From the Office of the APA Liaison
Pat McQuiller, CPP

The Gateway Association of Payroll Professionals (GAPP) is an organization of Payroll Professionals with a common goal to continually develop innovative payroll skills through education, shared knowledge and solutions to changing issues. Our goal is to provide our members with the latest developments in legislation and issues impacting the Payroll Professionals.

If there are any topics that you would like to hear in the upcoming months, please let us know by sending an e-mail to gatewaypayroll@ymail.com.

Visit our website at www.gatewaypayroll.org where you will find meeting information, state and federal links, and other pertinent information.

National Education Day
Team GAPP participated in National Education Day to teach local high school students in the community the ins and outs of their paychecks, electronic payment methods like direct deposit and paycards, and the payroll withholding system. The participants were: Felicia Chatman, Coco Delgado, CPP; Michelle Longs; Sherri McCaw, CPP; Pat McQuiller, CPP; Cheryl Proyaseng, CPP; Diane Ruhmann, CPP, and Brenda Whitted. We hope that you can join us next year for participation in this rewarding event!

Free Webinars – Visit Website http://www.americanpayroll.org

Going Electronic with Payroll – Product Code 12ADP1PR

Join this webinar and hear directly from ADP client, Dan Tyrrell, as he shares his success in bringing paycards to Applebee's. As Director of Financial Services at DineEquity Inc.--the largest full-service dining company in the world--Dan is responsible for Accounts Payable, Accounts Receivable, Payroll and Cash Management. His experiences will be invaluable to Finance, HR and Payroll executives interested in launching an electronic pay solution within their organizations. Besides being an ideal solution for employees who are under-banked, going electronic with payroll enables extraordinary cost savings and helps to ensure business continuity. Attendees will also learn more about trends in electronic pay, including new features, functionality and methods that best-in-class organizations have adopted to go electronic with payroll. – **1 RCH**

The Art of the Interview: Drawing Out Great Talent - Product Code 12JOB1PR
The job interview is one of the most basic components of a recruitment strategy. However, many professionals do not take the time to truly understand the different types of interview practices and how to use them to find the best fit among a long list of interested candidates. This webinar reviews the differences between phone interview, behavioral interview and traditional interview and how to navigate the most effective conversations through each.
1 RCH

Building a Successful Employment Brand in the New Economy – Product Code 12JOB2PR
Building a strong candidate pipeline can mean the difference between an organization prepared for a changing economy and one that will be scrambling to remain competitive. In this session payroll professionals will learn how to reposition their employment marketing message in the new economy to best reach today's qualified candidates, and utilize various social media and communication channels.**1 RCH**

Time and Attendance Strategies for the Modern Workforce: How Consumer-Based Technology Is Reshaping Workforce Management Software and Payroll Efficiency – Product Code 12KRN1PR
Many of today's consumer-based technologies, such as the iPad, Wii, and smartphones, deliver an unprecedented level of functionality through a simple, intuitive, and easy-to-understand user experience. As this basic value proposition - that users don't have to sacrifice functionality for ease - has gained mass consumer appeal, business application software providers are fundamentally rethinking the way their software is designed. In this exciting session, we'll explore new advancements and trends in time and attendance software and how these new technologies and techniques improve user adoption that results in less work at the front end of the payroll process. We'll also discuss how time and attendance technology has fundamentally changed over the last 5 years - from single-point solutions to integrated workforce management suites that can be deployed on site or in the cloud. – **1 RCH**

Time and Attendance Best Practices for the Government/Public Sector – Product Code 12KRN3PR
For many government agencies, the cost of full and part-time employees is their largest single budget line item. One of the best tools available to organizations is a workforce management time and attendance system. Join public sector industry experts in workforce management as they show you the best practices they have implemented. **1.5 RCH**

Payroll Card Regulatory Landscape and Update – Product Code 12MST1PR
Whether your organization is considering a payroll card program or looking for ways to increase employee adoption, it is important to have the most current knowledge on the product features and benefits that employees value, how they use the payroll card and the 50-state compliance environment to help you achieve your objectives. – **1 RCH**

Paycards Gain Importance as Regulatory Changes Hinder Electronic Payroll Participation – Product Code 11FSVR01
Don't let regulatory reforms erode participation in your electronic payroll program. Attend this free webinar to learn how you can achieve and maintain superior electronic payroll adoption â€"despite decreasing employee participation in bank accounts and new restrictions that impact some paycard programs.
As banks have adjusted their fee structures, virtually ended free checking, raised minimum balance requirements and dissolved rewards programs, the declining appeal of checking accounts stands to diminish employee participation in direct deposit. Unless your paycard offering represents a compelling alternative, you may face a rising return to paper paychecks. – **1 RCH**

