ONLY GETS NOTICED WHEN SOMETHING GOES WRONG

Gerard Hall, CPP, is the Senior Payroll Operations Manager for the Human Capital Management division of CBIZ in Roanoke. When it comes to payroll, Gerard doesn't just process numbers—he processes possibilities. As Director of Operations for CBIZ HCM and the powerhouse behind That Payroll Guy, LLC, Gerard has built a career on blending compliance with creativity. He's a frequent voice on legislative updates (yes, he reads IRS drafts so you don't have to), a mentor to rising payroll professionals, and a recognized Top Payroll Influencer by PayrollOrg.

Gerard has presented at conferences nationwide, including PayrollOrg's Virtual Congress, and leads with the philosophy that payroll isn't just about paychecks—it's about people, precision, and a touch of wit. Whether he's breaking down the Secure Act 2.0, designing training scorecards, or reminding everyone why payroll is the heart of HR, Gerard brings knowledge with personality.

When he's not deep in compliance updates, you'll find him cheering on Virginia Tech football, creating witty LinkedIn posts, or planning the next big payroll event. Simply put: if payroll had a hype man, it'd be Gerard.



JAN HARGRAVE - THE SILENT LANGUAGE OF SUCCESS

Jan Latiolais Hargrave, a body language expert, teaches the ways in which your body communicates to the world around you. As the nation's leading behavioral authority and body language expert, Ms. Hargrave provides the skills needed to "read" family members, associates, customers—in fact, everyone around you.

Jan is the author of Let Me See Your Body Talk, Freeway of Love, Judge the Jury, Strictly Business Body Language, and Poker Face. She has shared her expertise on body language, persuasion, and influence with The New York Times, NBC News, ABC News, CBS News, Fox Television, The Steve Harvey Show, Lifetime, and E! Entertainment Television, as well as dozens of popular magazines such as Cosmopolitan, Glamour, People, InTouch Weekly, Us Weekly, Life & Style, First for Women, The Forensic Examiner, and Golf Magazine.

Jan reveals the "hidden messages" used in everyday life and shows how to detect deception and uncover the truth in any conversation or situation.

Working with thousands in the fields of personal growth and self-expression as a consultant and corporate trainer for more than 15 years, Jan continues to inspire many of today's leading organizations, including Merrill Lynch, Starbucks, ESPN, Chase Manhattan Bank, NASA, Bank of America, IBM, Blue Cross Blue Shield, The Boeing Company, Mars Chocolate, the Space Telescope Science Institute at Johns Hopkins, MD Anderson Cancer Center, BlackRock, and the Tony Robbins Leadership Academy.

Her membership and leadership in the American College of Forensic Examiners provide practical tools for her seminars to legal associations throughout the country. Jan's expertise in witness preparation, jury selection, and interrogation tactics is frequently requested by the United States Armed Forces and foreign governments.



PETE A. TILIAKOS - AI AND AUGMENTATION IN THE GOLDEN AGE OF PAYROLL

Principal Analyst, Strategic Advisor, & Chief Payroll Champion

Payroll Influencers LLC

Pete leverages unique market expertise gained from more than 30 years in HR and payroll technology, services, and transformation. He is globally recognized for his extensive knowledge, research, and strategic advisory work covering leading and emerging solution providers across the payroll, employer of record services, payments, and HCM technology markets.

Both practitioners and providers widely rely on his research and perspectives. He is a regular contributor to industry associations, podcasts, publications, and events, and is the co-host of the HR and Payroll 2.0 podcast, as well as the host of The Source podcast by DailyPay.

Follow Pete on:

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YouTube: HR & Payroll 2.0 Podcast

**KEYNOTE
SPEAKERS**

Payroll Beginner



In order of Category

BACK TO PAYROLL BASICS:

TIPPED EMPLOYEES – PAST RULES, PRESENT RISKS, AND THE FUTURE

Recent legislation, the One Big Beautiful Bill (OBBB), has increased the focus on tipped employee reporting, documentation, and compliance. Designed for early-career payroll professionals, this session will review core tip reporting requirements and examine how OBBB impacts payroll processes, tax reporting, and audit readiness. Tipped employees present some of the most complex payroll challenges for employers. From tip reporting and tip credits to minimum wage compliance and tax reporting, payroll professionals must understand how multiple rules work together to ensure accurate pay and compliance. In this session, we'll explore how OBBB requirements impact tipped employees and the payroll processes that support proper reporting. Participants will review how tips are reported, how tip credits interact with minimum wage requirements, and how employers calculate and report taxable tip income. The session will also address common compliance risks, reconciliation challenges, and best practices for handling tipped wages in payroll systems. Through practical examples and clear explanations, attendees will gain a stronger understanding of how to manage tipped employee payroll accurately and confidently.

EXAM TIPS AND TEST-TAKING STRATEGIES

Preparing for the certification exam requires more than just knowing the material—it requires a smart strategy for navigating the exam itself. This session focuses on practical techniques to help candidates approach the exam with confidence and maximize their performance on test day. Participants will learn proven study approaches, time management strategies, and test-taking techniques designed specifically for payroll certification exams. We will also discuss how to approach complex calculation questions, how to identify key clues within exam questions, and common mistakes candidates make during the test. Whether you are preparing for your first attempt or looking to strengthen your test strategy, this session will provide practical guidance to help you walk into the exam confident and prepared.

FLSA BASICS

This session provides a practical foundation in the Fair Labor Standards Act (FLSA), focusing on the rules that govern minimum wage, overtime, and employee classification. Participants will gain a clear understanding of the differences between exempt and non-exempt employees, with special attention given to the often-misunderstood category of salaried non-exempt workers. Through real-world scenarios, the session will explore how salaried non-exempt employees must still track hours worked and receive overtime pay, how to calculate their regular rate of pay, and common compliance pitfalls that lead to costly errors. Attendees will also review key concepts such as hours worked, compensable time, and proper recordkeeping practices. By the end of the session, participants will be better equipped to correctly classify employees, calculate overtime accurately for salaried non-exempt staff, and strengthen compliance with federal wage and hour requirements.

FUNDAMENTAL PAYROLL CALCULATIONS: BUILDING A STRONG FOUNDATION

Payroll calculations are at the core of accurate payroll processing, but they can quickly become complex. In this session, we will break down the most common payroll calculations and walk through the fundamentals every payroll professional should understand. Participants will review how to calculate the regular rate of pay, overtime premiums, and overtime pay, along with how Form W-4 impacts federal income tax withholding. The session will also cover the tax treatment of pre-tax and post-tax benefits, group-term life insurance, and employer-sponsored retirement plans such as 401(k) and Roth 401(k).

This course is ideal for payroll professionals who want to strengthen their understanding of payroll calculations and serves as an excellent review for those preparing for the FPC or CPP exams.

PAYROLL 101 – GROSS TO NET

Understanding how an employee's pay moves from gross wages to net pay is one of the most fundamental skills in payroll. In this "Back to the Basics" session, we break down the payroll calculation process step by step, helping participants understand how wages, taxes, and deductions work together to produce an accurate paycheck. Participants will learn how to identify taxable wages, calculate required federal taxes, apply common deductions, and recognize how each component affects an employee's final net pay. Real-world examples will help simplify complex payroll calculations and highlight common mistakes payroll professionals should avoid. This session is ideal for those new to payroll or anyone looking to strengthen their foundational payroll knowledge and better understand what happens behind every paycheck.

PAYROLL GARNISHMENTS, TAX LEVIES, AND STUDENT LOAN DEDUCTIONS

Handling garnishments and levies is one of the most complex responsibilities in payroll. From child support and creditor garnishments to IRS tax levies and student loan deductions, payroll professionals must follow strict rules for withholding, prioritizing, and remitting payments. In this session, we will break down the different types of payroll garnishments and how they should be processed within payroll systems. Participants will learn the legal requirements, calculation basics, priority rules, and timelines associated with court-ordered deductions, tax levies, and student loan repayments. This session will provide practical guidance to help payroll professionals manage these deductions accurately, remain compliant with federal and state regulations, and avoid costly penalties.

PAYROLL TAXES 101: UNDERSTANDING THE BASICS

Payroll taxes are a core responsibility for payroll professionals, and understanding the fundamentals is essential for maintaining compliance. This session will provide a clear overview of the key payroll taxes employers must manage, including federal income tax withholding, Social Security, Medicare, and unemployment taxes (FUTA and SUTA). Participants will review how payroll taxes are calculated, reported, and deposited, along with the purpose of common payroll tax forms such as Forms W-2, 941, and 940. The session will also highlight common payroll tax mistakes and practical steps payroll professionals can take to avoid penalties and stay compliant. By the end of this session, attendees will have a stronger understanding of payroll tax basics and the role payroll plays in ensuring accurate tax reporting.

TIMELESS PAYROLL ACCOUNTING: BACK TO THE BASICS, FORWARD TO THE FUTURE

In this session, attendees will revisit the core principles of payroll accounting and explore how those fundamentals support today's evolving payroll environment. Participants will learn how payroll transactions flow through the general ledger, how to properly record wages, taxes, and liabilities, and how strong accounting fundamentals reduce errors, improve compliance, and strengthen collaboration with HR and finance. This session is important because, even as payroll systems and regulations change, a solid understanding of payroll accounting fundamentals remains essential for accuracy, audit readiness, and informed decision-making—now and in the future.

UNDERSTANDING THE W-4 AND PAYROLL TAX CALCULATIONS

Form W-4 plays a critical role in determining how much federal income tax is withheld from an employee's paycheck, yet it remains one of the most misunderstood payroll forms. For payroll professionals, understanding how W-4 information translates into actual tax withholding is essential for accurate payroll processing. In this foundational session, we break down how the modern Form W-4 works and how its fields impact federal income tax calculations. Participants will learn how payroll systems apply W-4 data using IRS withholding methods, how adjustments such as dependents and additional withholding affect calculations, and how to address common employee questions. This session is ideal for payroll professionals who want to better understand the mechanics behind federal tax withholding and ensure accurate paycheck calculations.

UNEMPLOYMENT TAXES – UNDERSTANDING FUTA AND SUTA

Unemployment taxes play a vital role in funding unemployment benefit programs and are a key compliance responsibility for employers. In this session, we will review the fundamentals of Federal Unemployment Tax Act (FUTA) and State Unemployment Tax Act (SUTA) taxes. Participants will learn how unemployment taxes are calculated, employers' responsibilities for reporting and depositing these taxes, and how wage bases and tax rates affect employer liability. We will also discuss credit reductions, state rate assignments, and common compliance mistakes that payroll professionals should understand. By the end of this session, attendees will have a clearer understanding of unemployment tax requirements and how to manage FUTA and SUTA obligations accurately.

YEAR-END PAYROLL BASICS: GETTING W-2 SEASON RIGHT

Year-end is one of the most critical times in payroll. Between reconciliations, taxable fringe benefits, adjustments, and preparing Forms W-2, small mistakes can quickly become significant compliance problems. In this fast-paced "Back to the Basics" session, we'll walk through the essential steps every payroll professional should take to close out the payroll year accurately. Participants will learn how to reconcile wages and taxes, identify common W-2 reporting errors, address taxable fringe benefits, and prepare for key year-end deadlines. Whether you are new to payroll or looking for a refresher before W-2 season begins, this session will provide practical guidance to help you finish the year with confidence and accuracy.

Payroll Advanced

ADVANCED PAYROLL CALCULATIONS – PART 1

Payroll calculations can become complex when multiple pay factors, tax rules, and benefit deductions intersect. This session will explore advanced payroll calculation scenarios and provide practical guidance for handling more challenging payroll situations. Participants will review calculations involving overtime premiums, regular rate of pay adjustments, supplemental wages, benefit deductions, and tax withholding impacts. The session will also cover how different types of earnings and deductions affect taxable wages and payroll tax calculations. By the end of this session, attendees will strengthen their ability to perform and review complex payroll calculations with greater accuracy and confidence.

ADVANCED PAYROLL CALCULATIONS – PART 2

Payroll calculations can become complex when multiple pay factors, tax rules, and benefit deductions intersect. This session will explore advanced payroll calculation scenarios and provide practical guidance for handling more challenging payroll situations. Participants will review calculations involving overtime premiums, regular rate of pay adjustments, supplemental wages, benefit deductions, and tax withholding impacts. The session will continue to expand on how different types of earnings and deductions affect taxable wages and payroll tax calculations. Attendees will gain the knowledge needed to approach complex payroll calculations with greater accuracy and confidence.

CALIFORNIA PAYROLL: NAVIGATING COMPLEX PAYROLL REQUIREMENTS

California is known for having some of the most detailed and highly regulated payroll requirements in the United States. This session will provide an overview of key California payroll requirements, including wage and hour rules, overtime calculations, meal and rest break requirements, final pay obligations, and state payroll tax reporting. Participants will review employer responsibilities related to state income tax withholding, unemployment insurance, state disability insurance, and paid family leave, along with common compliance challenges employers face when processing payroll in California. Attendees will gain a better understanding of California payroll regulations and practical guidance for maintaining compliance in one of the nation's most highly regulated payroll environments.



COLORADO PAYROLL

This session provides a comprehensive overview of payroll management specific to the state of Colorado. Participants will learn how to accurately calculate wages, deductions, and withholdings in compliance with Colorado state laws and regulations. Topics include state tax requirements, unemployment insurance, wage garnishments, employee classifications, and payroll reporting obligations. Real-world examples and hands-on exercises will equip payroll professionals, HR staff, and small business owners with the knowledge and tools to ensure timely and accurate payroll processing while maintaining compliance with both state and federal requirements.

FRINGE BENEFITS: UNDERSTANDING TAXABLE AND NONTAXABLE BENEFITS

Fringe benefits are an important part of employee compensation, but they also carry specific tax and reporting requirements that payroll professionals must understand. This session will provide an overview of common fringe benefits and their tax treatment under federal payroll tax rules. Participants will review examples such as group-term life insurance, personal use of company vehicles, moving expenses, achievement awards, and other employer-provided benefits. The session will also discuss how fringe benefits affect taxable wages, payroll tax withholding, and year-end reporting. This session will help attendees better recognize taxable fringe benefits and understand their impact on payroll reporting.

PAYROLL AND EMPLOYEE TERMINATIONS: PAY, COMPLIANCE, AND FINAL PAYMENTS

Employee terminations can create complex payroll situations that require careful handling to ensure compliance with federal and state laws. This session will review payroll considerations related to employee separations, including final pay requirements, payment of accrued leave, benefit deductions, and the timing of final wages. Participants will also discuss how terminations impact tax withholding, benefit plans, retirement contributions, and year-end reporting. The session will highlight common mistakes employers make during the termination process and provide practical guidance for managing final payroll accurately.

PAYROLL OVERPAYMENTS: PREVENTION, RECOVERY, AND COMPLIANCE

Payroll overpayments can occur for a variety of reasons and can create challenges for both employers and employees when corrections are necessary. This session provides a roadmap for mitigating the risks associated with payroll overpayments while ensuring compliance with federal and state regulations. Participants will learn best practices for identifying, documenting, and resolving overpayments, along with strategies for communicating with employees and recovering overpaid wages. Through practical examples and real-world scenarios, the session will illustrate how overpayments can impact both employees' financial well-being and an organization's bottom line, highlighting the importance of proactive risk management and clear payroll processes. Attendees will strengthen their ability to manage payroll overpayments while minimizing risk and maintaining transparency.

PAYROLL TAX FILINGS: REPORTING AND COMPLIANCE

Accurate payroll tax filings are essential to maintaining compliance and avoiding costly penalties. This session will provide an overview of key federal payroll tax filing requirements and the forms employers must submit throughout the year. Participants will review common payroll tax forms, including Forms 941, 940, W-2, and W-3, along with filing deadlines and reporting requirements. The session will also discuss reconciliation practices, electronic filing requirements, and common filing mistakes payroll professionals should avoid. By the end of this session, attendees will have a clearer understanding of payroll tax filing responsibilities and how to ensure accurate and timely reporting.

PAYMENTS TO DECEASED EMPLOYEES: PAYROLL AND TAX REPORTING

The death of an employee creates unique payroll and tax reporting

considerations that employers must manage carefully. This session will review the payroll rules and reporting requirements for wages and payments made after an employee's death. Participants will learn how to manage final wages, distinguish between payments made in the year of death and those made after the year of death, and understand the impact on federal income tax withholding, Social Security, and Medicare taxes. The session will also review Form W-2 reporting, Form 1099-NEC reporting, and beneficiary payment considerations, along with common payroll mistakes and compliance risks.

WASHINGTON PAYROLL: UNDERSTANDING UNIQUE PAYROLL REQUIREMENTS

Washington State has several unique payroll laws and programs that employers must understand to remain compliant. This session will provide an overview of key Washington payroll requirements, including Paid Family and Medical Leave (PFML), Long-Term Care (WA Cares), workers' compensation reporting, and state unemployment insurance. Participants will review employer and employee responsibilities, contribution requirements, wage reporting, and common compliance challenges associated with Washington payroll programs. The session will also discuss how these programs impact payroll calculations, deductions, and reporting. Attendees will leave with a better understanding of Washington payroll obligations and the processes needed to support compliance.



AUDIT READY: CATCH I-9 AND COMPLIANCE RISKS EARLY

Federal Form I-9 compliance remains a critical responsibility for employers, and errors can lead to significant penalties during an audit. This session will review common Form I-9 mistakes, documentation issues, and recordkeeping challenges that organizations face. Participants will learn how to identify potential compliance risks early, conduct internal I-9 audits, and implement best practices for maintaining accurate and compliant records. The session will also discuss employer responsibilities, retention requirements, and practical strategies for preparing for a potential government audit. Attendees will develop greater confidence in managing I-9 compliance and preparing for potential audits.