Roadmap to Best-in-Class: Take the Next Step to Optimize Your Payroll - Product Code 12KRN2PR
Look everywhere and people are talking today about automating business processes. That's a great first step on the path to success and becoming strategic. Help bring your organization along the continuum--transform it from the Automation of tactical processes, through Engagement, to Optimization. Payroll is a valued partner in your organization--let us help show you how today's workforce management tools can provide better information, more visibility to data, and solve a lot of your challenges. Join us and learn the steps you can take to become more strategic and make a positive impact your organization as a whole. – **1 RCH**

Leveraging Electronic Payroll Distribution: Best Practices for Paperless Payroll – Product Code 12FDT1PR A large underbanked population in the U.S. is driving growth in electronic payroll distribution programs, as well as the need for employers to seek ways to reduce the costs and administrative burden associated with company-issued paper checks. Attend this free webinar to learn about emerging trends to consider when choosing your approach to 100% electronic payroll distribution as well as best practices in payroll program implementation. - **1 RCH**

Workforce Management for Payroll Leaders: Operational Success through Time & Attendance and More – Product Code 12SUM1PR

Timekeeping is more than just paying people right....it is the critical building block for more advanced, automated tools that help manage labor expense, increase productivity, and minimize compliance risk. Learn how payroll can become the corporate "hero" by being the strategic catalyst leading the way to increased operational effectiveness and a higher-performing organization. In this webinar, we'll discuss how implementation of Integrated Workforce Management (timekeeping, attendance, absence and leave management, scheduling, task and activity tracking, and workforce labor and productivity analytics) drives value not only to payroll, but also to both the bottom line, AND TOP LINE, for an organization. **1 RCH**

10/17/12 – How Leading Companies Are Going Paperless – Product Code 12GCC1PL – Earn 1 RCH
During this webinar, industry experts will reveal how they have found that the right payroll card solution simplified their payroll process and made their jobs easier. Each case study will discuss the entire course of implementing payroll cards; from choosing the right partner, to the process of moving towards 100% paperless payroll. By attending this webinar, attendees will learn how successful companies have selected their payroll card vendor and understand the steps required to successfully implement a payroll card program.

11/8/12 Transforming Your Company with a Payroll Card Program – Product Code 12FSV1PL – 1 RCH
While you may know that electronic payroll cards reduce costs, offer great employee benefits, and increase a company's productivity, it may be difficult to get your company behind the initiative. There are a number of factors that must be addressed before legal, operations, HR, and finance will sign off on an electronic payroll proposal with payroll cards. In this webinar, you'll discover a best practices road map that can help prepare your organization for implementing a successful payroll card program. Additionally, you'll gain tangible insight into what the most successful programs have in common and how payroll card programs provide outstanding value to both employers and employees.

Upcoming Conferences:

10/17/12 – 10/19/12 – Midwest Regional Payroll Conference – Earn 17.5 RCHs
The 10th annual Midwest Regional Payroll Conference. It's not too late to register. Visit the website at www.mwpayrollconf.org for additional information.
Location: Chateau on the Lake in Branson, MO
Costs: Member $545.00; Non-Member $595.00

10/21/12 – 10/24/12 – Educational Institutions Payroll Conference – Earn 19 RCHs
APA's **Educational Institutions Payroll Conference** focuses on compliance issues impacting payroll professionals working in the higher education community. The three-and-a-half-day curriculum addresses nonresident alien payroll taxation, visas, employment eligibility, student FICA exception, fringe benefits, FLSA issues, and much more.
Location: Hyatt Regency St. Louis at the Arch, 314 Chestnut Street
Costs: Member - $1,049; Colleague $1,125; Non-Member $1,255

10/25/12 – Preparing for the Year End and 2013 – Product Code 12PYE12C – Earn 6 RCHs
Reduce the risk of noncompliance penalties with this information-packed, one-day class specifically addressing the complex compliance issues of year-end payroll processing. Preparing for Year-End and 2013 brings you up to date on the latest changes in legislation and regulations that affect the close of 2012 and the beginning of 2013.
Location: Sheraton Clayton Plaza Hotel, 7730 Bonhomme Avenue, St. Louis, MO
Costs: Members - $405; Colleague - $480; Non-Member - $570