BEYOND ENGAGEMENT: DRIVING PERFORMANCE THROUGH WELL-BEING AND PURPOSE

The future of work isn't just about technology—it's about people. Employee well-being and purpose have moved from "nice-to-have" to strategic imperatives for performance and retention. Organizations that prioritize energy sustainability, mental health, and meaningful work will lead the way in attracting and retaining top talent. Join us for this transformative session to explore how well-being and purpose are reshaping performance frameworks

and leadership models. Learning outcomes include redefining performance metrics by understanding how leading organizations integrate well-being, resilience, and work-life fit into performance strategies; harnessing energy sustainability by understanding why the shift from engagement to sustainable energy is critical for innovation and productivity; and building purpose-driven cultures by discovering how articulating mission and meaning attracts talent and strengthens organizational health.

EEOC ENFORCEMENT TRENDS

This session provides an overview of recent enforcement trends from the U.S. Equal Employment Opportunity Commission (EEOC) and what they mean for employers, HR professionals, and legal practitioners. Participants will explore the EEOC's current strategic priorities, including developments related to workplace harassment, systemic discrimination investigations, pay equity, accommodations, and emerging issues involving artificial intelligence in employment decisions. The session will review recent litigation highlights, settlement patterns, and enforcement guidance under key federal laws such as Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Pregnant Workers Fairness Act. Speakers will also discuss how the EEOC is approaching systemic cases, workplace technology, and evolving compliance expectations. Attendees will gain practical insights into how enforcement priorities are shaping workplace policies, investigations, and litigation risk. The session will conclude with actionable strategies organizations can use to strengthen compliance programs and proactively address emerging enforcement risks.

EMPOWERING EMPLOYEES: FINANCIAL WELLNESS THROUGH PAYROLL SOLUTIONS

Financial wellness has become a critical component of employee well-being, and payroll professionals play a key role in supporting it. This session explores how payroll solutions can help employees build financial stability through tools and programs such as earned wage access, retirement savings support, pay-on-demand options, emergency savings programs, and financial education resources. Learn how innovative payroll strategies can enhance the employee experience, reduce financial stress, and position payroll as a strategic partner in supporting workforce well-being.

KEEPING TIME WHEN THERE IS NO MUSIC: MANAGING TIMEKEEPING AND PAYROLL COMPLIANCE

Accurate timekeeping is one of the most critical and challenging responsibilities in payroll. When employees work remotely, have flexible schedules, travel, attend training, or perform duties outside of a traditional workday, tracking compensable time can quickly become complex. In this session, attendees will explore the rules, risks, and practical realities of managing timekeeping when the workday does not follow a clear or consistent rhythm. This session will review key wage and hour principles that affect payroll, including what counts as hours worked, rounding practices, meal and rest period considerations, travel time, training time, on-call time, and the importance of accurate recordkeeping. Attendees will also examine common compliance pitfalls, how poor timekeeping practices can create payroll liability, and ways payroll and HR can work together to strengthen internal processes. By the end of this session, participants will have a clearer understanding of how to identify compensable time, support compliance with wage and hour requirements, and manage timekeeping practices that hold up under audit and scrutiny.

LEAVES OF ABSENCE: FMLA, ADA, WORKERS' COMPENSATION, AND PAYROLL IMPACTS

Employee leaves of absence can create complex compliance and payroll challenges for employers. This session will review key leave laws and programs, including the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA) accommodations, and workers' compensation, and how they intersect with payroll processes. Participants will explore how different types of leave impact pay practices, benefit deductions, tax withholding, and

return-to-work situations. The session will also highlight common compliance challenges and best practices for coordinating payroll, HR, and benefits during employee leave. Attendees will gain greater confidence in managing payroll processes related to employee leave situations.

MANAGING GLOBAL PAYROLL TEAMS

Managing payroll across multiple countries requires more than technical payroll knowledge. Leaders must navigate different legal systems, tax regulations, cultural expectations, time zones, and operational practices while ensuring employees are paid accurately and on time. In this session, participants will explore the unique challenges and leadership strategies required to successfully manage global payroll teams. Attendees will gain insight into how organizations structure global payroll operations, coordinate between regional teams, and maintain consistency while adapting to country-specific compliance requirements. The discussion will cover communication strategies, governance frameworks, technology considerations, and practical approaches for supporting teams working across borders. Through real-world examples and leadership best practices, participants will learn how to build trust, improve collaboration, and strengthen global payroll operations while maintaining compliance and operational efficiency.

RESKILLING FOR AI COLLABORATION, NOT COMPETITION

As artificial intelligence continues to transform the workplace, professionals must adapt by developing new skills that allow them to work alongside AI rather than compete with it. This session will explore how organizations and employees can prepare for an AI-enabled future by focusing on reskilling and workforce adaptability. Participants will examine how AI is changing job roles, decision-making, and business processes and identify the skills that will remain essential in an AI-supported environment. The session will also discuss practical strategies for building AI literacy, strengthening human-centered skills, and creating a culture that embraces technology while maintaining critical human expertise. Attendees will gain insight into how reskilling can help individuals and organizations successfully collaborate with AI in the modern workplace.

SKILLS OVER CREDENTIALS: RETHINKING WORKFORCE DEVELOPMENT

As workplaces continue to evolve, organizations are shifting their focus from traditional credentials to the practical skills employees bring to the job. This session will explore the growing movement toward skills-based hiring and development and how organizations can identify, develop, and leverage the capabilities of their workforce. Participants will examine how emphasizing skills can expand talent pools, support workforce development, and improve organizational performance. The session will also discuss strategies for identifying critical skills, creating opportunities for reskilling and upskilling, and aligning workforce development with business needs. This session will help attendees gain insight into how a skills-first approach can help organizations build a more adaptable and capable workforce.

SUPPLEMENTAL WAGE AND BENEFITS @ 88 MPH – STRATEGIES FOR THE FUTURE

This session provides a comprehensive overview of supplemental compensation, beginning with a clear definition of what constitutes supplemental wages and how these payments have evolved over time. Participants will gain a practical understanding of how federal taxes are calculated on supplemental pay, including common methods and compliance considerations. The session will also cover key reporting requirements, with a focus on accurate W-2 reporting and how supplemental earnings

are reflected. In addition, the session will explore recent and potential legislative changes that may impact the future of supplemental wage taxation and reporting. Whether you're processing bonuses, commissions, or other supplemental payments, this session will equip you with the knowledge needed to ensure accuracy, compliance, and confidence in your payroll practices.

City/ Government

403(B) AND 457(B) RETIREMENT PLANS FOR PUBLIC SECTOR

This session explores the key features and differences between 403(b) and 457(b) retirement plans commonly offered by public sector employers. Participants will review eligibility, contribution limits, catch-up provisions, distribution rules, and how these plans interact with pensions and Social Security, along with practical considerations for payroll and benefits administration.

A DELOREAN'S VIEW OF PUBLIC VS. PRIVATE EMPLOYERS

This session provides a clear and practical overview of payroll considerations across public and private sector employers. Participants will begin with a foundational understanding of what defines a public sector employer versus a private employer, followed by a breakdown of the critical differences between the two. Key areas of focus include variations in taxation, reporting requirements, benefits administration, and compensation structures. The session will also highlight how the Fair Labor Standards Act (FLSA) is applied differently in the public sector, including unique provisions that impact pay practices and compliance. Whether you are new to public sector payroll or looking to strengthen your knowledge, this session will equip you with the insights needed to navigate these distinctions with confidence.

CERTIFIED PAYROLL REPORTING: UNDERSTANDING REQUIREMENTS FOR GOVERNMENT CONTRACTS

Employers working on federally funded construction projects must meet strict wage reporting requirements. This session explains certified payroll reporting under the Davis-Bacon Act, including wage determinations, worker classifications, and required reporting elements. Participants will also review how to complete and submit Form WH-347, maintain payroll records, and manage compliance across contractors and subcontractors while avoiding common reporting errors.

CONFERENCE CLASS TBD

DAVIS-BACON ACT – PREVAILING WAGES

The Davis-Bacon Act requires contractors and subcontractors working on federally funded construction projects to pay laborers and mechanics no less than the locally determined prevailing wages and fringe benefits for similar work in the area. For organizations participating in federal or federally assisted construction projects, understanding these requirements is essential to maintaining compliance and avoiding costly penalties. This session will provide a practical overview of prevailing wage requirements and how they impact contractors, subcontractors, and project administrators. Participants will learn how wage determinations are established and enforced by the U.S. Department of Labor, how worker classifications affect wage rates, and what documentation is required to demonstrate compliance. Through real-world examples and common compliance scenarios, attendees will gain a clearer understanding of the responsibilities associated with prevailing wage laws. The session will also address common mistakes that can lead to back wages, contract delays, or federal enforcement actions. By the end of this session, participants will be better prepared to navigate prevailing wage requirements, support project compliance, and understand the critical role these rules play in federally funded construction work.

FEDERAL AGENCY LEGISLATIVE ROUNDTABLE: UPDATES AND INSIGHTS FOR EMPLOYERS

Join representatives from key federal agencies for an interactive roundtable discussion focused on the latest legislative, regulatory, and compliance developments affecting employers. This session provides a unique opportunity for payroll, HR, and compliance professionals to hear directly from federal agency representatives about current priorities, emerging enforcement trends, and recent legislative changes impacting the workplace. Panelists from agencies such as the Internal Revenue Service, U.S. Department of Labor, and the Social Security Administration will share insights on key topics, including employment tax compliance, wage and hour regulations, reporting requirements, and updates to federal programs affecting employers. The discussion will also address common employer errors, recent guidance, and practical steps organizations can take to strengthen compliance and reduce risk. Moderated by industry professionals, the roundtable will allow time for discussion and questions, giving attendees the chance to gain clarity on complex issues and hear perspectives directly from the agencies responsible for administering and enforcing federal employment laws. This session offers valuable insight for organizations seeking to stay informed, compliant, and prepared for regulatory changes that impact payroll and workforce management.

IMPORTANT ISSUES FOR PUBLIC SECTOR PAYROLL

Public sector payroll professionals operate in a highly regulated environment where accuracy, transparency, and accountability are essential. Unlike many private sector organizations, government employers must navigate complex retirement systems, collective bargaining agreements, grant-funded positions, and detailed reporting requirements—all while ensuring compliance with federal and state regulations and maintaining responsible stewardship of public funds. This session will explore the unique challenges that impact payroll operations in the public sector. Attendees will examine issues such as pension and retirement system reporting, compensatory time management, funding source allocations, and the influence of union agreements on pay practices. The session will also address the importance of strong internal controls, documentation, and audit readiness in an environment where payroll data and financial decisions may be subject to public review. Through practical examples and real-world scenarios, participants will gain insight into the operational and compliance risks facing government payroll teams and learn strategies to strengthen processes, improve accuracy, and support effective payroll management in public sector organizations.

ON THE ROAD TO HIGHER EDUCATION

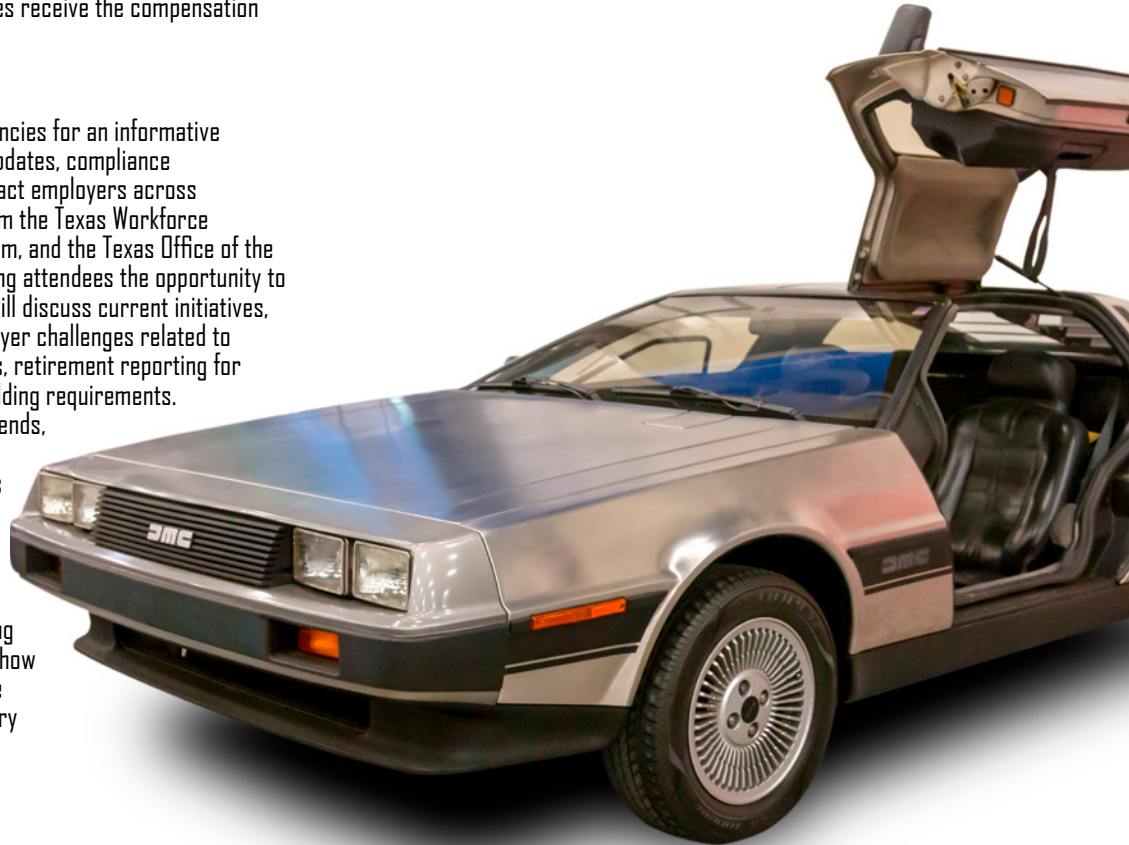
Higher education institutions frequently send employees, faculty, and staff on the road for conferences, research activities, recruiting events, and professional development. While travel is common, the way institutions reimburse employees—whether through stipends, allowances, or per diem payments—can raise important tax and compliance considerations. This session will explore how higher education institutions manage travel-related payments while maintaining compliance with federal tax rules and institutional policies. Attendees will also examine the unique challenges universities face when paying travel stipends, including determining when payments must be treated as taxable wages, documenting business purpose, and applying institutional travel policies consistently across departments. By the end of this session, participants will have a better understanding of how to structure travel reimbursements, distinguish between stipends and per diem payments, and reduce compliance risks associated with employee travel in higher education.

RETROACTIVE PAY VS. BACK PAY: UNDERSTANDING STATE AND FEDERAL REQUIREMENTS

Pay adjustments can arise for many reasons, but retroactive pay and back pay are not the same and may carry different legal and compliance implications. In this session, participants will explore the key differences between retroactive pay and back pay, including when each situation occurs and how federal and state wage laws apply. Through practical examples—such as delayed pay increases, overtime miscalculations, and wage corrections resulting from investigations—attendees will gain a clearer understanding of how to identify and process each type of payment while maintaining compliance and ensuring employees receive the compensation they are owed.

STATE LEGISLATIVE ROUNDTABLE

Join representatives from key Texas state agencies for an informative roundtable discussion focused on legislative updates, compliance requirements, and operational issues that impact employers across the state. This session will feature insights from the Texas Workforce Commission, Texas Municipal Retirement System, and the Texas Office of the Attorney General Child Support Division, offering attendees the opportunity to hear directly from agency experts. Panelists will discuss current initiatives, recent legislative changes, and common employer challenges related to unemployment insurance, workforce programs, retirement reporting for municipal employers, and child support withholding requirements. The discussion will also address compliance trends, reporting expectations, and practical guidance to help employers navigate state requirements effectively. In this moderated session, attendees will be able to ask questions and gain clarity on complex regulations affecting payroll, HR, and public sector administration. Attendees will leave with a better understanding of how these agencies support employers and how organizations can strengthen compliance while responding to evolving legislative and regulatory developments in Texas.



Management

A TOUR OF THE PAYROLL PROFESSION CONFIDENCE INDEX (PPCI)

Join industry analyst and advisor Pete A. Tiliakos for a tour of the Payroll Profession Confidence Index (PPCI) and what its unique sentiment-, relationship-, and value-focused findings mean for the payroll profession and its future. The session will also include a review of key strategic frameworks for shaping a modern payroll operation, such as the Five Pillars of Modern Payroll and the Modern Payroll ROI Scorecard featured in the research. The PPCI is a first-of-its-kind payroll research initiative designed “by payroll, for payroll” to amplify the collective voice of payroll professionals. It takes a sentiment-based pulse of the profession and measures the health and value-driven impact of payroll operations to better understand how to nurture the future of the payroll profession and elevate its impact worldwide. The PPCI remains entirely free of sponsorship or monetization and is 100% anonymous, with no personal information required to participate or access the final report. Access the 2025 PPCI here: <https://www.payrollinfluences.com/researches/2025-payroll-profession-confidence-index-report>

CONFERENCE SPONSOR CLASS TBD – RAPID!

DISASTER RECOVERY: PREPARING FOR THE UNEXPECTED

When the unexpected strikes—whether it’s a natural disaster, system failure, or other crisis—payroll must keep moving forward without disrupting the timeline. In this session, we’ll fire up the flux capacitor and revisit the basics of payroll disaster recovery. We’ll explore the essential steps for creating and maintaining a payroll continuity plan, from safeguarding data and securing backup processes to ensuring employees are paid accurately and on time, even during chaos. Participants will also learn about compliance considerations, communication best practices, and how to “reset the clock” after a disruption. By going back to the basics, attendees will be equipped to protect payroll operations against the unknown and keep history—and the future—intact.

FIRST-TIME MANAGER SURVIVAL GUIDE

Stepping into management for the first time can feel overwhelming, as it involves balancing new responsibilities, leading former peers, and delivering results through others all at once. This session is designed to equip new and emerging leaders with the practical tools and mindset needed to succeed

from day one. Attendees will learn how to establish credibility, set clear expectations, communicate effectively, and navigate common challenges such as managing performance, handling difficult conversations, and prioritizing competing demands. Through real-world examples and actionable strategies, this session provides a roadmap for building confidence, earning trust, and making a strong, lasting impact as a first-time manager.

HEAD, HEART, AND PAYSリップ: THE NEW PAYROLL LEADERSHIP MODEL

Payroll leadership today requires more than technical accuracy and regulatory knowledge. In an environment shaped by global compliance, rapid technological change, and rising employee expectations, successful leaders must balance analytical thinking, emotional intelligence, and operational excellence. This session explores the Head, Heart, and Payslip leadership model, a framework that reflects the evolving role of payroll professionals as both business leaders and trusted stewards of employee financial well-being. Head represents the strategic and technical expertise required to navigate complex regulations, systems, and data-driven decision-making. Heart highlights the human responsibility of payroll—recognizing that behind every payslip is a person relying on that payment for stability and trust. Payslip reflects the operational discipline needed to ensure accuracy, compliance, and reliability in one of the most mission-critical functions in any organization. Drawing on lessons from global payroll operations, this session will explore how payroll leaders can build trust across the organization, strengthen collaboration with HR and finance, and elevate payroll from a transactional function to a strategic contributor.

LEADERSHIP MINDSHIFT: KEYS TO SUCCESS

In an ever-evolving business landscape, leadership requires more than just adapting to change—it demands a complete mindshift. Leadership Mindshift: Keys to Success is designed for leaders who want to drive meaningful transformation within their teams and organizations. This session explores the essential qualities and actions leaders must embrace now to make a significant impact in the future.

PAYROLL ETHICS

Payroll professionals are entrusted with some of the most sensitive responsibilities in an organization—handling employee pay, personal data, and compliance with complex regulations. Because of this, ethical decision-making is essential to maintaining trust, protecting employees, and safeguarding the organization. This session will explore the ethical responsibilities of payroll professionals and the importance of integrity, confidentiality, and accountability in payroll operations. Participants will examine common ethical dilemmas, including data privacy, handling payroll errors, pressure to override controls, and maintaining compliance with laws and policies. Through real-world scenarios and discussion, attendees will gain practical insight into how ethical principles guide payroll decisions and how strong ethical practices support transparency, trust, and professional credibility within the organization.

SOFT SKILLS, HARD TRUTHS: WHY LEADERSHIP IN PAYROLL DEMANDS MORE THAN TECHNICAL KNOWLEDGE

Payroll is built on precision, compliance, and technical expertise—but successful payroll leadership requires much more. Behind every payroll process are people, relationships, and decisions that demand communication, influence, and resilience. Technical knowledge may ensure the numbers are correct, but soft skills enable payroll leaders to guide teams, navigate challenges, and build trust across the organization. In this session, the speaker will explore the often-overlooked human side of payroll leadership. Participants will examine why emotional intelligence, communication, and the ability to influence stakeholders are essential skills for modern payroll professionals. The discussion will also address the hard truths leaders face—managing pressure, responding to mistakes, navigating complex relationships with HR and finance, and leading teams through change. Through practical insights and real-world experience, attendees will gain a deeper understanding

of how developing strong interpersonal skills can elevate payroll leaders from technical experts to trusted advisors within their organizations.

UTILIZING AI FOR TRAINING: DISCOVER HOW AI CAN BOOST YOUR TRAINING SKILLS

Artificial intelligence is transforming how organizations design and deliver training. From creating dynamic learning content to improving engagement and personalization, AI offers new opportunities to enhance the employee learning experience and support more effective training programs. This session will explore practical ways organizations can incorporate AI into training environments. Participants will learn how to identify appropriate use cases for AI, develop strategies for successful implementation, and create scripts and content tailored for AI-driven learning tools. The discussion will also examine different delivery methods that leverage AI to increase engagement and improve knowledge retention. By the end of this session, attendees will gain valuable insight into how AI can be used to strengthen training programs, streamline content development, and create a more impactful and engaging learning experience for employees.

WHERE WE'RE GOING, MANAGEMENT DOESN'T NEED ROADS

This session explores the foundations of effective management by helping participants identify and better understand their personal management style. Through guided reflection, attendees will assess how their current approach aligns with both traditional leadership models and the evolving expectations of today's workforce. The session will examine the differences between conventional management mindsets and future-focused leadership approaches, highlighting how shifts in workplace dynamics, employee expectations, and organizational needs are reshaping what effective leadership looks like. Participants will also learn practical techniques to “futuraize” their management style—adapting their communication, decision-making, and leadership behaviors to be more agile, inclusive, and forward-thinking. This session is ideal for leaders at any level who are looking to grow, adapt, and lead with greater impact in a rapidly changing work environment.



Global / Compliance Track

EARNED WAGE ACCESS MODELS, REPAYMENT STRUCTURES, AND PAYROLL CONSIDERATIONS

As Earned Wage Access (EWA) programs continue to grow in popularity, payroll professionals must understand the operational and compliance considerations that come with supporting these models. This session explores various EWA structures, including employer-sponsored and direct-to-consumer models, with a focus on repayment methods, funding approaches, payroll integration, tax implications, and wage deduction considerations. Gain practical insights into evaluating EWA solutions, managing risks, and ensuring payroll processes remain compliant while supporting employee financial wellness."

EXPATRIATES AND INPATRIATES

Managing employees who work across international borders introduces significant payroll and tax complexities. This session explores key considerations for expatriates and inpatriates, including tax implications, compensation structures, and compliance requirements. Participants will gain a clearer understanding of how global assignments impact payroll administration and organizational policies.

IMMIGRATION COMPLIANCE IN A GLOBAL WORKFORCE

Employers with international talent must navigate complex immigration laws and employment eligibility requirements. This session provides an overview of immigration compliance considerations that intersect with payroll and HR processes, including work authorization, documentation requirements, and cross-border employment issues. Participants will gain insight into compliance risks and best practices for managing a global workforce responsibly.

LOCAL TAXES

Local tax requirements can present unique challenges for payroll professionals, particularly in jurisdictions with complex municipal or regional tax structures. This session examines the fundamentals of local tax compliance, including withholding requirements, reporting obligations, and common compliance pitfalls. Participants will gain practical guidance for managing local tax obligations and maintaining accurate payroll reporting.

MULTI-STATE COMPLIANCE – PART I

Organizations with employees working in multiple states must navigate a wide range of payroll tax and employment law requirements. This session provides a foundational overview of multi-state payroll compliance, including nexus considerations, withholding requirements, and state-specific regulations. Participants will gain the knowledge needed to identify potential compliance risks and establish effective payroll processes for multi-state workforces.

MULTI-STATE COMPLIANCE – PART 2

Building on the foundational concepts introduced in Part I, this session explores more advanced multi-state payroll scenarios. Topics include remote work considerations, reciprocal agreements, tax allocation, and resolving complex compliance challenges. Participants will gain deeper insight into managing multi-state payroll operations effectively while maintaining regulatory compliance.

PAYROLL COMPLIANCE: KEYS TO RESEARCH AND COMMUNICATING TO MANAGEMENT

Payroll professionals are often responsible for interpreting complex regulations and communicating their impact to leadership. This session focuses on effective research methods for payroll compliance issues and strategies for presenting findings clearly to management. Participants will learn how to evaluate regulatory sources, document compliance decisions, and communicate risks and recommendations in a way that supports informed decision-making.

STRATEGIC PLANNING FOR GLOBAL GROWTH AND PAYROLL TRANSFORMATION

As organizations expand across borders, payroll operations must adapt to increasingly complex regulatory environments. This session explores the strategic considerations involved in building and managing a global payroll structure. Topics include operational models, technology solutions, risk management, and governance strategies that support sustainable global growth while maintaining compliance.

TAX EQUALIZATION AND HYPOTHETICAL TAX

International assignments often require specialized compensation structures to ensure fairness for employees working abroad. This session explains the concepts of tax equalization and hypothetical tax, including how these mechanisms are calculated and administered. Participants will learn how organizations manage tax liabilities for globally mobile employees while maintaining equitable compensation practices.

UNDERSTANDING SHADOW PAYROLL, SPLIT PAYROLL, AND LIVE PAYROLL

When employees work across international borders, employers often implement shadow payroll to ensure proper tax reporting and compliance in multiple jurisdictions. This session will provide an overview of shadow payroll and its role in supporting globally mobile employees. Attendees will learn how shadow payroll operates alongside home country payroll, how compensation and benefits are reported for tax purposes, and the responsibilities employers must manage to remain compliant. The session will also discuss coordination among payroll, HR, tax, and global mobility teams, along with common challenges organizations face when administering shadow payroll. This session will provide payroll professionals with the knowledge needed to better understand and support shadow payroll processes.



The Essentials Track



In order of Category

AUDITING PAYROLL 101

Join this practical session on how to effectively audit payroll, designed for payroll managers, supervisors, and professionals responsible for ensuring accuracy, compliance, and audit readiness. Learn the core principles of payroll auditing and what auditors expect—whether reviews come from Finance, internal audit, or external auditors. Using a “trust but verify” approach, we’ll walk through the full payroll cycle, highlighting key risk areas, controls, and common errors. Participants will work with audit checklists and learn how to tailor them to their payroll systems and processes. Realistic scenarios provide hands-on experience applying audit techniques in everyday situations. The session also includes practical Excel tips to streamline reconciliations, improve accuracy, and efficiently manage large data sets and audit documentation. By the end of this session, you’ll be equipped to confidently audit payroll and support audit readiness across your organization.

BACK TO THE FUTURE: PAYROLL, ACCOUNTING, AND HR – WHERE WE ARE GOING, WE NEED COLLABORATION

As organizations evolve, the partnership between Payroll, Accounting, and Human Resources becomes increasingly important. This session explores how these departments can work together to ensure financial accuracy, regulatory compliance, and strategic workforce planning. Attendees will examine how technology, reporting, and data integration are shaping the future of these interconnected functions and learn practical strategies for improving collaboration and communication across departments.

DECODING THE ALPHABET SOUP OF HR AND PAYROLL

Most compliance failures don’t start in HR or payroll; they start with everyday leadership decisions. Well-intended but inconsistent manager choices around time, discipline, or “how we’ve always done it” often create legal risk. This session connects real-world management practices to compliance exposure and shows how HR and payroll can reduce risk through education and partnership rather than enforcement. Participants will learn how to help managers spot risk in real time, ask better questions, and make consistent decisions without feeling policed. By shifting conversations from “don’t mess this up” to “here’s why this matters,” organizations can reduce risk, strengthen leadership, and prevent problems before they escalate.

PAYROLL AND HR FUNDAMENTALS: WHERE COMPLIANCE BEGINS

Payroll and Human Resources share responsibility for ensuring employees are paid accurately, on time, and in compliance with ever-changing regulations. This session explores the foundational elements of payroll and HR collaboration, including key compliance requirements, recordkeeping responsibilities, and regulatory oversight. Participants will gain a practical understanding of how payroll and HR functions intersect, the risks of miscommunication, and the best practices organizations can implement to establish a strong compliance framework from the start.

PAYROLL RECONCILIATIONS AND REVIEW

Join this practical, end-to-end session on payroll reconciliation, designed for payroll professionals, managers, and supervisors. Learn how to confidently reconcile payroll from time capture through final reporting—and clearly explain results to Finance and HR partners. We’ll cover reconciling timecards to payroll batches, pre-check reports to ACH, payroll registers, and final payroll to bank statements. The session also explores Chart of Accounts (COA) responsibilities and how payroll ties into the general ledger, including reconciliation of assets, liabilities, and expenses. Gain insight into handling complex payroll elements such as 401(k), ESPP, stock plans, HSA/Flex plans,

garnishments, hypothetical taxes, and deferred compensation plans. You’ll also learn best practices for mapping earnings, deductions, and taxes to ensure accurate financial reporting. Finally, we’ll discuss reconciliation timing—what to review each payroll, monthly, quarterly, and annually—and how to build a sustainable, repeatable process. By the end of this session, you’ll be equipped to manage payroll reconciliations with confidence and communicate results like a pro.

ROADS? WE DON’T NEED ROADS, WE NEED CERTIFICATION

Professional certification can be a powerful tool for advancing your payroll career and strengthening your organization’s credibility. This session explores the benefits of payroll certification, including the Fundamental Payroll Certification (FPC) and Certified Payroll Professional (CPP). Attendees will learn about eligibility requirements, exam preparation strategies, and how certification can enhance professional development, industry knowledge, and career opportunities.

TAKING YOUR PAYROLL CAREER TO THE NEXT LEVEL

Payroll professionals play a vital role in every organization, yet many are unsure how to advance their careers within the field. This session focuses on professional development strategies, including continuing education, certification, networking, and leadership skill development. Attendees will explore career pathways within payroll and learn how to position themselves for new opportunities and long-term success in the profession.

TIMEKEEPING AND REPORTING

Accurate timekeeping is critical to payroll compliance and operational efficiency. This session examines best practices for managing employee time records, including federal and state wage and hour requirements, time tracking systems, overtime considerations, and reporting standards. Participants will learn how to identify common timekeeping issues, improve reporting accuracy, and ensure payroll processes align with labor regulations and organizational policies.

UNDERSTANDING ROLES: WHO OWNS WHAT IN PAYROLL AND HR?

Clear role definition is essential for compliance and operational efficiency. This session examines the responsibilities of Payroll and Human Resources departments, highlighting where duties intersect and where ownership must be clearly defined. Participants will learn how to avoid gaps in responsibility, reduce compliance risks, and build stronger working relationships between payroll and HR teams.

WHAT IT “FEELS LIKE” TO WORK HERE

A positive workplace culture supports employee engagement, productivity, and retention. This session explores how leadership, communication, and organizational practices contribute to creating a healthy work environment. Participants will learn practical strategies for fostering collaboration, addressing workplace challenges, and promoting a culture of respect and accountability that benefits both employees and the organization.

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ADDITIONAL SPONSOR CLASSES TBD

COMPLIANCE IN PAYROLL: UNEMPLOYMENT, PAYROLL TAX, WAGE AUDITS, AND OFFBOARDING

Payroll compliance extends well beyond processing paychecks. This session reviews key compliance responsibilities related to unemployment insurance, payroll tax reporting, wage audits, and the payroll aspects of employee separation. Participants will learn how to identify compliance risks, respond to audits, and implement processes that support accurate reporting and regulatory adherence.

HIRE TO RETIRE – UNDERSTANDING THE EMPLOYEE LIFE CYCLE

The employee lifecycle represents the full journey an individual takes with an organization, from the moment they become aware of an opportunity to the time they retire or transition out of the company. Each stage of this journey shapes the employee experience and plays a critical role in organizational success. In this session, participants will explore the key phases of the employee lifecycle, including attraction, recruitment, onboarding, development, engagement, retention, and separation. The discussion will highlight how leadership, HR, and management practices influence employee satisfaction, performance, and long-term retention. Attendees will learn how organizations can create a consistent and supportive experience throughout the lifecycle by aligning hiring practices, onboarding strategies, performance management, career development, and succession planning. Real-world examples and practical strategies will help participants better understand how to strengthen each stage of the employee journey and build a workplace where employees can thrive from hire to retire.

NOTICE!

Schedule details may change between now and the conference dates.

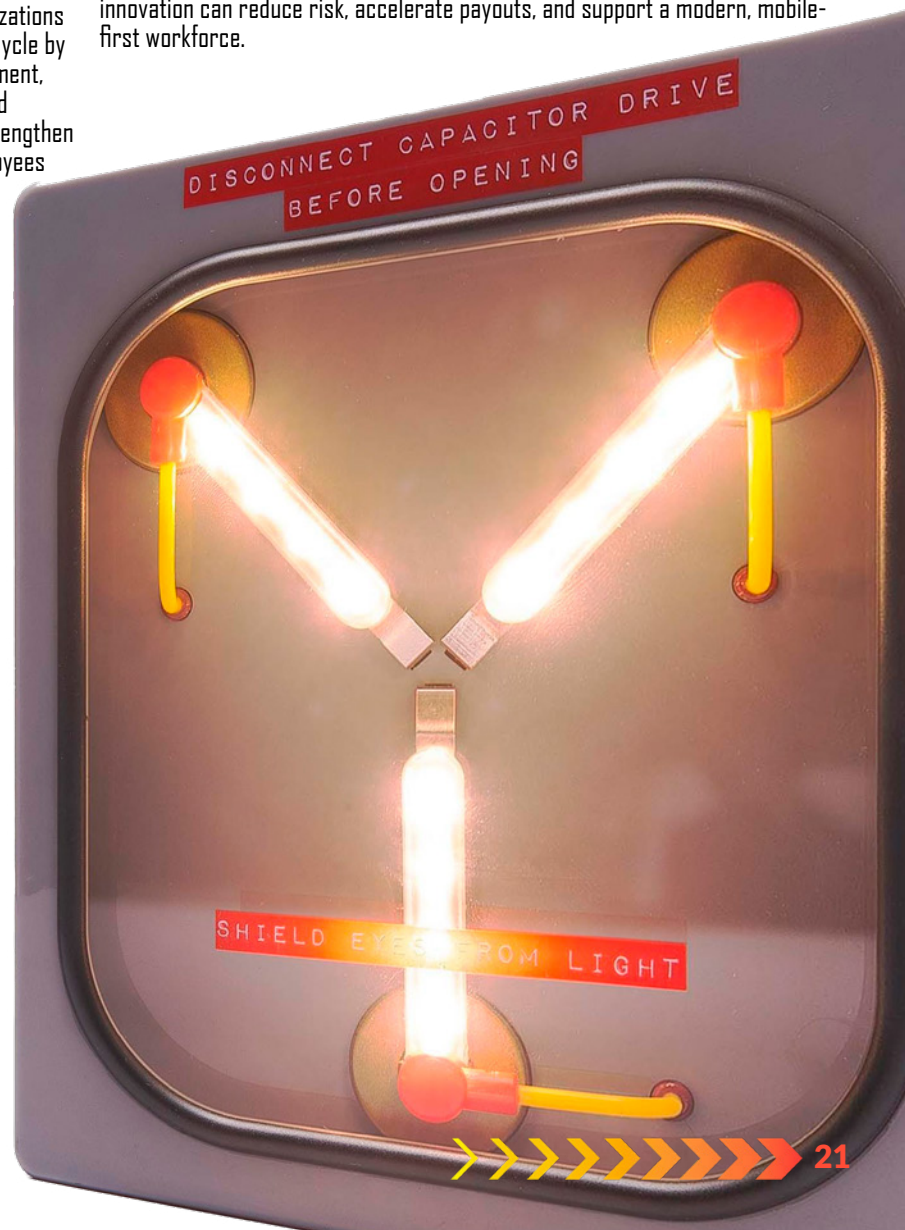
Please stay tuned for updates.

MERGERS AND ACQUISITIONS TAX OBLIGATIONS

Mergers and acquisitions create important payroll and tax compliance challenges. This session explores how different transaction structures impact employer tax IDs, wage reporting, benefit plans, and employment tax obligations. Attendees will learn about successor employer rules, wage base considerations, and common payroll compliance risks during organizational transitions. The session provides practical guidance to help payroll and HR professionals maintain accurate reporting and compliance during mergers and acquisitions.

MODERNIZING PAYROLL: HOW DISBURSEMENT SOLUTIONS EMPOWER PAYROLL TEAMS

In today's dynamic workforce landscape, payroll teams face increasing pressure to deliver fast, flexible, and compliant payments to employees, contractors, and contingent workers. Modern disbursement solutions can remove friction from pay cycles, reduce manual processes, and improve the employee experience. This session will explore how disbursement technology streamlines payroll operations, enhances financial control, and delivers new value to both payroll managers and the broader organization. Through real-world use cases and practical examples, attendees will learn how payment innovation can reduce risk, accelerate payouts, and support a modern, mobile-first workforce.



WHY VOLUNTEER?

TPC volunteers play a vital role in the success of our conference. From assisting in breakout sessions and general sessions to supporting activities and the exhibit hall, volunteers help ensure a smooth and engaging experience for all attendees.

Volunteering at the Texas Payroll Conference is also a great opportunity to connect with others in the payroll profession, build lasting relationships, network with industry vendors, and gain valuable insight into what goes on behind the scenes of conference planning.

We encourage you to sign up as a volunteer for this year's Texas Payroll Conference in The Woodlands, TX. If you are interested, simply select "Yes" to the volunteer option during registration. First-time attendees are highly encouraged to volunteer—it's a great way to get involved!

If you have already registered, you can still join the team by emailing tpcvolunteer@txpayrollconference.org.

Throughout the conference, we will proudly recognize the dedication and contributions of our volunteers. We look forward to having you as part of our team!

A special thank you to Forms and Fulfillment, our returning Volunteer Sponsor. The TPC Board of Directors sincerely appreciates their continued support over the years.

VOLUNTEER TODAY

FORMS & FULFILLMENT

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HOTEL INFORMATION



1601 Lake Robbins Drive The Woodlands Texas 77380 PH 281 367 9797

Travel confidently to The Woodlands Waterway Marriott Hotel & Convention Center. Situated in The Woodlands, Texas on The Waterway, our hotel is an inimitable destination for travelers. Benefit from our superb location near the array of shops, restaurants and local attractions in The Woodlands, including the Cynthia Woods Mitchell Pavilion, which is connected to our hotel via a sky bridge. Although countless activities beckon, make time to recharge in our guest rooms and suites, some of which feature scenic outdoor balconies to soak in water views and cool breezes. Stop by our lobby Starbucks® for a morning pick-me-up or wind down with a delicious dinner at Ristorante Tuscany, our signature Italian restaurant. Our hotel also boasts a full-service spa and salon, a state-of-the-art fitness center, an outdoor swimming pool and over 66,500 square feet of flexible venue space. Experience the benefits of having it all at The Woodlands Waterway Marriott Hotel & Convention Center.



SERVICES AND AMENITIES

THE SPA AT THE WATERWAY

The Spa at the Waterway offers guests an array of relaxing and rejuvenating treatments. Indulge in a facial, massage or manicure during your hotel stay in The Woodlands.

Appointment is Required. 281 296 8866

FITNESS CENTER

SWIMMING

- Outdoor Pool
- Towels provided
- Whirlpool

CHECK-IN/OUT POLICY

Check-in: 4 PM/Check-out: 11 AM
Must be 21 or older to check-in. Photo ID required.

AGES FOR CHILDREN

All guests 17 and under are considered children.

EARLY DEPARTURE FEE

There is a fee of one night room cost plus tax if you must leave prior to your scheduled departure date.

TRANSPORTATION SERVICES

PARKING

- On-site parking, fee: \$6 USD hourly, \$25 USD daily
- Valet parking, fee: \$25 USD daily
- Complimentary off-site parking

OTHER TRANSPORTATION

- Bus Station
- Subway Station

AREA AIRPORTS

- George Bush Intercontinental Airport - IAH
281 230 3100
- William P Hobby Airport - HOU
713 640 3000

ALTERNATE TRANSPORTATION

- SuperShuttle; fee: \$60 USD (one way); reservation required
- Estimated taxi fare: \$120 USD (one way)

DINING

DINING AT THE HOTEL

- Breakfast
- Ristorante Tuscany
Ristorante Tuscany, our signature restaurant.

Open for breakfast

Dress code: Casual

281 367 9797

- Acqua Lounge
Wind down with light restaurant offerings and a full drink menu at Acqua Lounge, our casual bar and lounge in The Woodlands.

Open for lunch and dinner

Dress code: Casual

281 367 9797

- illy
Begin your day in The Woodlands at our on-site Starbucks®. Sip on your favorite coffee beverage while you nibble on a fresh pastry or a grab-and-go lunch.

Open for breakfast and lunch

Dress code: Casual

281 367 9797

- Concierge Lounge
Concierge Level hotel guests can enjoy access to our Concierge Lounge. Start your morning in The Woodlands with a tasty Continental Breakfast or sample hors d'oeuvres come the evening time.

Open for breakfast and dinner

Dress code: Casual

281 367 9797

ROOM RATES

Standard: \$269 Single/Double

Room Rates are good until August 21, 2026.
Note: We expect to sell out again this year, make your reservations early!

Policies



ADMISSION

Upon arrival, attendees must check in at the registration desk to receive their conference badge and materials. Attendees must present a valid photo ID to receive conference materials. Conference badges must be worn and visibly displayed at all times. Admission to all sessions, meals, and the exhibit hall requires a valid conference badge. This policy will be strictly enforced. Individuals who are not registered conference attendees will not be permitted to access conference sessions, meals, or special events. All attendees must be 18 years of age or older. Admission to the conference does not permit the consumption of alcohol by individuals under 21 years of age.

CANCELLATION POLICY

FULL CONFERENCE REGISTRATION CANCELLATION POLICY - If you are registered for the 2026 conference but are unable to attend, we encourage you to send a substitute. All substitution requests **MUST** be received by TPC no later than August 15. Email substitution request to: Info@txpayrollconference.org. **NOTE**: Substitutions submitted on or after August 1, will incur a \$125 administrative fee. If you cannot send a substitute, **NO REFUND WILL BE GRANTED**. However, a 50% credit of your 2026 registration fee will be considered (with board approval) to be used **ONLY** towards your 2027 conference registration. A written cancellation notice **MUST** be received by TPC no later than August 15. Email cancellation request to: Info@txpayrollconference.org. **NOTE**: Cancellation requests received after the August 15 deadline will not be considered for credit to be used towards the 2027 Conference.

ONE DAY REGISTRATION CANCELLATION POLICY - If you have registered for the Thursday or Friday one day registration at the 2026 conference and cannot attend, we encourage you to send a substitute. If you cannot send a substitute, **NO REFUND WILL BE GRANTED**. All substitution requests **MUST** be received by TPC no later than August 15. Email substitution request to: Info@txpayrollconference.org. **NOTE**: Substitutions submitted on or after August 1, will incur a \$125 administrative fee.

ALCOHOL

The goal of this alcohol policy is to ensure prudent and safe use of alcoholic beverages in compliance with Texas State laws and TPC policies. Those who consume alcohol should comprehend the issues that surround its use, recognize the consequences related to 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 attendees 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 guests 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. 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

TPC actively monitors the incidence of Coronavirus Disease 2019 (COVID- 2019) and the variances in our region. We have been asked how COVID-19/variances may impact our upcoming 2026 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 2026 Texas Payroll Conference will take place as planned. However, if you are sick or feel you are getting sick, we ask that you please remain in your hotel room or stay home.

Currently, older adults and people with underlying health conditions are at an 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 the 2026 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: The State of Texas law does NOT require you to wear a mask and/or be vaccinated. As such, you will not be required to be vaccinated to attend our 2026 Conference.

WEDNESDAY, SEPTEMBER 16, 2026

TRACKS

12:00 PM - 2:00 PM - OPENING CEREMONIES

Time	Payroll Beginner	Payroll Advanced	Human Resources	City/Government	Management	Global/Compliance	The Essentials	Future Flux Capacitor
2:15 PM - 3:45 PM - SESSION 2	FLSA Basics Bian Farrington	Keynote Speaker - Jan Hargrave - The Silent Language of Success Advanced Payroll Calculations - Part 1 Gerard Hall, CPP	Reskilling for AI Collaboration, Not Competition Jill Chapman, SPHR, SHRM - SCP	Davis-Bacon Act - Prevailing Wages Alexia Tammina	First Time Manager Survival Guide Gerard Whitmore, CPP	Earning Wage Accruals: Payroll Sherrill Richardson, CPP	Year-End Payroll Basics: Getting W-2 Season Right Jennifer Parrish, CPP	Sponsor Class TBD
4:00 PM - 5:30 PM - SESSION 3	Exam Tips and Test Taking Strategies Kathy Cardinal, CPP	Payroll Tax Filings: Reporting and Compliance Carolyn Rizzuto, CPP	Leaves of Absence: FMLA, ADA, Workers' Compensation, and Payroll Impacts Laura Amenz-Attorney at Law	Important Issues for Public Sector Payroll Ron Moser, CPP	Head, Heart, and Payroll: The New Payroll Leadership Model Ian Giles	Strategic Planning for Global Growth and Payroll Transformation Natalie Lopez, CPP	Auditing Payroll 101 Robert Swingle, CPP	Sponsor Class TBD
5:30 PM - 7:00 PM - EXHIBITOR RECEPTION								TBD

THURSDAY, SEPTEMBER 17, 2026

8:00 AM - 9:30 AM - GENERAL SESSION 4

Time	Payroll Beginner	Payroll Advanced	Human Resources	City/Government	Management	Global/Compliance	The Essentials	Future Flux Capacitor
9:45 AM - 10:45 AM - SESSION 5	Back to Payroll Basics: Tipped Employees - Past Rules, Present Risks, and the Future Jennifer Parrish, CPP	Colorado Payroll Cheryl Wilson, CPP	Supplemental Wages and Benefits @ 88 MPH - Strategies for the Future Emma Jackson, CPP	Certified Payroll Reporting: Understanding Requirements for Government Contracts Alexia Tammina	Disaster Recovery: Preparing for the Unexpected Carolyn Rizzuto, CPP	Immigration Compliance in a Global Workforce Laurie Sneider & Emily Stewart	Timekeeping and Reporting Nikki Myers, CPP	Sponsor Class TBD
11:00 AM - 12:00 PM - SESSION 6	Understanding the W-4 and Payroll Tax Calculations Karen Davidson, CPP	Payroll and Employee Terminations: Pay, Compliance, and Final Payments Carolyn Huse, CPP	Audit Ready: Catch 19 and Compliance Risk Early Sherril Bender	Understanding Roles: Who Owns What in Payroll and HR? Chester Morgan, CPP	Leadership Mindset: Keys to Success Barbara Youngman, CPP Debra Doonan, CPP	Understanding Shadow Payroll: Split Payroll and Live Payroll Jon Stone	Back to the Future: Payroll, Accounting, and HR - Where We Are Going, We Need Collaboration Sherril Bender	Compliance in Payroll: Unemployment, Payroll Tax, Wage Audits and Offboarding Multi-Kaifer, Thomas & Co. Sponsor
12:00 PM - 1:30 PM - EXHIBIT HALL LUNCH								

FRIDAY, SEPTEMBER 18, 2026

8:00 AM - 10:00 AM - AWARDS BREAKFAST & GENERAL SESSION 10

Time	Payroll Beginner	Payroll Advanced	Human Resources	City/Government	Management	Global/Compliance	The Essentials	Future Flux Capacitor
1:45 PM - 3:15 PM - SESSION 7	Payroll 101 - Gross to Net Gerard Hall, CPP	Advanced Payroll Calculations - Part 2 Gerard Hall, CPP	Keeping Time When There is No Music: Managing Timekeeping and Payroll Compliance Yvonne Chambers-Healings	Federal Agency Legislative Roundtable: Updates and Insights for Employers Mina Lambert - SSA Shirley Sauer - BGS Charles Ebbeler - DOJ	Soft Skills, Hard Truths: Why Leadership in Payroll Demands More than Technical Knowledge Ian Giles	Local Taxes Sherrill Richardson, CPP	Payroll Reconciliations and Review Robert Swingle, CPP	Sponsor Class TBD
3:30 PM - 4:30 PM - SESSION 8	Payroll Garnishments, Tax Levies and Student Loan Deductions Jennifer Parrish, CPP	Fringe Benefits: Understanding Taxable and Non-taxable Benefits Jodi Parsons, CPP	Skills Over Credentials: Rethinking Workforce Development Jill Chapman, SPHR, SHRM - SCP	Retrospective Pay vs. Back Pay: Understanding State and Federal Requirements Karen Davidson, CPP	Thought Leadership Conference Sponsor rapid	Payroll Compliance: Keys to Research and Communicating to Management Barbara Youngman, CPP	Decoding the Alphabet Soup of HR and Payroll Cheryl Davis, CPP	Hire to Retire - Understanding the Employee Life Cycle Melanie McLary - ExponentHR Sponsor
4:45 PM - 5:45 PM - SESSION 9	Fundamental Payroll Calculations: Building a Strong Foundation Gerard Hall, CPP	Managing Global Payroll Teams Cheryl Wilson, CPP	Managing Global Payroll Teams Natalie Lopez, CPP	Adopters' View of Public vs. Private Employers Emma Jackson, CPP	Payroll Ethics Ron Moser, CPP	Expatriates and Inpatriates Jon Stone	Decoding the Alphabet Soup of HR and Payroll Sherril Bender	Sponsor Class TBD

FRIDAY, SEPTEMBER 19, 2026

8:30 AM - 10:00 AM - AWARDS BREAKFAST & GENERAL SESSION 11

Time	Payroll Beginner	Payroll Advanced	Human Resources	City/Government	Management	Global/Compliance	The Essentials	Future Flux Capacitor
10:15 AM - 11:15 AM - SESSION 11	Payroll Taxes 101: Understanding the Basics Sherrill Richardson, CPP	Payroll Overpayments: Prevention, Recovery, and Compliance Barbara Youngman, CPP	Beyond Engagement: Driving Performance Through Well Being and Purpose Jill Chapman, SPHR, SHRM - SCP	401(b) and 457(b) Retirement Plans for Public Sector Karen Davidson, CPP	Where We're Going, Management Doesn't Need Road Emma Jackson, CPP	Multi-State Compliance - Part 1 Jodi Parsons, CPP	Roads? We Don't Need Roads, We Need Certification Sherril Bender	Modernizing Payroll: How Disruption is Empowering Payroll Brian Skowik - Conpay Sponsor
11:30 AM - 12:30 PM - SESSION 12	Timeless Payroll Accounting: Back to the Basics, Forward to the Future Sherril Moncreiffe, CPP	Payments to Decedent Employees: Payroll and Tax Reporting Carolyn Huse, CPP	Empowering Employees: Financial Wellness Through Payroll Solutions Conference Sponsor Kell Jones - rapid	On the Road to Higher Education Yvonne Chambers-Healings	Utilizing AI for Training: Discover How AI Can Boost Your Training Skills Debra Doonan, CPP Marisa Bandford, CPP	Multi-State Compliance - Part 2 Jodi Parsons, CPP	What it "Feels Like" To Work Here Sherril Bender	Sponsor Class TBD
12:45 PM - 2:45 PM - EXHIBIT HALL LUNCH								

SATURDAY, SEPTEMBER 20, 2026

8:30 AM - 10:00 AM - GENERAL SESSION 14

Time	Payroll Beginner	Payroll Advanced	Human Resources	City/Government	Management	Global/Compliance	The Essentials	Future Flux Capacitor
3:00 PM - 4:30 PM - SESSION 13	Unemployment Taxes 101: Understanding ETA and SUTA Sherrill Richardson, CPP	California Payroll: Navigating Complex Payroll Requirements Cheryl Wilson, CPP	EEOC Enforcement Trends Laura Amenz-Attorney at Law	State Legislative Roundtable Patty Price - Iowa OAS Anthony Mills - THRS Krista Gwynne - TWC	A Tour of the Payroll Profession Confidence Index (PCI) Pete Tilkos	Tax Equalization and Hypothetical Tax Jon Stone	Payroll and HR Fundamentals: Where Compliance Begins Chester Morgan, CPP	Mergers and Acquisitions Tax Obligations Ron Carney and Jonathan Hilton Sponsor

SATURDAY, SEPTEMBER 20, 2026

7:00 PM - 12:00 AM - FRIDAY NIGHT PARTY

Time	Payroll Beginner	Payroll Advanced	Human Resources	City/Government	Management	Global/Compliance	The Essentials	Future Flux Capacitor
8:30 AM - 10:00 AM - GENERAL SESSION 15								

SATURDAY, SEPTEMBER 20, 2026

10:15 AM - NOON - CLOSING GENERAL SESSION 16 & GIVEAWAYS

Time	Payroll Beginner	Payroll Advanced	Human Resources	City/Government	Management	Global/Compliance	The Essentials	Future Flux Capacitor

Keynote Speaker Gerard Hall, CPP - Invisible Until It Breaks: Why Payroll Only Gets Noticed When Something Goes Wrong

Keynote Speaker Pete Tilkos - AI and Augmentation in the Golden Age of Payroll

Keynote Speaker Kathy Cardinal, CPP - One Big Beautiful Bill

Keynote Speaker Rory Gardiner - Unstoppable Resilience: Turning Obstacles into Opportunities & Burnout into Breakthroughs